

Special Consideration for Employees

At **Wood St Nursery**, we recognise that certain employees such as young persons, new and expectant mothers, and persons with a disability, may require special consideration.

Legal requirements

The nursery follows the legal requirements set out in **The Management of Health and Safety at Work Regulations 1992** and the **Equality Act 2010**. Our Health and Safety Policy has regard to any employees requiring special consideration at the commencement of employment and during the course of it. The following procedure is followed:

Procedure

The nursery manager:

- Assesses any employee requiring special consideration in conjunction with the individual on induction to the nursery or when their condition or disablement comes to light
- Carries out any risks assessments relating to the occupation of such workers
- Agrees with the worker any necessary special measures, such as training and supervision, practical arrangements, modifications, and medical surveillance
- Carries out further assessments and reviews at least annually, or when any changes to the special circumstances or environment occur.