

ACCIDENT, EMERGENCY & INCIDENT POLICY

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Reviewed by JH 20/10/2024

The aim of this policy is to outline procedures to deal with any incident or accident related to the nursery in a calm, professional and methodical manner. The accident and incident policy and procedures support our safeguarding and child protection policies and support our health and safety measures for everyone at the nursery – staff, children, visitors, and volunteers/management.

Incidents and Accidents

Where an incident or accident occurs within the nursery premises, or during a nursery outing we will ensure that the necessary steps are taken to deal with the incident or accident while maintaining the safety of the children as our prime priority. 'Incidents' include, but are not limited to the following:

- Death of a child
- Fire at the Nursery Premises
- Break-in, burglary, or theft of personal or the Nursery's property
- Vandalism to Nursery property or at the Nursery premises
- Violence or assault/attack to a member of staff, parent/visitor, or volunteer on the premises
- Critical incident – any short notice incident not fitting the above

We keep an incident book for recording incidents, and an accident book for recording accidents including those that are reportable to the SEYT. We will report any incidents resulting in injury, or any dangerous occurrences which could have resulted in injury or fatality, or any other dangerous occurrence as fits the definition of an 'incident'.

Our incident book will record the incident circumstances and description, the time and date of the incident, the names of persons involved and signatures of those involved/present.

Dealing with an Accident

All accidents on the premises are recorded in the accident log within the FAMILY app.

A first aid trained member of staff is always on duty at the premises. Minor accidents (e.g., grazed knee) to children are reported to parents in writing when parents/carers collect their child - this details what happened, and any treatment administered.

Our first aid kit:

- is regularly checked (monthly) by a designated member of staff and re-stocked as necessary.
- is easily accessible to adults.
- Is kept out of the reach of children.

If a child, or member of staff, visitor or volunteer become injured at the nursery the following steps will be taken:

1. Nursery Manager (or most accessible First Aider) will assess the injury and act decisively to either treat or call for medical help and will quickly ensure the safety and wellbeing of the children and other persons is maintained.

2. If an injury has been sustained but it is deemed to be relatively minor and readily treatable a first Aid trained member of staff will administer treatment as appropriate.
3. If an injury has been sustained that is more serious and requires medical help the group leader will call first for medical help and then, if a child has sustained the injury, will call the parents of the child.
4. Nursery Manager (or in her absence, the deputy) will ensure that the children in the nursery care continue to be cared for and will, if necessary, call for additional staff to help.
5. Nursery Manager (or in her absence, the deputy) will ensure that the injured person is kept comfortable as dictated by medical advice until the emergency services arrive.
6. Should an injured child be taken to hospital a member of staff will accompany the child if the parents have not yet arrived at the nursery – this may or may not be Nursery Manager.
7. Nursery Manager (or in her absence, the deputy) will ensure that all accidents are recorded in the accident log ensuring that the date, time, and circumstances are clearly recorded.
8. Nursery Manager (or in her absence, the deputy) will inform the nursery owner and agree responsibility for reporting to authorities (SEYT)
9. SEYT will be notified within 48 hours of any accident/injury to a child, parent, staff member or volunteer, requiring treatment by a GP Doctor or hospital Doctor.

Death of a child, member of staff, volunteer, or parent

In the event of a death at the nursery the manager (or in her absence, the deputy) will ensure that the following

steps are taken:

1. The police are immediately informed.
2. The parent is informed.
3. The other children at the nursery are appropriately looked after and kept calm.
4. Parents will be called to collect children before normal closing time, and additional staff will be called in to help look after the children if necessary.
5. The nursery owner will be called as soon as possible
6. The time, date and circumstances are recorded in the incident book.
7. SEYT are informed as soon as possible.

Reporting of incidents not related to the Nursery

Should a child suffer an injury when not in the care of the nursery, we request that parents inform the Nursery Manager (or in her absence, the deputy) of any such incident so we may ensure we safeguard the child appropriately. For example, a child may have taken a fall and hit their head that morning before leaving home with no apparent harm caused but may subsequently suffer symptoms of concussion. Informing us of the injury can help us to keep an eye out for delayed symptoms.

Any incident reported will be logged in the incident book, detailing the nature of the incident, time, and date, and signed by the parent/carer as well as Nursery Manager (or in her absence, the deputy).

Fire on the premises

In the event of a fire at the nursery the fire drill will be followed.

The fire drill procedure is clearly displayed in the nursery and all staff are familiar with the fire drill procedure.

In the event of a fire the premises will be evacuated immediately.

The children will be taken to the evacuation point – far side of the small carpark. Staff will take the register outside with them and ensure all children are accounted for. Please refer to our Fire Safety Policy for details.

Nursery Manager (or in her absence, the deputy) will ensure that

- the Fire Brigade have been called – Dial 999
- arrangements are made for children to be collected or otherwise cared for at a safe site away from the incident
- the nursery owner is informed
- the insurance company are informed, and any claims made as necessary
- a premises assessed for fitness to continue service – short and long term

SEYT are informed of any change to our ability to continue with our nursery service and seek advice

Break in, burglary or theft

The nursery operates within a locked building which cannot be accessed without a security key and has a security alarm set. Staff will ensure that at the end of each day the premises is securely locked checking all windows, the kitchen door, and the front door on leaving. Nursery Manager is responsible for ensuring that the petty cash tin is kept in a secure location.

In the event of a burglary or theft the police will be informed immediately. The Nursery Manager (or in her absence, the deputy) will record the following in the incident book:

1. Description of the item(s) stolen, time, date and circumstances providing as much detail as possible together with any details of a police officer visit to the premises.
2. Crime number given by the police when the incident is reported.
3. Contact the nursery owner with details for the insurance company to be contacted.

Vandalism

If vandalism occurs to nursery property, the following steps will be taken:

1. Nursery Manager (or in her absence, the deputy) records the details of the incident, noting the time, date and
 1. nature of the vandalism.
 2. The Nursery Owner will be informed immediately
 3. Nursery Manager (or in her absence, the deputy) will contact the police to report the incident. The crime number will be noted in the incident book.

4. Nursery Manager (or in her absence, the deputy) will assess the safety of the children because of the vandalism and will decide to either continue the session, close part of the premises for repairs, ensuring that the children are kept safe and isolated from any unsafe areas or close the nursery immediately if it is not safe to continue.
5. Nursery Manager (or in her absence, the deputy) will take photographs of the vandalism.
6. the Nursery Manager (or in her absence, the deputy) will contact the insurance company to pursue any claims as necessary.

Violence or assault

If a person or child is physically attacked an offence will have been committed.

The degree of injury will reflect whether the incident is a common assault (which does not involve cuts or bruises or fractures) or an assault occasioning actual bodily harm (cuts requiring medical treatment, fractures, temporary loss of sensory functions).

In the event of violence or assault the nursery owner, SEYT and the police must be informed:

1. the incident will be recorded in the incident book, detailing the time, date and what happened, who was involved and the circumstances. This should be signed by all persons involved; NOTE – if a child has been injured the procedures in the safeguarding children policy must also be followed and the local safeguarding children board must be notified.
2. if injury has been sustained that required medical treatment (beyond that of first aid) an ambulance will be called – dial 999
3. the safety of the children will be secured, with the children appropriately looked after, moved to a safe part of the building, and kept calm – if necessary, parents may be called in to take their children home early.
4. Nursery Manager (or in her absence, the deputy) will contact the police to report the incident and will record the crime number in the incident book.
5. if appropriate first aid will be administered by the registered first aider.
6. the management committee will be informed as soon as possible.

If abusive behaviour is displayed it is advisable for another member of staff to witness the incident. The exact timings and nature of abuse should be recorded in the incident book and reported to the police.

Critical Incident

In the event of a critical incident i.e., closure of the premises due to adverse weather conditions, heating failure, flood, or closure due to nearby road or severe traffic jam the following procedure will be followed:

- The safety and wellbeing of the children will be of paramount importance.
- If we need to evacuate the building current fire procedures will be activated and children will be removed to far side of small carpark – please refer to our Fire Safety Policy.
- After emergency services have been contacted all efforts will then be made to contact parents/carers or emergency contact numbers.

- As many staff as possible would stay with the children for as long as necessary. No child would ever be left without a member of staff with them.
- In the event of a critical incident if your child cannot be collected and staff members need to return to their homes the child will accompany a senior member of staff home. A message will be left, if possible, for the parent and police, or social services will be informed of the staff members address and name of child.
- If Humming Bees Day Nursery needs to close all efforts will be made to inform parents before the nursery is next due to open. Staff will attempt to ring parents, we will notify the local radio station and put notices on the exterior doors if possible. Please ensure you check your local radio station in very adverse weather conditions such as heavy snow.
- Closures will be announced on the Humming Bees Day Nursery FB page