

## **Manual Handling Policy**

### **Policy statement**

At Natural Nurture Nursery we aim to fulfil the requirements of Manual Handling Regulations Updates of 2004.

Although it is not possible to eliminate all manual handling we recognise that correct handling techniques will lessen the chances of injury occurring. Manual handling applies to a wide range of manual handling activities, including lifting, lowering, pushing, pulling or carrying. The load may be either inanimate – such as a box or a trolley, or animate - a person or an animal (see Behaviour Management Policy).

As with other health and safety issues, the most effective method of prevention is to eliminate the hazard – in this case, to remove the need to carry out hazardous manual handling. For example, it may be possible to re-design the workplace so that items do not need to be moved from one area to another. Where manual-handling tasks cannot be avoided, they must be assessed. This involves examining the task and deciding what the risks associated with it is, and how these can be removed or reduced by adding control measures.

### **Procedures**

The Manager will:

- Carry out an assessment of main tasks, identify potential risks arising from manual handling and set clear rules in our risk assessments.
- Ensure outdoor and indoor spaces, furniture, equipment and toys are safe and suitable for their purpose.
- Ensure staff are given guidance about the safe storage, movement, lifting and erection of large pieces of equipment on induction and through training.
- Complete an individual risk assessment for staff where deemed necessary.

Staff will:

- Consider the following as part of a manual handling assessment:
  - The tasks to be carried out
  - The load to be moved
  - The environment in which handling takes place
  - The capability of the individual involved in the manual handling.
- Follow three basic rules:
  - AVOID the need for hazardous manual handling, so far as reasonably practical.
  - ASSESS the risk of injury from any hazardous manual handling that can't be avoided.
  - REDUCE the risk of injury from hazardous manual handling, so far as reasonably practical, limiting the distances for carrying, making the load smaller/lighter where possible and using the proper equipment provided such as ladders, trolley etc.

- Not move any load unless they know the correct handling techniques.
- Not move a load if they believe it may cause them an injury (especially sharp edges, badly packed chemicals, hot containers).
- Not carry loads at arms length or using finger tips.
- Avoid lifting from the floor or to above shoulder height.
- Avoid awkward movements such as stooping, reaching or twisting, minimising repetitive actions by re-designing and rotating tasks
- Ensure that heavy/hot/ hazardous objects will not be moved when children are in the vicinity. In the case of food, children will not accompany adults while hot food or drinks are carried.
- Ensure that adequate rest periods and breaks are taken between tasks.
- Ensure that they are capable of undertaking the task; two person lifts are to be encouraged where practical for large pieces of furniture or equipment.
- People with health problems and pregnant women may be particularly at risk of injury and must report their condition to management immediately.
- Report any injuries incurred during any manual handling operation and record it in the accident book.
- Follow the policies of the nursery with regards to Manual Handling and Health and Safety at all times.

### **Correct Lifting Procedure**

#### Planning and Procedure:

- Think about the task; consider what you will be lifting, where you will put it and how you are going to get there. Ensure that the surroundings are safe. Flooring should be even and not slippery, lighting should be adequate, and the temperature and humidity should be suitable.
- Remove obstructions and ensure that the correct equipment is available.
- Assess the weight, centre of gravity of the load and the size to make sure that you can grip it safely and see where you are going.
- Assess whether you can lift the load safely without help. If not, get help. If more than one person is involved, plan the lift first and agree who will lead and give instructions. Consider a resting stage before moving a heavy load or carrying something any distance.
- Plan your route and remove any obstructions. Check for any hazards such as uneven flooring.
- Check whether you need any PPE (personal, protective equipment) and obtain the necessary items, if appropriate. Check the equipment and fit before use.
- Ensure that you are wearing the correct clothing, avoiding tight clothing and unsuitable footwear.
- Ensure that you will be able to maintain a firm grip.
- Remove any unnecessary packaging, if this will make the task safer.

#### Position:

- Stand with your feet apart and your leading leg forward. Your weight should be evenly distributed over both feet. Position yourself (or turn the load round) so that

the heaviest part is next to you. If the load is too far away, move toward it or bring it nearer before starting the lift.

#### Lifting:

- Always lift using the correct posture
- Bend the knees slowly, keeping the back straight
- Tuck the chin in on the way down
- Lean slightly forward if necessary and get a good grip
- Keep the shoulders level, without twisting or turning from the hips
- Try to grip with the hands around the base of the load
- Bring the load to waist height, keeping the lift as smooth as possible.

#### Move the Load:

- Move the feet, keeping the load close to the body
- Proceed carefully, making sure that you can see where you are going
- Lower the load, reversing the procedure for lifting
- Avoid crushing fingers or toes as you put the load down
- Position and secure the load after putting it down
- Report any problems immediately – for example, strains and sprains.
- Where there are changes, for example to the activity or the load, the task must be reassessed.

#### Carrying Children

- If the child is old enough, ask them to move to a position where they will be easy to pick up, and ask them to hold on to you as this will support you and the child when lifting.
- Do not place the child on your hip, carry them directly in front of you in order to balance their weight equally.
- Wherever possible, avoid carrying children a long distance.
- Where a child is young and is unable to hold onto you, ensure you support them fully within your arms.
- Avoid carrying anything else when carrying a child. Make two journeys or ask a colleague to assist you.
- If a child is struggling or fidgeting whilst you are carrying them, stop, place them back down and use reassuring words to calm the child before continuing.
- Students and pregnant staff members will not carry children.

#### Legal Framework

Health and Safety at Work Act 1974

Management of Health and Safety at Work Regulations 1992

Manual Handling Operations Regulations 1992 (as amended 2004)

#### Other Policies of Use: Behaviour Management Policy



This policy was adopted at a meeting of The Natural Nurture Nursery Management Committee held on the 3<sup>rd</sup> March 2016.