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1. Aims

Nature Beanz Adventures is committed to providing and maintaining a safe, healthy and supportive environment for all employees, self-employed contractors, volunteers, learners, visitors and members of the public who engage with our activities.

This policy aims to:

- Promote a positive health and safety culture across all provision
- Prevent accidents, injuries and ill health
- Ensure compliance with all relevant health and safety legislation
- Provide clear guidance on roles, responsibilities and procedures
- Ensure risks associated with outdoor learning, alternative provision and off-site activities are effectively managed

Health and safety is regarded as a shared responsibility, and all individuals are expected to take reasonable care of themselves and others.

2. Legislation and Guidance

This policy is informed by, but not limited to, the following legislation and guidance:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Control of Substances Hazardous to Health Regulations 2002 (COSHH)

- Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
 - The Regulatory Reform (Fire Safety) Order 2005
 - Working at Height Regulations 2005
 - Manual Handling Operations Regulations 1992
 - Department for Education guidance on health and safety in schools
 - Local Authority guidance for alternative provision and off-site education
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3. Roles and Responsibilities

Governance and Leadership

The Directors/Management Team of Nature Beanz Adventures will:

- Ensure compliance with all relevant health and safety legislation
- Allocate sufficient resources to implement this policy effectively
- Ensure policies and procedures are reviewed at least annually
- Monitor health and safety performance

Designated Health and Safety Officer

The designated Health and Safety Officer will:

- Oversee the implementation of this policy
- Carry out and review risk assessments
- Investigate accidents, incidents and near misses
- Ensure appropriate control measures are in place

- Maintain health and safety records

Staff, Contractors and Volunteers

All staff, self-employed tutors and volunteers must:

- Take reasonable care of their own health and safety and that of others
- Follow health and safety procedures and risk assessments
- Use equipment and PPE as instructed
- Report hazards, defects, accidents and concerns promptly
- Attend required training

Learners and Visitors

Learners and visitors are expected to:

- Follow safety instructions and behaviour expectations
- Use equipment safely
- Report hazards or concerns to staff

4. Site Security

- All Nature Banz Adventures sites and activity areas will be subject to risk assessment
 - Access points will be controlled where reasonably practicable
 - Visitors must sign in, wear identification where required, and be supervised
 - Safeguarding and site security arrangements operate alongside one another
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5. Fire Safety

- Fire risk assessments are completed and reviewed annually or following significant changes
 - Fire alarms, extinguishers and emergency equipment are checked and maintained
 - Clear fire evacuation procedures are in place and displayed where applicable
 - Fire drills are carried out periodically
 - Staff and learners are made aware of evacuation routes and assembly points
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6. Control of Substances Hazardous to Health (COSHH)

- All hazardous substances are identified and subject to COSHH assessment
 - Substances are stored securely and labelled clearly
 - Safety Data Sheets are retained and accessible
 - Staff receive appropriate training in safe handling and disposal
 - PPE is provided and used where required
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7. Equipment and Tools

- All tools, equipment and resources are suitable for their intended purpose
- Regular checks, maintenance and inspections are carried out
- Faulty equipment is removed from use immediately
- Staff and learners receive appropriate instruction and supervision
- Age-appropriate tools are used for learners

8. Lone Working

- Lone working is avoided where possible, particularly with learners
- Where lone working is necessary, risk assessments are completed
- Staff must inform a designated contact of location and expected finish time
- Regular check-ins are required
- Emergency procedures are clearly communicated

9. Working at Night and Low-Light Conditions

- Activities are risk assessed for reduced visibility
- Adequate lighting, torches and reflective equipment are provided
- Staff avoid isolated areas and follow agreed safety procedures
- Additional supervision and controls are implemented where required

10. Manual Handling

- Manual handling tasks are assessed and avoided where possible
 - Staff are trained in safe lifting and handling techniques
 - Mechanical aids are used where appropriate
 - Learners are supervised and supported during any manual tasks
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11. Off-Site Visits and Educational Activities

Nature Beanz Adventures recognises off-site visits as integral to learning.

- Written risk assessments are completed for all off-site activities
 - Appropriate staff-to-learner ratios are maintained
 - Emergency contact details and first aid provision are in place
 - Parental/carers consent is obtained where required
 - Safeguarding, medical and behavioural needs are considered
 - Transport arrangements are risk assessed
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12. Lettings and Use of Premises

- Lettings agreements clearly outline health and safety responsibilities
 - Hirers receive site rules, emergency procedures and relevant risk information
 - Hirers are responsible for ensuring safe conduct of their activities
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13. Violence, Aggression and Challenging Behaviour

Nature Beanz Adventures operates a zero-tolerance approach to violence, aggression or abuse.

- Incidents are reported, recorded and investigated
- De-escalation strategies and positive behaviour approaches are used
- Risk assessments consider known behavioural needs
- Support is provided to affected staff

14. Smoking, Alcohol and Substance Misuse

- Smoking and vaping are prohibited on all sites and during activities
- Alcohol and illegal substances are strictly prohibited
- Breaches will be managed in line with disciplinary procedures

15. Infection Prevention and Control

- Good hygiene practices are actively promoted
- Cleaning schedules are maintained
- PPE is provided where required
- Illness outbreaks are managed in line with public health guidance

16. New and Expectant Mothers

- Individual risk assessments are completed
- Reasonable adjustments are made to duties or environments
- Risks are reviewed regularly

17. Occupational Stress and Wellbeing

- Staff wellbeing is recognised as essential to safe practice

- Open communication is encouraged
 - Workloads and working conditions are monitored
 - Support is signposted where required
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18. Accident, Incident and Near-Miss Reporting

- All accidents and near misses are recorded
 - Serious incidents are reported under RIDDOR where applicable
 - Investigations identify learning and preventative actions
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19. Training and Competence

- Staff receive appropriate health and safety training
 - Training records are maintained
 - Refresher training is provided as required
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20. Monitoring, Review and Compliance

- Health and safety performance is monitored regularly
 - Risk assessments are reviewed annually or following changes
 - This policy is reviewed at least annually
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21. Links with Other Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
 - Behaviour Policy
 - Attendance Policy
 - Data Protection Policy
 - Equal Opportunities Policy
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Policy Approval

Approved by: Gareth Jones - CEO and Founder

Date: January 2026

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