

Our Free Minds

Health and Safety Policy

Our Free Minds considers health and safety to be of utmost importance. We comply with The Health and Safety at Work Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1992.

The Charity has appropriate insurance cover, including employer's liability insurance and public liability insurance.

Health and safety within our setting is managed through proportionate and thoughtful risk management that supports children's wellbeing alongside their developmental needs. We recognise that reasonable levels of challenge, independence, and responsibility are important for children's physical and emotional development. To support this, all children take part in regular in-house grounds safety training, ensuring a shared understanding of site boundaries and expectations. Adult supervision is planned and responsive rather than constant, with staff using professional judgment to balance safety requirements with children's growing competence and confidence.

Each member of staff follows the Group's **Health and Safety** policy and is responsible for:

- Maintaining a safe environment
- Taking reasonable care for the health and safety of themselves and others attending the Club
- Reporting all accidents and incidents which have caused injury or damage or may do so in the future
- Undertaking relevant health and safety training when required to do so by the manager.

Any member of staff who disregards safety instructions or recognised safe practices will be subject to disciplinary procedures.

Responsibilities of the registered person

The registered person for the setting holds ultimate responsibility and liability for the safe operation of the Group. The registered person will ensure that:

- They nominate a Health and Safety Officer. The designated health and safety officer is Guy Asherson-Taylor.
- A copy of the current Health and Safety At work poster is displayed (poster is available here: <http://www.hse.gov.uk/pubns/books/lawposter.htm>)
- All staff receive information on health and safety matters, and receive training where necessary
- The **Health and Safety** policy and procedures are reviewed regularly
- Staff understand and follow health and safety procedures
- Resources are provided to meet the Group's health and safety responsibilities
- All accidents, incidents and dangerous occurrences are properly reported and recorded. This includes informing child protection agencies and the Health and Safety Executive under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995) where appropriate.
- All reported accidents, incidents and dangerous occurrences are reviewed, so

that preventative measures can be taken where appropriate

Responsibilities of the managing Facilitator

The Group's managing facilitator is responsible for ensuring that at each session:

- Premises are clean, well lit, adequately ventilated and maintained at an appropriate temperature
- The premises are used by and solely available to the Group during opening hours
- All the Group's equipment is safely and securely stored
- A working telephone is available on the premises at all times
- Chemicals and cleaning materials are stored appropriately, and in accordance with COSHH data sheets (this to be done in accord with the Scouts from whom we rent the building).
- External pathways are cleared in severe weather
- Daily environment checks are carried out.

Security

Children are not allowed to leave the Group premises during the session unless prior permission has been given by the parents.

During Group sessions, staff monitor the entrances and exits to the premises throughout the session.

All visitors to the Group must sign the **Visitor Log** and give the reason for their visit. Visitors will never be left alone with the children.

Security procedures will be regularly reviewed by the manager, in consultation with staff and parents.

Toys and equipment

All furniture, toys and equipment are kept clean, well maintained and in good repair. We select toys, equipment and resources with care, and we carry out risk assessments before the children are allowed to use them. Broken toys and equipment are disposed of promptly.

We ensure that any flammable equipment is stored safely.

Food and personal hygiene

Staff maintain high standards of personal hygiene, and take all practicable steps to prevent and control the spread of infection, including:

- A generally clean environment is maintained.
- Toilets are cleaned daily and soap and hand drying facilities are always available.
- Waste is disposed of safely and all bins are kept covered.
- Staff ensure that children are reminded to wash their hands before handling food or drink and after using the toilet.
- Cuts and abrasions (whether on children or staff) are kept covered.

Dealing with body fluids

Spillages of blood, vomit, urine and faeces will be cleaned up immediately. Staff are provided with gloves for these tasks.

Staffing levels

Staff ratios and levels of supervision are always appropriate to the number, ages and abilities of the children present, and to the risks associated with the activities being undertaken. A minimum of two members of staff are on duty at any time.

This policy was adopted by: Our Free Minds	Last reviewed and signed by:
Date of last review: 17.01.2026 To be reviewed: 30.08.2026	- Katie Kotting, Chair of the Board of Trustees - Clea Sambrook, Trustee for Safeguarding - Poppy De Witt, Trustee