Safer moving and handling for pupils with physical disabilities and complex needs

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1.0	September 2026	New policy

Introduction

Manual Handling is defined as;
"Any transporting or supporting of a load (including the lifting, putting down, pushing, pulling, carrying or moving thereof) by hand or by bodily force"
Within the Lighthouse Multi Academy Trust (LHMAT) pupils with physical disabilities may fall within the remit of this guidance and the following specific procedures are in place.

Co-ordination

The Moving and Handling Co-ordinator is based at Lindens Academy and with the support of the Outreach team they support with day-to-day responsibilities of ensuring safe working practice within the Walsall borough. The Co-ordinator works closely with parents, children and other agencies, in all aspects of moving and handling.

Aim:

The aim of this policy is, to ensure, so far as is reasonably practicable, the health and safety of all persons within Walsall settings in relation to moving and handling (specific account will be taken of children with special education needs (SEN), a disability or a complex medical need) by removing or reducing the risk of manual handling injuries. It has been written taking into account the Equality Act 2010, the SEN and Disability Act 2001. The policy aims to provide a balanced approach to the protection of the health, safety and welfare of both children and the staff who support them whilst recognising the developmental needs of children with disabilities and or complex medical needs. Total risk avoidance is not appropriate and likely to result in children's needs and development not being met appropriately for their overall health, wellbeing and success in education. It complies with the requirements of the Manual Handling Operations Regulations, 1992 (revised 2002), the Health and Safety at Work Act 1974 and the Reporting of Incidents, Diseases and Dangerous Occurrences Regulations, 2013.

Furthermore we will

- avoid, so far as is reasonably practicable, manual handling operations which are a risk to our employees and others, to seek and take into account the views (where possible) of clients, parents, carers and other relevant staff. The health, safety and dignity of all those concerned is paramount,
- ensure that all potentially hazardous operations involving manual handling that cannot be avoided are assessed and those assessments are recorded and reviewed six monthly or whenever there are significant changes or accidents, incidents and near misses,
- ensure that, where manual handling procedures cannot be avoided, the risk is reduced to the lowest level reasonably practicable,
- ensure that all handling assessments are carried out by suitably competent/qualified personnel (holds a valid IOSH approved certificate)
- provide all employees directly involved in the manual handling of clients with thorough training covering all the key elements for safer handling processes.
- ensure that all manual handling of clients is carried out in line with their individual handling plans (safe systems of work) and that this be available in both written and digital formats,
- ensure that all employees directly involved in the manual handling of clients are competent and confident to carry out all manual handling tasks in line with individualised safe systems of work (safe handling plans), supervised by suitably qualified personnel, and
- that all equipment used in schools/services to support and move clients are inspected and maintained in line with relevant legislative requirements, Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) and/or Provision and Use of Work Equipment Regulations 1998 (PUWER), as appropriate, and that suitable records are kept.

Legislative background

Health and Safety at Work Act (HASAWA)

The Health and Safety at Work Act places general duties on employers to ensure the health and safety of their employees and others who might be affected by work activities; this would include visitors and contractors. Whilst it is the responsibility of all staff to ensure health and safety in the work place this will be led by Senior Leadership Team on behalf of the employer.

Manual Handling Operations Regulations

Employers are required to:

- **AVOID** hazardous manual handling operations where possible.
- **ASSESS** any hazardous manual handling activity that cannot be avoided. This should include an assessment of all relevant factors including the load, individual capability, task, working environment and other factors.
- **REDUCE** the risk of injury to the lowest level reasonably practicable.
- **INFORM** employees of measures to reduce the risk and if reasonably practicable, give precise information about the weight of each load.
- **REVIEW** assessments every six months or when significant change occurs.

Employees are required to:

- make full and proper use of safe handling plan/systems of work put in place by the employer to reduce the risk of injury.

Lifting Operations and Lifting Equipment Regulations (LOLER)

These regulations apply to the lifting operations and lifting equipment, e.g. hoists, slings, platform lifts, poolside hoists, etc. Employers are required to:

- ensure that lifting equipment is safely installed to minimise any risks,
- ensure it carries information to indicate safe working limits, its purpose and use,
- ensure that lifting operations are properly planned, supervised and performed by competent people,
- ensure regular examination/inspection of equipment is carried out by competent people at the required intervals, every 6 months for people handling equipment
- ensure that defective equipment is not used and that access to that equipment is prevented and any potentially dangerous defects are remedied, and;
- keep installation, maintenance and inspection records,
- Ensure hoists display a sticker showing the last date of service. Hoists that have not been serviced within the last six months should be taken out of service immediately. All staff using the equipment must have received training with that equipment. Clear instructions should be provided (which may include photos) to ensure that the equipment is used as intended. Equipment must not be used until specific onsite training has been provided.

The Site Manager is responsible for ensuring all lifting equipment is maintained and serviced via a third party supplier (Disabled Aids) as is highlighted above and in line with the legal responsibilities laid out.
Equipment must be stored appropriately so that it is easily accessible when needed and does not represent a hazard.

The Lighthouse MAT has an insurance contract with RPA Insurance (through the DfE) that covers the use of lifting equipment within its services and establishments. In order to comply with the terms of the insurance policy services and/or establishments requesting cover should ensure regular maintenance services and inspections of any lifting equipment,

Clients who have provided their own equipment through self-purchase or funding are responsible for its

services and maintenance. Any employee who feels that a personal piece of equipment is unsafe to use or not maintained/serviced appropriately, as set out in Regulation and in this policy, must not use this equipment and report immediately to their line manager.

It is required that copies of the guidelines/instructions for equipment are readily available and that staff are familiar with the contents, especially those concerning safety precautions/issues.

Provision and Use of Work Equipment Regulations (PUWER)

These regulations apply to ALL equipment that may be used at work and include wheelchairs, beds, standing frames and aids, protective equipment, etc.

Employers are required to:

- provide suitable equipment,
- assess the working environment where the equipment will be used to assess whether any additional risks are posed by its use there,
- ensure that equipment is only used for its intended purpose for which it is suitable,
- ensure equipment is maintained (at required intervals – as per manufacturer's recommendations) in a safe condition and that maintenance records are kept,
- ensure that where equipment involves a specific risk only trained personnel use it (or those closely supervised by an experienced/competent team member),
- provide adequate information, supervision, instruction and training, and control any risks associated with the use of machinery, relating to the Management of the Health and Safety at Work Regulations (1999)

In the case of maintenance issues regarding wheelchairs, clients, parents/carers should be informed. If a chair has been prescribed by Walsall Wheelchair Services, repairs will be undertaken by ROSCARE under contract. Privately owned wheelchairs are the responsibility of the individual client with support from parents/carers if needed.

Roles and Responsibilities

Trustees

Trustees are responsible for ensuring that the organisation:

- Complies with relevant health and safety legislation.
- Has appropriate moving and handling policies in place.
- Monitors compliance through reports, audits, and risk management processes.
- Ensures arrangements are in place to protect the safety, dignity, and wellbeing of pupils and staff.
- Provides governance and oversight to ensure legal duties are met.
- The Director of SEND and Inclusion will report to the Board of Trustees any incidents and the context on a termly basis

Director of SEND and Inclusion / Outreach@Lighthouse

The Director of SEND and Inclusion and staff at Outreach@Lighthouse are responsible for:

- Developing and implementing moving and handling policies and procedures.
- Ensuring pupils who require assistance have appropriate individual moving and handling risk assessments and care plans.
- Ensuring suitable equipment is available, maintained, and replaced when necessary.
- Arranging appropriate staff training and refresher training.
- Monitoring compliance across settings.
- Liaising with therapists, healthcare professionals, families, and school leaders to ensure safe practice.
- Reviewing incidents, near misses, and risk assessments to improve practice.
- Promoting a culture of dignity, inclusion, and person-centred support.

Headteachers and Senior Leaders (where applicable)
Academy leaders should:

- Ensure policies are implemented within their academy.
- Allocate sufficient trained staff for moving and handling tasks.
- Ensure risk assessments are completed and regularly reviewed.
- Monitor staff competence and safe working practices.
- Report incidents and ensure appropriate investigations are undertaken.
- Support staff who raise concerns about unsafe practice.

Staff
All staff involved in moving and handling should:

- Follow individual pupil moving and handling plans and risk assessments.
- Attend mandatory training and maintain competence.
- Use approved techniques and equipment correctly.
- Check equipment before use and report defects immediately.
- Never undertake tasks for which they have not been trained.
- Respect pupils' dignity, privacy, comfort, and independence during all transfers.
- Report accidents, incidents, near misses, and changes in a pupil's physical condition.
- Communicate effectively with colleagues and pupils before, during, and after transfers.

Therapists and Healthcare Professionals
Where involved, therapists should:

- Assess pupils' physical needs.
- Recommend appropriate moving and handling techniques and equipment.
- Contribute to individual risk assessments and care plans.
- Review arrangements following changes in the pupil's condition.
- Advise staff and provide specialist guidance where required.

Parents and Carers
Parents and carers should:

- Share relevant information about their child's physical needs.
- Inform the academy of changes in health or mobility.
- Work collaboratively with the academy and healthcare professionals.
- Participate in reviews where appropriate.

Pupils
Where appropriate to their age and ability, pupils should:

- Be encouraged to participate as much as possible in transfers.
- Follow agreed instructions during moving and handling.
- Communicate discomfort, pain, or concerns where they are able.
- Be treated with dignity, respect, and as active participants in decisions affecting them.

Scope

This policy applies to all permanent, supply, voluntary staff, outside agencies and members of the public who work or visit any of the academies within the LHMAT. It applies to all staff who have involvement in moving and handling children and young people for the purposes of:

- Accessing everyday activities
- Accessing education
- Enabling inclusion
- Providing specialist support and therapy
- Advising others about appropriate moving and handling
- Providing education about appropriate moving and handling.

Academies have a responsibility:

- To ensure all pupils, regardless of gender, religion, cultural background, disability or other characteristic are treated fairly and with equity,
- To make reasonable adjustments to enable children to access their environment,
- To take reasonable and proactive steps to ensure that any child with additional needs is afforded the same advantages as those without,
- To have an accessibility plan, in writing, which sets out how they will increase disabled children's participation in the curriculum and improve the physical environment to allow this,

Moving and Handling Risk Assessments

"Working with disabled children and young people may involve moving and handling risks. We need to manage these risks effectively, in ways that ensure we do not limit disabled children's opportunities to play, and to have a wide social experience at home, in education and in their community. The human rights and safety of the child and the worker must be carefully balanced in a way that ensures that both sets of rights are maintained." (The Common Sense Approach to Moving and Handling of Disabled Children and Young People)[i] Children with special educational needs sometimes require specialist support to meet these needs and enable them to access the curriculum. The Equality Act states that, "The special educational needs (SEN) framework is designed to identify, assess and make provision for children's special educational needs. Special educational provision should include any educational aids and services where these are necessary to meet a child's identified needs."

Key principles

- The Manual Handling Operations Regulations require specific manual handling risk assessments to be carried out where there is a foreseeable risk or the need for employees to practically support clients. Where a client has manual handling needs a manual handling risk assessment must be carried out, this should include a safe system of work (handling plan) to ensure all employees maintain a constant and consistent approach. Both the risk assessment and safe system of work (handling plan) should be reviewed regularly. Any significant changes should be recorded and the risk assessment /safe system of work (handling plan) amended accordingly. Alternative methods, equipment and environment changes should be considered and used, where appropriate, to reduce the risk so far as is reasonably practicable.

- Risk assessments may include a safe system of work and specific instructions for manual techniques and/or equipment. Where appropriate, photos will be taken to ensure techniques and equipment are used correctly with that child.

- Where equipment is installed or specific handling techniques are recommended, onsite training for all staff who will use that equipment must be organised. Equipment must not be used until specific equipment training has been provided. If a child is hoisted, slings or standing harnesses must be assessed by suitably competent/qualified personnel (who holds a valid IOSH approved certificate) to ensure they are suitable for that child.

- Clients whom have provided their own equipment through self-purchase or funding are responsible for its service and maintenance. Any employee who feels that a personal piece of equipment is unsafe to use or not maintained/serviced appropriately (as detailed above) must not use this equipment and report it to their line manager immediately.

- It is required that copies of the guidelines/instructions for equipment are readily available and that staff are familiar with the contents, especially those concerning safety precautions/issues.

- In the case of maintenance issues regarding wheelchairs, clients, parents/carers should be informed. If the chair has been prescribed by Walsall Wheelchair Services repairs will be undertaken by ROSCARE under contract. Privately owned wheelchairs are the responsibility of the individual client with support from parents/carers if needed.

  The process of the initial risk assessment and safe system of work (safer handling plan) will require close cooperation between clients, professionals, parents, carers, employees, therapists and other relevant agencies. Through this, all involved will ensure agreement of the assessment and plan and all will be aware to ensure the constant and consistent approach,

- Every assessment should take into consideration these five areas:

  - Task: the transfer or movement involved
  - Individual capability: of the member of staff
  - Load: the person to be handled
  - Working environment: including space, lighting, distance from other people, floor surface
  - Any Other Factors which may affect the assessment

- Ensuring access to the curriculum, therapies and out of academy activities is of paramount concern.

- If a risk assessment concludes that the manual handling task is too unsafe in its nature to undertake, no other agencies or professionals will be invited or persuaded into offering/providing a service, even if they are prepared to 'take the risk'. If provision is sought from a private or external provider any risks identified by the academy shall be brought to the attention of the said provider. If the risk assessment has revealed a task is so profound in risk and should not be undertaken in any circumstances, the party seeking alternative provision must not acquire the service delivery through misrepresentation of details to any of the provision providers.

- where the child and/or parents and carers and the service area disagree about manual handling tasks, a balanced decision making process will be engaged in. With the support of the Outreach Team, establishments will hold a meeting for when there are disagreements between the two parties which is designed to find a safe and mutually agreeable outcome. If an issue remains after this process LHMAT may need to seek legal advice.

Rationale

The LHMAT recognises its responsibility both to provide curriculum access for children with disabilities and or complex medical needs and to ensure the health, safety and welfare of its employees as far as reasonably practicable. This manual handling policy has been designed to comply with the Manual Handling Operations Regulations, 1992 (revised 2002), and The Health and Safety at Work Act, 1974. It takes full account of the Equality Act 2010, The Huma Rights Act, 1998

The LHMAT will, so far as is reasonably practicable:-

- Ensure full equal access to the curriculum and wider inclusion
- Ensure the dignity and right to privacy of such children
- Avoid manual handling and lifting of hazardous loads
- Assess fully all potentially hazardous manual handling where it has been impossible to eliminate it

- Reduce any risks that are identified to the lowest level
- Review any safe systems of work and risk assessments every six months or sooner if a significant change occurs
- Provide such information, instruction, training and supervision as is necessary to ensure the health, safety and welfare at work of all employees and others
- Protect the health and safety of visitors to the academies whilst they are on the premises
- Ensure that staff are aware of this policy, have read and understood their responsibilities
- Ensure that every room where people work shall have sufficient floor area, height and unoccupied space for the purposes of health, safety and welfare
- Ensure equipment provided is available for use, e.g. charged, serviced, faults reported
- Monitor all accidents, incidents and near misses and ensure they are entered in the accident book and appropriate action taken where necessary

Pupils within the LHMAT will:-

- Have their entitlement to curriculum access and full participation in the life of the academy acknowledged
- Receive appropriate assistance from trained staff employing safe systems of work
- Have their dignity and privacy protected at all times
- Have their safety championed and risk of injury minimised or eliminated
- As far as they are able, be expected to move independently and take responsibility for their safety and that of others

Operational Managers/Nominated persons will:

a) be aware of, and understand, the manual handling of people policy,

b) attend manual handling & risk assessment training and refresher training as required,

c) ensure that all employees and others are not exposed to foreseeable risk of injury from manual handling so far as is reasonably practicable,

d) investigate and record all accidents, incidents and near misses involving manual handling, giving consideration to reassessment of risk. Any corrective measures should be implemented at the earliest opportunity,

e) ensure all staff (including relief and agency staff) know what they are responsible for, are aware of and adhere to the safe systems of work (handling plan) where manual handling of people is concerned,

f) monitor and regularly review their implementation of this policy through the use of the risk assessment process, supervision of staff and monitoring the attendance at training sessions relating to manual handling of people,

g) if a client refuses to comply with the detailed safe handling plan/system of work recommended through the risk assessment then the service provider will seek an alternative where reasonably possible,

h) ensure that all risk assessments are retained for five years,

i) ensure their staff, visitors or work experience personnel undertake the directorates/academy initial manual handling of people training (including hoist training where applicable) and one day refresher training every two years

j) ensure records are maintained for all staff receiving training in manual handling. All relevant staff are included in the training programme,

k) ensure that staff are provided with suitable handling equipment to eliminate the need for manual handling tasks so far as is reasonably practicable,

l) ensure that suitable personal protective equipment (PPE) is provided where appropriate to enable the employee to achieve the necessary close proximity to the client or load being handled (e.g. plastic apron or gloves where contact with bodily fluids is possible),

m) ensure work allocated includes rest breaks and task rotation to enable muscles to recover from previous handling activity and reduce the risk of injuries, and

n) ensure that new staff only carry out manual handling tasks under supervision and within their capabilities until they have shown a level of competence and/or completed the initial manual handling of people training.

o) ensure adequate health surveillance is undertaken and, where appropriate, take steps to introduce reasonable adjustments for any staff with ongoing health concerns

Staff will: -

- assist clients within the role and responsibilities of their job and be guided by the safe system of work (safe handling plan) identified as a result of a formal risk assessment of the handling requirements of the task, except in emergencies and situations that could not be foreseen but require a response
- make full and proper use of any equipment provided in accordance with training, instruction and any safe system of work (handling plan) identified,
- inform their manager of any concerns, health conditions or any injuries (including pregnancy) that might impact on their ability to carry out their role and responsibilities
- report all accidents, incidents and near-misses involving manual handling tasks as soon as is practicable; following council/school procedures.
- Seek supervision or advice when more difficult moving and handling situations are encountered
- Use equipment appropriately in accordance with training and instructions provided.
- Check all equipment on a regular basis before use for signs of wear and tear.
- Comply with the moving and handling policy.
- Undertake any specified training to fulfil their duties.
- Not carry out moving and handling procedures without appropriate training/advice.
- Comply with their employer in matters of health and safety including following the dress code (detailed on the following page) for moving and handling tasks and in conjunction with the Staff Code of Conduct Policy.

This includes:

- wearing correct fitting, comfortable clothing that allows for freedom of movement, whilst protecting modesty, to ensure safer manual handling principles can be used,
- wearing at all times, fully covered flat, non-slip and comfortable shoes should be worn whilst undertaking any manual handling activity,
- not wearing any jewellery or articles that have the potential to cause injury or infection. This includes jewellery of all types and exposed body piercings, rings (with the exception of plain wedding band or partnership ring only), neckties, necklaces, scarves, bracelets, id badges/lanyards, wristwatches and protruding belt buckles. Rings worn should not have any protruding stones. Smart watches, rings etc. are considered to be jewellery for the purpose of this policy,
- informing and discussing practical control measures with the line manager for any items of faith that are worn (e.g. wristband over the top of bangles, taping down of ceremonial swords) Ensure this is included in the individual's risk assessments,
- discussing practical control measures with the line manager for those who wear "medi-alerts" so that safeguards can be adopted. Ensure this is included in the individual's risk assessments,
- tying or containing long hair to prevent entanglement, contamination or injury,
- keeping finger nails short and smoothly filed in order to prevent injury. Nail extensions and nail varnish are not permitted to avoid contamination and cross-infection,
- Avoid wearing strong perfumes/aftershaves and deodorants as they may be a trigger for children who have sensory difficulties,
- report without delay any incidents or occurrences where PPE appears to impair their ability or restrict movement when moving or handling loads or people,
- label as "do not use" and withdraw from use any equipment which they feel is unsafe for use, faulty or damaged. This must also be reported to managers **immediately** who will take appropriate action, and attend and participate in all identified mandatory manual handling training, continued competency assessments and refresher training,

Continual Professional development will:

Require all staff members to have a general health and safety induction when they start employment within the LHMAT. It will be the responsibility each academy's induction lead to ensure this process is carried out. Specific training should also be undertaken by all employees involved in manual handling of people. It is recommended that such training take place prior to commencing work involving manual handling tasks, or at the earliest opportunity. More specific training and/or guidance will also be required in the case of any personalised therapeutic handling.

- Ensure staff have access to all relevant policies and guidelines (on the staff drive and in individual folders).
- Offer a wide range of moving and handling equipment available to loan from Outreach@Lighthouse, some for general use and some for individual pupils. Occupational therapists and or physiotherapists submit recommendations or prescribe for individual items of specialised equipment too,
- Deliver a programme of regular training and refresher sessions to ensure staff awareness of moving and handling and best practice. Manual handling trainers will be (IOSH accredited course) trained from their preferred external supplier,
- ensure that there is a rolling programme of Continued Professional Development (CPD) for those identified as manual handling trainers,
- ensure that adequate records of training are kept and that appropriate action is taken where further training needs have been identified,
- advise, liaise with and support managers and other personnel with the implementation of the training programme, and
- liaise, guide and support the health and safety advisors in the promotion and delivery of this policy.

Safeguarding

Any issues related to safeguarding which have been observed by staff during the course of carrying out manual handling duties must be followed up and reported using the LHMAT's safeguarding policy and procedures. Any safeguarding concerns which may be urgent must be reported to the DSL immediately.

Record keeping

Moving and handling risk assessments are recorded in the child's personal folders and the individual academies shared drive, so that good practice can be audited, shared with others and reviewed as appropriate.

Adverse incidents and emergencies

An adverse incident is any event or circumstances arising during care that could have, or did, lead to unintended or unexpected harm, loss or damage. Where these circumstances occur staff should conduct a dynamic risk assessment and seek help and support form senior staff as soon as it is safe to do so.
Emergencies are generally foreseeable. Therefore, the risk of having to lift a child who does not have a risk assessment in place, should be minimal. Real emergencies include:

Moving and handling in fire evacuation

All persons must be able to leave the building promptly in the event of an evacuation. Evacuation plans should not rely on the Fire and Rescue Service to ensure their success. Fire evacuation assessments are completed for each child who may need assistance (whether this is a physical, sensory, neurological or behavioural need). Arrangements will be confirmed in a Personal Emergency Evacuation Plan (PEEP).

Falls

Whilst assessments will be carried out to reduce the risk of falls it is recognised that these may still occur. Staff may, if they believe it is within their physical capabilities, support a child to the floor (as detailed on training). Staff should not attempt to catch a falling person, the risk of injury to both parties is exceptionally high. Medical advice should be sought if a child has fallen and, if they are capable to do so, the child should be encouraged to get up independently. Where this is not possible advice should be sought as to the best option to support the child from the floor. Finding a child who has simply fallen on to the floor is not an emergency and should be planned for.

Safe systems of work are reviewed and updated according to the needs of the child, and it is acknowledged that these needs can change frequently. Where appropriate, photos will be taken to ensure techniques and equipment are used correctly with the child. It is essential that the risk assessment takes any changes into account. As a minimum they are reviewed every six months.

The LHMAT does not support a no lifting policy, on the basis that this does not take account of the child/young person, and their rights under the Equality Act, the Manual Handling Operations Regulations and the Health and Safety at work Act. Regulations do not prohibit any moving and handling, rather they require employers to adopt a risk management approach. Where manual lifting is deemed a possible solution a suitable and sufficient risk assessment will be carried out which takes account of the safety of all parties and of the HSE heavy lifting guidelines.

Principles for Safe Handling

- Inform the child of what you are going to do, plan and prepare,
- Adopt a mobile, stable base and be aware of your centre of gravity to provide stability and balance,
- Moderately flex back, hips and knees,
- Raise your head on commencement of procedure as it helps to keep your spine in line,
- Keep the load close to you as it reduces the pressure on the spine,
- Use a secure hold,
- Don't twist or stoop because it exposes the spine to damage,

Behavioural handling issues

There may be occasions when a child or young person who is usually mobile and physically independent, is unable to cooperate due to behavioural issues such as dysregulation. This does not present a manual handling risk unless the child is in imminent danger and must be physically moved to safety. If a manual handling situation due to behavioural issues becomes a regular occurrence with a child, there may need to be a multi-professional meeting to discuss and agree a way forward, including professionals with expertise around behaviour management, Team Teach techniques as well as those with expertise around moving and handling.

Related policies

Manual Handling Operations Regulations 1992
The Equality Act 2010
PUWER 1998 (Provision and Use of Work Equipment Regulations)
LOLER 1998 (Lifting Operational and Lifting Equipment Regulations)
Health and Safety at Work Act
Health and Safety Policy
Safeguarding and Child Protection Policy
Special Educational Needs and Disabilities (SEND) Policy
Accessibility Plan
Equity, Equality, Diversity and Inclusion Policy
Supporting Pupils with Medical Conditions Policy
Personal Emergency Evacuation Plan (PEEP) Procedures
First Aid Policy
Staff Code of Conduct Policy
Lone Working Policy (where applicable) – Relevant where staff may be supporting pupils independently and manual handling risks need to be managed
Infection Prevention and Control Policy
Behaviour Policy / Positive Behaviour Support Policy
Educational Visits Policy

[1] The Common-Sense Approach to Moving and Handling of Disabled Children and Young People, which was published by the Scottish Government (in partnership with Capability Scotland) in 2012