

Shelton Junior School



Moving & Handling Policy

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Introduction

The School recognises its responsibility to ensure the health, safety and welfare of its employees as far as is reasonably practicable, when carrying out manual handling tasks with pupils and loads in a school environment. Health and safety legislation does NOT prohibit all moving and handling but it does require the School to adopt a risk management approach.

Manual handling is the movement of a load by means of bodily force. This includes lifting, supporting, carrying, putting down, pushing and pulling (Manual Handling Operations Regulations, 1992). The School should ensure that suitable and sufficient moving and handling risk assessments are completed in order that appropriate steps, including training, are taken to reduce the risk of injury to the lowest level reasonably practicable.

Rationale

In relation to the handling of children, this policy is intended to promote a safer handling approach, which means no manual lifting of the whole or a substantial part of a persons' body weight. Where specialist resources or equipment is required the School will liaise with the relevant agencies to ensure the equipment meets the needs of the pupils. In all aspects of personal care, the priorities are to maintain individuals' dignity at all times and to promote mutual self-respect. Pupils will be encouraged to assist in their moving and handling transfers, promoting independence, where appropriate. The School will endeavour to provide all necessary specialist equipment to enable staff to work safely and efficiently. A moving and handling assessment should be completed, which identifies the handling needs of a pupil relative to the environment and personnel needs and recommends measures to reduce risk of injury.

Objectives

The school will comply with the requirements of the law as stated in:

- The Health and Safety At Work Act 1974.
- The Manual Handling Operations Regulations 1992 (amended 2004-MHO regs).
- All other legislations, or parts thereof, relating to manual handling and provision and maintenance of equipment.
- Follow the Manual Handling Policy.

The school will prevent musculo-skeletal injury to staff as a result of manual handling by reducing the risk to the lowest level possible.

The assessment and reduction of risks from manual handling aims to achieve:

- A safe working environment.
- Suitable and sufficient equipment to reduce manual handling risk.
- Well trained staff who take care of their own health and safety, and that of others.

Risk Management Features

The following will be taken into consideration which may affect individual capabilities of employees:

General physical capability - A risk of injury will be considered unacceptable if a specific manual handling technique cannot be carried out by most reasonably fit, healthy employees. An employee can decide whether or not they can manage the tasks to be performed. However, the Headteacher has a duty to ensure the employee is physically capable of completing the task without injury.

People with health problems - Conditions such as recent injury, hernia, back problems, heart conditions or other risk increasing factors should be taken into consideration before an employee is asked to do manual handling work. If there is any uncertainty, medical advice should be sought. The Disability Discrimination Act may require employers to make adjustments if they would allow a person with a disability to do the work safely and satisfactorily.

New and expectant mothers - The law requires employers to make allowances for pregnant women and those at high risk after childbirth, for about 6 months, to prevent injury from the physical work involved in manual handling procedures. A risk assessment must be carried out on the expectant mother and reviewed monthly as long as the expectant mother continues to work.

Young workers - Extra care is required to ensure that young people, up to the age of 18 years, are not exposed to the risks from manual handling. Extra precautions or close supervision are needed

Risk Management Process

Responsibility for assessment - The Headteacher has the responsibility to ensure that there are suitable and sufficient assessments of manual handling tasks within the school which are regularly reviewed.

Manual Handling Adviser - School staff will take advice from relevant professionals to ensure the competency of person or persons trained to carry out risk assessments. Professional advice (from physiotherapists and occupational therapist) will be taken regarding safe systems of work and monitor for good practice.

Reducing The Risk

A safe working environment will be provided that allows manual handling procedures to be carried out with minimal risks to employees 'as is reasonably practical'.

Manual handling issues will be considered at the design stage of every refurbishment or new building. Ergonomics advice will be sought if necessary.

Equipment will be provided to prevent manual handling wherever possible. Where manual handling cannot be prevented, equipment will be provided to reduce the risk, in consultation with outside professionals.

Responsibilities

The Headteacher along with the SENDCo will ensure:

- Manual handling risk assessments have been carried out and updated as necessary or at yearly intervals.
- Following risk assessments, a remedial action plan should be documented and acted upon in the given timescale.
- Employees are monitored to check safe systems of work are being followed.
- All employees have manual handling training (if required) and records of attendance are kept.
- Manual handling accidents or incidents are fully investigated and followed up as necessary.
- Liaison with OTs and physiotherapists to give a multi-disciplinary approach to manual handling issues.

Employees must:

- Be aware of their responsibilities under the Health and Safety at Work Act 1974 and the Manual Handling Operations Regulations 1992.
- Attend manual handling training sessions provided by the school.
- Seek assistance and extra training if their level of knowledge is insufficient for a new situation.
- Be aware of their individual capability for manual handling and not exceed it.
- Report all manual handling accidents, injuries or near misses using the accident/injury reporting system complying with The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (R.I.D.D.O.R) 1995.

Factors To Consider

Activities where moving and handling may be required:

- moving around school/ college
- toileting
- playground or outdoor activities
- travelling on school transport
- activities outside school e.g. swimming, educational visits
- emergency procedures e.g. moving from the floor after a fall, fire evacuation.

Student factors:

- ability to communicate
- weight of student
- ability to bear weight
- ability to co-operate and follow instructions

- physical conditions e.g. spasm, variable muscle tone, impaired eyesight and hearing, and
- behaviour.

Staff factors:

- individual capabilities and conditions that may affect or inhibit moving and handling, including pregnancy
- training needs
- level of competence, and
- number of trained competent staff available.

Environmental factors:

- constraints of space
- poor floors, variations in levels
- poor layout of areas, making moving and handling difficult
- restrictions of movement from clothing, and
- poor lighting.

Review

This policy will be reviewed annually in order to keep it in line with operational changes and any future legal obligations.