

Sperrinview School

Health Care for Staff Policy

Definition

In Sperrinview we define Health Care for staff as measures we have in place to minimise the risk of exposure to infection or injury.

This will ensure that staff are provided with safe and healthy conditions in which to work.

Justification.

We have a duty of care re the health of staff and staff have a responsibility for their own health.

Implementation

Infection

Staff in Sperrinview will be

- provided with training in the recognition of and means of preventing the spread of infectious conditions
- expected to maintain good standards of personal hygiene
- provided with information regarding prevalent, infectious conditions in individual children
- provided with equipment to prevent spread of infection eg gloves, hibiscrub, anti-bacterial scrub/roll for changing benches
- expected to make judgements regarding their own fitness for work
- provided with some formal training in food preparation

It is the responsibility of staff to

- protect themselves given the above

Parents need to be informed that children with conditions which would be considered to place other people at risk should not be in school.

Parents must also be aware that they may be requested to collect their child from school if they fall sick. (See Medical Care Policy.) This section from the medical care policy will be highlighted in the school's Information Booklet.

Injury

Staff in Sperrinview are exposed to risk of injury through

- moving and handling
- challenging behaviour
- use of equipment eg electrical

In order to prevent staff injury the following precautions should be taken

- all staff must be trained and regularly updated in moving and handling techniques, dealing with challenging behaviour and use of equipment
- school should be properly equipped eg hoists, steps to reach high notice boards
- staff should be regularly rotated to avoid repetitive strain injuries when working with particularly difficulty and demanding children.

All incidents should be reported and recorded in the appropriate forms and files.

It is the responsibility of staff to

- take reasonable care
- observe safety rules eg risk assessment
- use equipment provided
- report hazards
- fill in accident forms

In some circumstances eg pregnancy or chronic conditions it is the responsibility of the employer to provide suitable alternatives if requested.

Evaluation.

The effectiveness of these measures will be assessed in relation to their success in providing a safe/healthy environment for staff.

To be reviewed annually and modified as and when necessary.

Review

A sub-committee of the Board of Governors will monitor and evaluate the effectiveness of this policy as part of a timetabled, on-going process.

Signed: _____ Date: _____