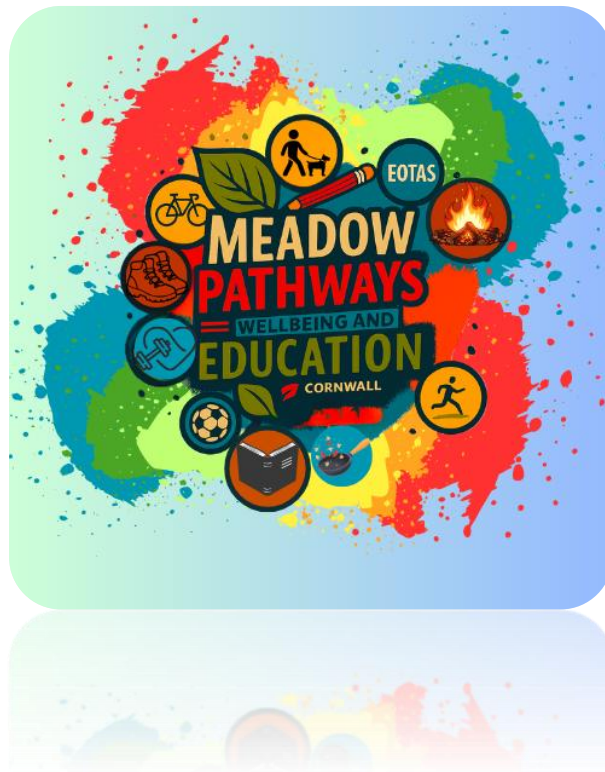


Meadow Pathways Wellbeing and Education Cornwall (MPWEC)



Health and Safety Policy Education other than at School (EOTAS)

Responsibility to update: Zoe Waitz and Michelle Pascoe

Applies to: All staff, contractors, volunteers and visiting professionals working with children and young people (CYP) engaged in Meadow Pathways EOTAS packages (including tuition in homes, community venues and online).

Version No: 1

Date: September 2025

Review Date: September 2026

Introduction

Meadow Pathways Wellbeing and Education Cornwall Ltd is committed to ensuring the health, safety, and welfare of all staff, children, and young people engaged in our EOTAS provision. As our work is delivered in community settings without a fixed base, we recognise the need for robust, flexible safety practices.

This policy is informed by:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Keeping Children Safe in Education (2023)
- Working Together to Safeguard Children (2023)
- SEND Code of Practice (2015)

Responsibilities

Directors and Leadership:

- Ensure compliance with legislation and statutory guidance.
- Provide training, supervision, and resources.
- Maintain oversight of safeguarding and health & safety.

Staff:

- Follow all procedures and safeguarding protocols.
- Conduct dynamic risk assessments before each session.
- Report hazards, incidents, or concerns promptly.

Risk Assessments

- Staff must complete a dynamic risk assessment prior to each session.
- Assess location, child needs, lone working risks, and environmental factors.
- High-risk scenarios must be escalated to the Designated Safeguarding Lead (DSL).
- Risk assessments should be recorded and reviewed regularly.

Lone Working

Staff must follow the Lone Working Procedure:

- Share location and schedule with line manager.
- Maintain regular check-ins.
- Carry a charged mobile phone.
- Avoid entering premises alone if safety is uncertain.

Safeguarding

All staff must adhere to Keeping Children Safe in Education and Working Together to Safeguard Children.

- Complete safeguarding and child protection training.
- Report concerns to the DSL immediately.
- Maintain professional boundaries and confidentiality.

Incident Reporting

- Log all accidents, near misses, and safeguarding concerns.
- Use the Incident Reporting Form.
- Escalate serious incidents to the DSL and Director within 24 hours.

Training

Mandatory training includes:

- Safeguarding and child protection
- Lone working and personal safety
- First aid (where applicable)
- Health & safety awareness

Review and Monitoring

- This policy will be reviewed annually or following any significant incident or legislative change.
- Staff feedback and incident data will inform updates.

Related Policies

- Safeguarding and Child Protection Policy
- Lone Working Procedure
- Risk Assessment Protocol
- Data Protection and Confidentiality Policy