



Manual Handling Policy

Purpose:

To ensure compliance with the Management of Health and Safety at Work Regulations 1999 and Manual Handling Operations Regulations 1992, which supplement the general obligation contained within the Health & Safety at Work, etc. Act 1974. This will be achieved by reducing, so far as is reasonably practicable, any risk associated with manual handling operations.

2. Scope

All employees, pupils, volunteers and employed agency staff are included within this policy. This policy takes into consideration the requirements for the movement of both objects and people (including children).

2.1 Load Handling

In recognition of the fact that manual handling injuries account for a significant number of workplace accidents, Hampden Gurney Primary School is committed to reducing the risks involved in these operations. Provisions have been made to reduce risks wherever it is reasonably practical, to give appropriate and effective training and guidance and advice to staff on safe manual handling principles and techniques. Hampden Gurney Primary School has adopted so far as is reasonably practicable a policy of minimal lifting and handling.

The Manual Handling Arrangements (4.0) set out a hierarchy of measures which must be implemented to reduce the risks from manual handling. These measures include: Avoiding hazardous manual handling operations so far as is reasonably practical, Assessing any hazardous manual handling operations that cannot be avoided Reducing the risk of injury so far as is reasonably practical.

2.2 People Handling In addition to the measures outlined above the following approach have been adopted:

Staff are not required to perform tasks that put them and the pupil at risk unreasonably. Pupils should be encouraged to walk wherever possible and picking up of children is not encouraged. Hampden Gurney Primary School is committed to safe manual handling for staff through the minimal manual handling policy, providing training, equipment and devising safe systems of work. Wherever possible staff should apply principles of safe handling and moving to prevent injury not only to themselves but also to the pupil.

Notwithstanding the above, it is recognised that, following a suitable and sufficient risk assessment, there

may be situations which do require manual lifting of pupils. For example, a pupil's medical condition or in an emergency situation or a smaller child in distress. Where well intentioned assistance, in consideration of an individual's welfare, is offered and results in injury, damage or loss, employees would not be considered blameworthy unless working outside of their remit of authority and competence. An overall evaluation of the arrangements for specifically identified children will be carried out. If this identifies the need for manual handling, then a more detailed assessment will be completed.

Things to think about are:

- Parents of pupils are informed of the procedures and give advice to school staff as and when manually handling issues need to be varied.
- Manual handling tasks are planned (when part of a routine) and if necessary altered to reduce risk.
- Clothing, footwear and personal effects should be minimal; finger nails kept short, loose fitting clothing which is not revealing.
- Every effort is made to involve pupil and seek their views
- Further advice and training is required to ensure that best practice is up to date.
- The school has employed and trained a suitable number of staff to deal with the manual handling issues of the children involved
- A PEEP (Personal Evacuation Plan) is completed for any specific children who have had a Manual Handling risk assessment completed on them. This must be practiced and all relevant staff made aware of the procedures. Any PEEP will be reviewed on an annual basis or if the circumstances change.

3. Definitions These definitions are as stated in the Manual Handling Operations Regulations.

Manual Handling operations are defined as 'any transporting or supporting of a load, including lifting, putting down, pushing, pulling, carrying or moving by hand or bodily force'. A hazard is something with the potential to cause harm and a risk expresses the likelihood that the harm from a particular hazard is realised. The risk, therefore, reflects both the likelihood that harm will occur and its severity. An assessment is a procedure for identifying the level of risks or hazards, which may exist in order to introduce procedures to eliminate, reduce or control the risk of injury.

4. Arrangements In order to minimise the risk of injury resulting from manual handling operations, so far as is reasonably practicable, the following actions will be taken:

4.1 Avoidance of manual handling operations

Hampden Gurney Primary School will ensure that, wherever it is reasonably practicable, unnecessary manual handling tasks will be avoided. This will be achieved by appropriate changes to systems of work, pursuing ergonomics and by automating or mechanising the process.

Examples include:

- arranging tasks to avoid extensive periods of moving and handling;

- replacing lifting with sliding techniques;
- providing wheelchair accessible vehicles;
- issuing appropriate equipment i.e. sack trucks, trolleys, rollers etc.;

4.2 Training

All staff who are required to undertake, or supervise those who undertake, manual handling activities will participate in an appropriate training programme commensurate with their job activity, which will be evaluated. This training will be organised by the Head teacher/SMT (Senior Management Team).

4.3 Risk Assessments

If a risk from manual handling has been identified a manual handling risk assessment must be carried out and reviewed at regular intervals (this is done on an annual basis or if circumstances change). Assessments will also be reviewed if there are developments which suggest that they may no longer be valid, if:

- there are changes in the manual handling operation;
- the pupil's needs change;
- the working environment changes;
- there has been an accident or a "near miss" incident has occurred.

Assessments and reviews will form part of staff practice. All significant findings of the assessments will be recorded, monitored and updated as appropriate, and be readily accessible to all staff who need to refer to them. Records of accidents, incidents and "near misses" and ill health will be monitored in order to identify if there is an implication for manual handling operations. All accidents and injuries must be reported to the Deputy Head teacher. Records of manual handling training provided will be maintained by Premises Manager. For people handling, records of the content of the training should be documented and retained for six years on recommendation from the HSE.

4.4 Safe Systems of Work In order to ensure that risk reduction measures are implemented, the following must be considered:

- avoid manual handling activities wherever possible;
- adhere to safe systems of work which have been designed to reduce the risk of injury;
- fully co-operate with the employer to ensure safe working practices
- fully utilise mechanical / automatic lifting and carrying aids where identified as appropriate;
- fully utilise personal protective clothing / equipment;
- ask suppliers to assist when deliveries are made;
- plan your route prior to undertaking the manual handling activity;
- reduce the carrying distances;

- carry lighter or less bulky loads or consider sharing the load;
- vary the work, allowing one set of muscles to rest;
- request assistance from the Premises Manager if unsure about any activity;

5. Management Responsibility Head teacher and staff must ensure that:

- alternative measures to undertake the task should be considered to avoid manual handling
- risk assessments are carried out, reviewed and appropriate records are maintained;
- staff are made aware of their responsibility to follow safe working methods and systems are in place to enable this to be checked at appropriate intervals;
- immediate action is taken where it becomes apparent that an employee is not following safe working systems;
- any manual handling injuries are reported, investigated where appropriate with remedial action taken;
- employees attend the appropriate training programme and records are maintained by the Premises Manager;
- if they have concerns about the use of equipment or any activities, they must speak to their line manager/KS Leader and or the Head teacher.

6. Employee Responsibility Employees must ensure that they:

- take personal responsibility to follow safe systems of work and do not risk their own health and safety nor that of others when conducting manual handling operations;
- use any equipment provided to reduce manual handling activities;
- report any problem related to an activity or any defective equipment to the Premises Manager or Head teacher;
- in line with legislation designed to protect the safety of employees, report to the Head teacher any personal condition or circumstances which may affect their role. It is also advisable that in the interests of safety to mother and baby, the Head teacher is informed of pregnancy at the earliest opportunity;
- adhere to safe systems of work as defined within the manual handling risk assessments;
- if the risk assessment requires the wearing of Personal Protective Equipment staff must comply with the findings of that assessment
- speak to the Head teacher if there are any concerns on the use of equipment or any aspect of the risk assessment.

7. General Requirement

All staff referred to within the scope of this policy are required to adhere to its terms and conditions. Individual senior staff are responsible for ensuring that this policy is applied within their own workplace. Any queries on the application or interpretation of this policy must be discussed with the Head teacher.

Revised by: Mr Peter Francis Deputy Head Teacher Sept 2018

Next Review: Autumn 2020 or sooner if regulations/circumstances change