



Special consideration for employee's

We recognise that certain employees such as young persons, new and expectant mothers and persons with a disability require special consideration under the management of health and safety at work regulations 1992.

The health and safety policy should have regard to such persons both at the commencement of employment and during it. The following procedure is therefore set down to achieve this aim.

Procedure

Any employee requiring special consideration will be assessed by the nursery manager on induction to the nursery or when their condition or disablement comes to light.

The risk assessment relating to the occupation of such workers will be considered at these times and special measures such as training and supervision, arrangement, modifications and medical surveillance, if necessary, will be agreed upon with the worker. This will be reviewed every 3-6 months, as we continue to support the individual.

Further assessments and reviews will be carried out at appropriate intervals.

This policy was adopted on:	Signed on behalf of the nursery:	Date for review
April 2021	Claire Smith	April 2022
April 2022	Vicky Sheard	April 2023
April 2023	Vicky Sheard	April 2024
January 2024	Rebecca Barron	January 2025
January 2025	Rebecca Barron	January 2026
March 2026	Zoe Goodchild	March 2026
April 2026	Vicky Sheard	April 2027 (added info)
May 2026	Rachel strong	May 2027