



Risk Assessment Policy

Policy Statement

At Little Cygnets Childcare Ltd, we are committed to ensuring that all reasonable precautions are taken to provide and maintain safe and healthy working conditions in full compliance with statutory requirements. This includes our legal duty to conduct regular risk assessments and implement appropriate safety measures.

We also recognise our responsibility to promote the health, safety, and welfare of all children in our care, as well as staff members, parents/guardians, visitors, and any other individuals who may be affected by our activities.

Risk Assessments

Risk assessments are a legal requirement under Regulation 3 of the Management of Health and Safety at Work Regulations 1999 (MHSWR). We carry out risk assessments to identify hazards and evaluate the potential risks to employees, children, and others involved in our setting.

Understanding Risk

- Hazard: Anything with the potential to cause harm.
- Risk: The likelihood of harm occurring and the severity of the potential harm (e.g., minor injury, major injury, or fatality).

Commitment to Risk Management

- To ensure a safe and secure environment, Little Cygnets Childcare Ltd will:
- Conduct annual risk assessments, with more frequent reviews if necessary.
- Ensure that all new risks (e.g., defective equipment, security issues) are reported by staff immediately to management.
- Allow only trained and competent staff to undertake risk assessments.
- Implement preventative measures to reduce potential risks to children, staff, and visitors.
- Ensure that all employees are aware of and comply with health and safety procedures.

Legal Compliance & Implementation

In line with Regulation 3 of MHSWR, we will:

- Assess risks to employees.
- Assess risks to others who may be affected by our activities, including contractors, visitors, and parents/guardians.
- Identify and implement measures to safeguard all individuals.
- Review risk assessments and make necessary adjustments when:
 - There is a significant change affecting risk (e.g., new equipment, staffing changes).
 - There is reason to believe an assessment is no longer valid.
 - We have five or more employees, requiring documentation of risk assessments.

At Little Cygnets Childcare Ltd, safety is our top priority. We continuously monitor, review, and improve our health and safety procedures to maintain the highest standards of care.



Signed (Jessica Burns): *Jessica Burns*

Signed (Scott Marshall): *Scott Marshall*

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