



Health and Safety Policy (Kids Kabin Middlesbrough)

Our statement of general policy is:

- to provide adequate control of the health and safety risks arising from our activities and to reduce the risks of accidents and cases of work-related ill health
- to consult with our employees on matters affecting their health and safety
- to provide information, instruction and supervision for employees
- to provide and maintain safe equipment
- to ensure safe handling and use of substances
- to review and revise this policy as necessary at regular interval

The Kids Kabin Board of Directors have appointed Will Benson, Chief Officer, with the overall and final responsibility for ensuring that the procedures detailed in this policy are adhered to.

I, Sue McBride, will ensure that the arrangements detailed within the Kids Kabin Health and Safety Policy will be strictly adhered to.

Sue McBride

Date: 10.07.24

Updated July 2024

Review date July 2025

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Introduction

This policy outlines the Kids Kabin approach to health and safety and the procedures put in place to maintain a safe environment. Separate policies are in place for Kids Kabin Newcastle and Kids Kabin Middlesbrough.

The policy is set out as follows:

- A general statement about the importance of maintaining a safe working environment, complying to COSHH (Control of Substances Hazardous to Health) and RIDDOR (Reporting of Injuries, diseases and Dangerous Occurrences Regulations) regulations and taking fire precautions
- An outline of organisational responsibilities in these areas
- General procedures
- Emergency procedures
- Useful telephone numbers

A Safe Working Environment

The Management of Health and Safety at Work Act (1992) determines that all organisations must provide a safe working environment. Kids Kabin will follow the suggested guide lines which are to:-

- produce a health and safety policy and review it annually
- nominate an individual with overall responsibility for the implementation of the policy
- undertake risk assessments for the premises and all activities taking part within it
- have a first aider (appointed person) available at all times
- record any accidents or incidents, review them and act on the findings
- make all staff, volunteers and users of the project aware of these policies and procedures

Everyone is affected by health and safety issues. It is vital that all staff, volunteers and young people are protected as far as possible during any Kids Kabin activity and are fully informed about health and safety.

To work in a safe environment is everyone's right and to observe health and safety is everyone's responsibility.

General Procedures

Unless otherwise stated these procedures will refer to Kids Kabin premises and activities in 36 Laurel Avenue, Middlesbrough and the location of any other outreach activities in the Middlesbrough area. (see appendix G for location details where workshops are run)

Control of Substances Hazardous to Health COSHH

We are required by law to:-

'Control the exposure of employees (and young people and the public) to hazardous substances to prevent ill health' – (HSE. COSHH Regs, 1999)

As well as giving protection against ill health, we will also be able to regulate the use of certain materials by monitoring their use and informing young people about the dangers and storage arrangements for certain materials.

To comply with COSHH we are required to follow these steps:-

- Assess the risks to health arising from hazardous substances used in Kids Kabin. Such substances are those with precautionary labels on their containers – paints, adhesives, cleaning agents, glazes – and substances generated during work activities – fumes and dusts.
- Decide what precautions are needed. We must assess the potential risks of all substances kept at or created in Kids Kabin.
- We must then control or prevent exposure. We will ensure that substances are labelled, kept in a secure place and used under supervision.
- Ensure that these precautions are maintained, by informing staff, volunteers and young people about COSHH.
- Monitor exposure. Carry out appropriate health surveillance – if people are working with hazardous substances in the air that they breathe.

RIDDOR (Reporting of Injuries, diseases and Dangerous Occurrences Regulations)

If someone has died or has been injured due to a work-related accident this may have to be reported. Not all accidents need to be reported, a RIDDOR report is only required when the accident is work-related, and it results in an injury of a type which is reportable. For further information and detail on the types of reportable injury please refer to the HSE website.

Accidents to members of the public or others who are not at work must be reported if they result in an injury and the person is taken directly from the scene of the accident to hospital for treatment for that injury.

Fire Precautions

Fire regulations require organisations to undertake the following precautions. We follow these guidelines:-

- Appoint a named fire warden – responsible person.
- Carry out fire risk assessments of premises and all people and objects therein.
- Identify the significant findings of this risk assessment.
- Provide and maintain fire precautions to safeguard those in the workplace. These precautions should include means of escape in case of fire and means of fire fighting.
- Provide information and training about fire precautions for employees and users. This includes fire drill information and fire practices conducted with the young people.
- An individual should be nominated to ensure risk assessments are carried out and acted upon.
- There should be a clearly evident and continually available means of contacting the emergency services.

Use of fire blanket – guidance and training requirements – please see APPENDIX E

(This section is informed by the publication – HSE (1999) Fire safety. An employer’s guide. London, The Stationery Office).

Designation of Responsibilities

All checks (eg first aid kits, smoke alarms, etc) are put into our annual Health and Safety review system spreadsheet (Newcastle), and checks and actions are reviewed monthly. Each check has a designated lead. Please refer to appendix C for more information.

1. Insurance

- 1.1. Adequate insurance will be in place to cover employer’s and public liability insurance for all Kids Kabin activities in all work locations.

- 1.2. Adequate insurance cover will be in place to cover the Kids Kabin building and its contents.
- 1.3. Adequate insurance will be in place for minibus transport and transportation of young people for trips and outings.
- 1.4. These insurance arrangements will be reviewed annually or more often if needed.
- 1.5 We will ensure that if we engage external providers or professional suppliers they will have adequate insurance arrangements in place for activities undertaken with our young people.

2. Risk Assessments

2.1. Risk assessments follow the 5 step process:-

- Identify the hazard
- Decide on the risk posed
- Decide how to control the risk
- Put control measures in place
- Review measures

2.2. Four types of risk assessments are undertaken at Kids Kabin. (The risk assessment templates are included in Appendix B). Risk assessments for buildings, activities, fire and COSHH are reviewed annually.

2.3. Risk assessments are completed for each building or workshop area (Appendix B – Template 1). The responsible person for each workshop or satellite building will complete the risk assessment. This person may add further checks to the list to make them as exhaustive as thought necessary and follow up any outstanding issues. For satellite rentals, risk assessments will be cross referenced against the host organisation's procedures (e.g. fire procedures).

2.4. Specific activity risk assessments. Assessments will be completed for specific activities (e.g. woodwork, cookery etc. Template 2 – Appendix B). The project workers will complete these assessments once a year or when a new activity is introduced. The Project Manager will then check these and agree what action should be taken on any areas of concern. There are also specific risk assessments for certain equipment where necessary. There are separate cooking risk assessments and staff and volunteers undertake food hygiene training.

2.5. Specific outings risk assessments will be completed before every outing (Template 2 – Appendix A). If possible, this will involve a pre visit to the location of the trip if it has not been visited before. If visiting a specific venue then the venue's risk assessments may also be requested to look over. The Project Manager will then check these and agree what action should be taken on any areas of concern. Then on the day of the trip itself all participants will review the risk assessment. This will often involve the young people considering the risks and thinking of sensible ways to deal with them.

2.6. Dynamic risk assessment. During the outing or activity, new risks may arise and an 'on the spot' or dynamic risk assessment may take place. This may result in new safety procedures being introduced.

2.7. Specific risk assessments will be completed for street and outreach sessions considering the new and different risks associated with these activities. These risk assessments will

be shown to and discussed with staff from other organisations that host outreach sessions or participate alongside the Kids Kabin team on street sessions.

2.8 Risk assessments will be carried out for work experience students. (removed 'and work placement students') The student will be given a health and safety induction at the start of their placement.

2.9 Risk assessments for key activities will be covered at staff meetings and at induction for new staff and volunteers.

3. Accidents and accident reporting

According to the HSE, an accident is any unplanned/unwanted event that results in the injury or the ill health of people, or damage or the loss to the property, plant, materials or the environment.

3.1. In event of an accident the following guidelines will be followed:

- Assess the situation calmly
- Look for immediate danger to yourself and to others
- Check for responsiveness of the victim.
- Assess the nature and seriousness of the injury

If the injury is serious you should not move the victim

- Call for the first aider and/or the emergency services.
- It may be necessary to end or change the activity

If the injury is minor

- Take the victim to the first aider.
- It may be necessary to review supervision arrangements for the rest of the group.

3.2. Follow up

All accidents will be written up in an accident form.

If necessary, parents will be contacted after any incident by telephone or in person.

Any first aid materials used will be replaced.

Accidents will be reviewed at staff meetings. Patterns of accidents will be reviewed 6 monthly.

3.3 Staff training will be provided so that all staff are confident in completing accident report forms.

4. Incidents

4.1 An incident is an unplanned event that does not concern ill health or injury. It can be defined as an occurrence, condition, or situation arising in the course of work that resulted in or could have resulted in injuries, illnesses, damage to health, or fatalities. Incidents are normally concerning a near miss or undesired circumstance, which are events or circumstances that have the potential to cause harm or a set of circumstances that can cause injury or ill health.

4.2 Incidents that can occur at Kids Kabin include a range of recordable occurrences – including behaviour incidents, wellbeing and safeguarding concerns, health and safety and fire incidents, and complaints.

4.3 All incidents will be recorded by the staff or volunteer who witnessed the incident. They

should be shared with a member of the Management Team. This should be followed up accordingly, and any actions arising will be agreed and assigned.

4.4 All incidents are reviewed monthly, and this includes a check in on the incident and any outstanding actions. Incidents are reviewed for a 3 month period unless specified otherwise. If no further concerns arise during this period, the monthly review will end.

5. Signing in procedures and membership

- 5.1. All adults will sign in as they enter and leave Kids Kabin premises (including both the main centre and the Kids Kabin satellites). Kids Kabin staff and employees will use the wooden sign in and out board to indicate whether they are in the building.
- 5.2. A project development worker or volunteer will sign in all young people as they enter the building and sign them out when they leave.
- 5.3. Before joining all young people will bring a membership form completed by a parent or guardian. This membership form will contain emergency contact details, date of birth and details of any allergies or medical conditions. This information will be kept in the cupboard in the kitchen which will be locked when not in use. Access to this information will be limited to project workers and volunteers who need to find out specific project related information.

6. First Aid procedures and medication

- 6.1 There will always be an appointed person available while any activities are taking place. This person will be made known to all adults and young people when necessary. The appointed person will be responsible for administering first aid, contacting emergency services, completing accident records and for any follow up required.
- 6.2 Staffing levels. There will be an absolute minimum of 2 workers (this may include experienced volunteers) present if activities are to be run. If sufficient staff are not available, then activity sessions will be cancelled.
- 6.3 First aid training. First aid training by an external provider will be offered once a year, for staff and volunteers who do not have a first aid certificate or need to renew their first aid certificates. First aid certificates are valid for 3 years but we aim to have everyone renew their training every two years. All first aid training is recorded in the management training spreadsheet.
- 6.4 No medication will be given by anyone who is not a qualified first aider and appointed person. In order for medication to be administered, the parents/guardian would need to fill in a medication form with details of the medication and how often it is to be given. Any medication administered will be recorded and signed off by the person administering the medication.
- 6.5 First aid boxes are available during all Kids Kabin activities. Staff, volunteers and young people will be made aware of the location of these first aid boxes. First aid boxes are to be taken to street sessions and any trips and outings.
- 6.6 These boxes will contain the suggested materials (i.e. a selection of bandages, slings, plasters, gloves and antiseptic wipes. The trip first aid kit will also include a cool bag for sprains and bruising, burns gel and a tick remover for camping trips). The boxes will

contain no other medication. Contents of first aid boxes will be checked monthly and used materials will be replaced.

6.7 If a participant requires regular medication or has a specific medical condition all staff and volunteers will be made aware of this and appropriate actions will be taken.

6.8 Nuts will not be used as an ingredient during cookery sessions at Kids Kabin. This is to reduce the risk of illness due to nut allergies.

6.9 Telephones. A mobile phone will be kept by a project worker or volunteer during all activities.

6.10 Location of nearest defibrillator. There is a public access defibrillator located on the wall outside of the front of the Kids Kabin, Church Walk premises.

7. Security and possessions

7.1. All offices not in use will be locked during the sessions.

7.2. All doors to the courtyard will be locked, windows closed and shutters pulled down when the building is empty. An exception to this would be if someone was leaving the building for less than 15 minutes.

7.3. All young people will walk to the activity rooms around the corridor and not across the courtyard. It is important that there is an immediate response by staff and volunteers to any incidents of running.

7.4. Unknown or uninvited persons on the premises. If an unknown or uninvited person is seen in Kids Kabin:

- Other staff will be made aware of the concern.
- The person should be asked politely if they can be helped. It should be explained that this is a children's centre and it has specific opening times etc.
- Confrontation is not usually the preferred approach. You should only confront a person if you feel comfortable to do so and there are other people nearby.
- All rooms will be locked if possible.
- Police will be contacted if necessary

8. Electrical safety

8.1 All portable electrical equipment will be PAT tested on a yearly or two yearly basis, depending on the level of use of the item. Staff and volunteers will inform the manager if additional electrical items are brought to Kids Kabin or the satellite activities. These will be tested prior to use and details will be added to the PAT testing record.

8.2 All electrical equipment will be visually checked on a regular basis by staff and volunteers. Staff will receive information about carrying out visual inspections on induction.

8.3 If a visual inspection finds a fault with a piece of equipment - this will be reported to the manager and labelled as faulty. Maintenance of the above system over a period of time, together with information on faults found will be used to review the frequency of inspection.

9. Fire Procedures

9.1 Staff will undertake a fire risk assessment for each room and storage area, considering the fire triangle (sources of heat, inflammable materials and oxygen), working practices and storage procedures at Kids Kabin. Appropriate preventative measures will be taken as a result of these risk assessments. These risk assessments will be completed once a year or more frequently if necessary (e.g. If changes are made to the building or working practices)

9.2 These fire risk assessments will include Personalised Emergency Evacuation Plans (PEEP). A Personal Emergency Evacuation Plan is to provide people who cannot get themselves out of a building unaided during an emergency situation with the necessary information and support to be able to manage their escape from the building.

9.3 In the event of a fire alarm, the following action is taken:

- Everyone will stop what they are doing
- Everyone will walk quickly and calmly to the nearest fire exit (front door, back door or doors into the courtyard).
- Doors and windows will be closed behind wherever possible
- Everyone will meet at the designated point (by the gates in the courtyard)
- Names will be checked by the appointed fire warden
- Everyone will stay at the meeting point until all the names are checked and building is declared safe by the appointed fire warden. The fire warden will call emergency services if the building is not safe or assistance is required.

If the fire alarm does not sound but a fire is seen:

- The alarm will be raised by operating the break glass switch at the nearest fire alarm call point.
- The building will be evacuated immediately as above.

9.4 Separate fire procedures will be in place at the Kids Kabin satellites and the locations of any other outreach activities. Staff, volunteers and young people will be made aware of these procedures.

9.5 The fire alarm system will be checked every 6 months by an external company.

9.6 Extinguishers are available at all emergency exits and will be checked visually on quarterly basis. A record will be kept. Extinguishers will be checked annually by Advanced Fire and Security systems.

9.7 A fire blanket is available in the kitchen. Instructions for its safe use are displayed next to it and are included in Appendix E.

9.8 Exits will be kept clear at all times.

9.9 Emergency lights will be checked twice a year by an external company and Electrical Installations. Exits and corridors will be kept clear at all times.

9.10 Fire practice. There will be a fire practice monthly. These practices will take place on different days of the week to ensure that different groups of young people are involved. A record will be kept and feedback will be brought to staff meeting to improve practice.

9.11 Training and Information. The fire procedures will be explained to all staff, volunteers and young people. All staff, volunteers and young people will be made aware where all the fire extinguishers, smoke detectors and alarm panels are.

9.12 Use of Fire Extinguishers. Fire extinguishers should only be used if it is necessary to clear a way to an emergency exit or if a person is in an activity room and is present when the fire ignites. There are three types of fire extinguisher at Kids Kabin, carbon dioxide, foam and powder. All extinguishers will be serviced after any use. Staff and volunteers are made aware of all fire exits and the location of all fire extinguishers. They will also be given verbal instruction on how to use these extinguishers.

9.13 Appropriate signage will be displayed in the premises.

10 Control of Substances Hazardous to Health (COSHH) controls

10.1 Staff will undertake a COSHH assessment for activity rooms and storage areas as part of the 6 monthly room risk assessments. They will ensure any hazardous substances are stored securely and will follow procedures for the safe use of these substances.

10.2 All hazardous materials will be stored in a locked cupboard in the kitchen (e.g. The metal storage cupboards in the art room, the woodwork room and the boiler room)

11 Services and Systems

11.1 Electricity. The main electrical distribution board is located in the boiler room. An electrical periodic inspection check will be done every 5 years. All fixed electrical equipment will be checked every 5 years.

11.2 Water. The mains water isolation tap is located in the boiler room.

11.3 A legionella risk assessment will be carried out annually. All cold water taps will be run for 2 minutes weekly. Hot water temperatures will be kept 60 degrees centigrade. This is the recommended temperature to avoid risk of the development of Legionella bacteria. Signs will be displayed above each hot water tap stating – ‘Warning – Hot Water’.

11.4 The internal temperature of the building will be kept at a minimum of 16 degrees centigrade in line with HSE guidance. Thermometers are in three rooms throughout the building to monitor the temperature of the building.

11.5 Service faults and service emergencies. In case of emergency (such as leaking water pipes, electrical faults) a member of the staff or volunteer team should seek immediate assistance from colleagues. The fault should be dealt with only if the cause is obvious, the individual is competent to act and it is safe to do so. If there is any doubt, professional advice should be sought as soon as possible.

12. Behaviour between children

12.1 Staff and volunteers will continually supervise activities. If they see problems and confrontations developing they will try to resolve these problems using a range of approaches including – discussion, distraction or separating the parties involved.

12.2 Any serious incidents will be written up and reported to a Manager.

12.3 For further information on behaviour please refer to the behaviour policy.

13. Outings and day trips

- 13.1. An outings form will be completed by the parent of each young person before this person goes on an outing.
- 13.2. A responsible person will keep a record of all young people on any trip at Kids Kabin. A contact number for the responsible person will be given to all parents.
- 13.3. A record of participants will also be kept at Kids Kabin and be available to an appointed person. Parents will be given the Kids Kabin contact details.
- 13.4. If a participant needs medication (eg an inhaler), the appointed first aider will discuss this with parents and ask for specific instructions in writing. All medication will be kept securely by the appointed first aider for the duration of the trip.
- 13.5. Minibus procedures. The minibus will only be driven by someone who has been tested by the relevant authority.
- 13.6. Before departure minibus safety will be explained to the group. Explanation will include rules for wearing seatbelts, remaining seated and keeping hands and heads inside the bus. The bus will be stopped if there are any safety concerns.
- 13.7. A first aid kit will be kept in the bus at all times.
- 13.8. Young people will be asked to stay in groups of at least 2 and will be told what to do if they get lost.
- 13.9. Visual checks will be made continuously to check that no-one is separated from the group
- 13.10. Getting Lost on an Outing
In the event of someone getting lost or being separated from the group, the following procedures will be followed:
- The time and place of the loss will be noted.
 - The rest of the group will remain in the same place with at least two adults and will continue with activities and remain calm.
 - Two adults will search the area for 1 hour.
 - After one hour emergency services will be contacted.
- N.B. This time frame may change significantly depending on the area of the loss. For example, a loss by the sea may require immediate contact with the coast guard.
- In the event of contacting emergency services, parents and the manager should be the Board. Any public statement about an incident must first be approved by the Board.
- 13.11 Swimming and activities near water
There will be specific risk assessments for outings involving swimming and activities near water. Adequate controls are implemented including a flotation device and a briefing with the children about water safety.

13.12 For activities outside our usual delivery, such as rock climbing or abseiling we will engage a professional provider to run these activities. We will seek risk assessments from the provider and also do our own risk assessments.

14. Overnight trips and residentials

14.1 All overnight trips and residentials will have an activity lead and will have an updated risk assessment in place before it is carried out. If a new venue is used, then a preliminary visit will be undertaken to help identify the more significant health and safety considerations and inform the risk assessment.

14.2 On arrival at the venue, workers should carry out a basic visual inspection of the facilities to observe the general state of the site and ensure its suitability, and ensure emergency exits are accessible and clearly marked. A basic safety briefing should be done with the group.

14.3 Staff and volunteers should have sleeping accommodation in close proximity to their group and young people should be briefed where staff will be sleeping in case of an emergency. Where possible and practicable, rooms should be single gender and those over and under 18 should always be separate. Consideration should be given to the numbers of young people in each room. Where possible, a minimum of three people to a room is advised to discourage exclusive relationships, depending on the age of the young people.

14.4 Where toilet facilities are not ensuite, arrangements for managing the use of shared toilets should be considered. Where possible, single gender facilities should be used, and staff should use separate facilities to young people. Where possible, facilities should be not be accessible by other users.

15. Drugs, cigarettes and alcohol

15.1. Kids Kabin is a drug free, alcohol free and non-smoking premises. Smoking includes any type of tobacco product and e-cigarettes and vapes. This includes the main centre and any satellite premises. This applies to all employees, consultants, contractors, members and visitors.

15.2. No drugs or alcohol will be allowed in Kids Kabin or on any outings run by Kids Kabin. Any individual who brings drugs or alcohol on the trip will be asked to leave with an appropriate explanation.

15.3. If there is suspicion of drug or alcohol use by a Kids Kabin member during a session or a child turns up to a session under the influence of drugs or alcohol then appropriate action will be taken and an incident form written up.

15.4. If there is suspicion of drug or alcohol use by a staff member or volunteer during a session or if they turn up to work under the influence of drugs or alcohol then appropriate action will be taken and an incident form written up. This will be reported to the staff or volunteer's line manager.

16 Stress Management

- 16.1 Stress is a workplace hazard that must be dealt with like any other. The responsibility for reducing stress at work lies both with the employer, the employee and the volunteer team.
- 16.2 Kids Kabin will ensure as far as practicable that its policies, working practices and employment support its commitment to the following:
- Ensure staff and the volunteer team have work targets that are stretching but reasonable.
 - Implement effective policies and procedures for dealing with bullying and any form of harassment.
 - Encourage good communications, mutual respect and the resolution of disputes within the staff and volunteer team.
 - Promote the maintenance of a supportive culture in the workplace.
 - Monitor and review staff and volunteer workload and working hours.
 - Take into consideration employees' personal situations and problems outside of work.
- 16.3 The staff and volunteer team have the responsibility to follow the principles outlined above.
- 16.4 If an employee or volunteer is suffering from stress at work, s/he should discuss this with their line manager/key worker at the first opportunity. For further information, see the 'Mental Health and Well-being policy'.

17 Lone Working

- 17.1 Kids Kabin will investigate the potential hazards faced by lone workers and assess the risks involved both to the lone worker and to any person who may be affected by their work. Please see appendix C for the lone working policy.

18 Manual Handling

- 18.1 Care should be taken when carrying heavy objects.
- 18.2 Assistance should be sought if required.
- 18.3 Particular awkward lifts will be risk assessed – for example the pottery wheels or the mobile kitchen. Some equipment may require a two person lift.
- 18.4 Staff will be given manual handling training annually.
- 18.5 Staff should inform their supervisor if they have any back problems (or other limitations) that would prevent them from lifting or moving heavy items in the workplace.

Appendix A - Useful telephone numbers

Will Benson - Chief Officer	Home	0191 2814603
	Mobile	07896 928189
Stephanie Beckman - Business Support Manager	Mobile	07528 051445
Sue McBride, Middlesbrough Manager	Mobile	07581 891581
Kids Kabin	Office	0191 295 3655
Gas Emergencies	Office	0800 111 999

Appendix B – Designation of Responsibilities

Description of Role	Responsible Persons	Recording Procedure Review Procedure
Health and Safety		
Overall – policy development, monitoring, legal responsibilities	Will Benson Stephanie Beckman Board of Directors (Lead Director – Courtney Cartwright)	Annual review
Training and explanation of policy	Sue McBride	On induction. Annual update
Risk Assessments		
Staff training and explanation Volunteer training	Sue McBride Project Development Workers	On induction. Annual update.
Overall building and room assessments and follow up	Sue McBride	6 monthly checks
Specific activity assessments	Sue McBride	Annually review and for all new activities and trips
PAT testing	Thirteen Group	Every 1 or 2 years depending on the type of appliance
Building checks (internal and external)	Sue McBride	Quarterly
First Aid		
First Aiders (Middlesbrough)	Sue McBride Becca Durant Katie Acheson Assumption Volunteers who have completed first aid training	Accident forms and session evaluation sheets
First aid box check	Sue McBride	Monthly
Fire prevention and protection		
Review of policy	Stephanie Beckman	Annual review
Fire risk assessment	Sue McBride/ Stephanie Beckman	Annual review
Explanation of policy and training to staff and volunteers	Sue McBride	On induction. Annual update
Extinguisher servicing	Sue McBride	Annual servicing
Smoke and heat detector	Sue McBride	6 monthly check
Fire practice	Sue McBride	Quarterly
Visual fire extinguisher	Sue McBride	6 monthly check
Escape routes	All staff	Ongoing visual checks

Appointed Fire Warden Assembling building attenders, checking off against attendance records, contacting emergency services as required.	Sue McBride Lead worker for session	All alarm activations including drills.
COSHH		
Explanation and training	Stephanie Beckman	On induction Annual update
Room assessments and monitoring of COSHH materials stores	Sue McBride	6 monthly room reviews

Appendix C -- Templates

Template 1 - Room checklist

	Workshop area:	Yes	No N/A	Actions	Date/sign ature
1	Is the room clean?				
2	Are tools stored tidily?				
3	Are materials stored tidily?				
4	Are the walls well painted and free from damage?				
5	Are the taps, sinks and other plumbing in good order?				
6	Is the room free from draughts?				
7	Is the room well lit?				
8	Are all the lights working?				
9	Is the room free from extension leads or other loose cables?				
10	Is the lighting safe?				
11	Are the light switches safe?				
12	Are the electric sockets safe?				
13	Are the plugs on equipment in perfect condition?				
14	Is the wiring in good condition?				
15	Are the electrical leads on good condition?				
16	Is the portable electrical equipment checked annually?				
17	Is the electrical trip circuitry functioning correctly?				
18	Is the floor in good condition?				
19	Is the carpet free from frayed edges, tears which might trip?				
20	Is the floor free from hazards?				
21	Is the corridor free from obstructions?				
22	Are the exits free from obstructions?				
23	Are the windows safe?				
24	Are the doors safe?				
25	Is the threshold strip in good condition?				
26	Are warning notices about HOT WATER posted?				
27	Are the radiators at safe temperature?				
28	Are the radiators free from obstructions?				
29	Are any chemicals in safe storage?				
30	Are chemicals stored in original containers, well labelled?				
31	Are the fire extinguishers in perfect condition?				
32	Are the fire extinguishers checked and labelled so?				
33	Are the fire alarm break glass activation points obvious?				
34	Are the fire alarm break glass activation points all working correctly?				
35	Is emergency lighting functioning correctly?				
36	Is emergency lighting checked regularly?				
37	Is the smoke/heat detector functioning correctly?				
38	Is the smoke /heat detector checked regularly?				
Notes and comments					

Template 2 – Specific Risk Assessment

Task Risk Assessment	Date:	Date:	Date:	Date:	Date:
Task title:	Risk assessors:	Risk assessors:	Risk assessors:	Risk assessors	Risk assessors
Location:	Who is affected by the task:	Who is affected by the task:	Who is affected by the task:	Who is affected by the task:	Who is affected by the task:

Description of task:

What hazardous substances are used in this task			
Product name/code	Product description	Manufacturer	Application method

Hazard from the task	Level of risk/severity	Controls in place	Likelihood	Emergency procedures
	Slight Moderate High		Unlikely Possible Likely	

Safety equipment/PPE	
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2nd risk assessment template

Description of activity:

Risk assessment completed by:

Date:

What are the hazards?	Who might be harmed	Controls Required	Additional Controls
			•
			•
			•
			•
			•
			•
			•

Template 3

Fire Risk Assessment Template

Fire hazards
Have you found anything that could start a fire?
Have you found anything that could burn?
People at risk - Have you identified?
Who could be at risk?
Who could be especially at risk?
Evaluate and act
Have you assessed the risks of fire in your workplace?
Have you assessed the risk to staff and visitors?
Have you kept any source of fuel and heat/sparks apart?
If someone wanted to start a fire deliberately, is there anything around they could use?
Have you removed or secured any fuel an arsonist could use?
Have you protected your premises from accidental fire or arson?
How can you make sure everyone is safe in case of fire?
Will you know there is a fire?
Do you have a plan to warn others?
Who will make sure everyone gets out?
Who will call the fire service?
Could you put out a small fire quickly and stop it spreading?
How will everyone escape?
Have you planned escape routes?
Have you made sure people will be able to safely find their way out even at night if necessary?
Does all your safety equipment work?
Will people know what to do and how to use equipment?
Record
Have you made a record of what you have found, and action you have taken?
Have you planned what everyone will do if there is a fire?
Have you discussed the plan with all staff?
Have you informed and trained people (practised a fire drill and recorded)?
Have you nominated staff to put in place your fire prevention measures, and trained them?
Have you made sure everyone can fulfil their role?
Have you informed temporary staff?
Have you consulted others who share a building with you, and included them in your plan?
Review
Have you made any changes to the building inside or out?
Have you had a fire or near miss?
Have you changed work practices?
Have you begun to store chemicals or dangerous substances?
Have you significantly changed your stock, or stock levels?
Have you planned your next fire drill?
Action plan - what (who)

Appendix C – Lone working policy (revised 2023)

Appendix D:

Lone Working

Kids Kabin recognises that there may be instances or periods where members of staff, including international volunteers will be required to do lone working. Examples would include coming into the main Kids Kabin building early, staying late, walking a young person home, and home visits, if necessary. The safety of all staff and volunteers is paramount and Kids Kabin is committed to minimising the risk of lone working for its employees. It is the responsibility of all lone workers to work in a manner that will reduce risks to themselves, and take necessary precautions. Some are outlined below.

To reduce risks around Child Protection and Safeguarding

- The lone worker will ensure there are no children and young people in the building when alone as they are not allowed to work 1-1 with young people on their own.

To reduce risks when walking a child home

- Walking a child home on their own is not normal practice. The parent should be contacted first to see if they can collect a child. If they can't, then the child would be walked home. If possible, two members of staff/volunteers should walk a child home.

To reduce the risk of falling from height

- Lone workers must not work in the loft or at height – for example, the bike shed ladder must not be used when alone in the building

To ensure all lone workers have left the building safely

- Lone workers who do lone working outside of daytime working practice must send a short text eg “left and locked” to a co-worker by arrangement.
- Lone workers who have a regular weekend arrangement (eg. Cleaner) should ensure that members of their household are informed that they are in Kids Kabin. This member of their household should have a way to contact another Kids Kabin staff member if necessary.
- At the end of evening sessions, under normal working arrangements, 2 people should tidy up and lock up together. Workers will leave the building at the same time.
- If the lone worker feels at particular risk when locking up in the evenings, lone workers will ensure they will have the contact numbers of colleagues in case of emergency.
- Whoever is locking up will check that no one else is in the building so that they don't lock someone in on their own.

To eliminate a risk of incidents at the front door

- Lone workers will ensure that the front door is secured whilst they are in the building. They should only open necessary doors and be aware of security.
- Lone workers must not answer the front door unless they feel safe to do so

To eliminate risk to individuals more vulnerable than others

- Young volunteers (under 18) will not be in the building alone under any circumstances.
- If a lone worker's first language is not English, then arrangements should be in place to provide clear communications, especially in an emergency. It should also be noted that workers who are new to the UK may encounter unfamiliar risks in the jobs that they do, and in a workplace environment and workplace culture that is different from that of their country of origin. These workers should have received and understood the information, instruction and training they need to work safely, especially when it comes to lone working.

To reduce risks to workers during home visits

- Majority of home visits will be door step visits, unless there is a specific reason. They should never enter the home of the family unless they feel comfortable to do so.
- All staff will inform other members of the team where they are going on the home visit. They are to ensure that they have phone numbers of other members of the team.
- All staff and volunteers will have the option of making home visits alongside another worker.
- All staff and volunteers will follow the guidelines for home visits (see below).

Appendix E - Fire Officers

Duties of the Fire Officer

- The fire officer will keep a record of all children who are in the building during sessions. This record should include first name and surnames of all children present. Children should be removed from the list if they leave the building before the end of the session. At the end of the session the fire officer will check with other staff and volunteers to confirm that all children have left the building.
- The lead worker in the bike repair sessions will keep a record of participants and will give this to the fire officer in event of a fire alarm.
- The fire officer will have the session attendance record and pick up the Attendance list and Fire Register sheet (staff, volunteers and other visitors) at the front door when leaving the building. The fire officer will follow up on any concerns – for example if it is believed that someone has left the building but has not signed out - the fire officer will attempt to contact this person.
- The fire officer will try to find out the cause of the alarm activation. If it is obvious (for example, burnt food in the kitchen), the fire officer will make sure the area is safe, silence and reset the alarm and ensure that everyone present re-enters the building in an orderly manner.
- The fire officer will contact the emergency services if the cause is not obvious or if there is evidence of a real fire.
- The fire officer will have a set of keys for the building on their person at all times.

Due to the varied use of the building it is necessary to have a number of different 'shifts' and fire officers. Other staff and volunteers will need to deputise in case of sickness or absence.

Appendix F – Fire blankets

User guide to Fire Blankets

- A fire blanket is used on Class A (e.g. wood, paper, textiles), B (e.g. oils, liquids) & D (e.g. metals) fires. It can also be used to extinguish clothing which is on fire.

Location/Fitting

- Fire blankets should be wall mounted at eye level where they can be easily accessed but away from the risk (cooker), so that you can pull down and remove blanket quickly without being obstructed.

General Instructions for use:

- Ensure that you are positioned between the fire and a safe exit/escape route.
- Pull down (generally) tapes to remove blanket from container.
- Hold blanket by the tapes and wrap so to protect exposed skin on hands and forearm (using the blanket to shield your face and hands) and then place or cover burning material completely.
- Turn off any electrical or gas supplies or remove any heat source if safe, leave the area closing all doors behind you and call the fire brigade.
- After the area has been deemed safe by the emergency services, check and replace the fire blanket as required. Dispose of damaged fire blankets.
- The fire blankets will be checked annually by an external provider when the fire extinguishers are checked.

Appendix E – List of locations used in Middlesbrough as of June 2024

Laurel Avenue, Middlesbrough	36 Laurel Avenue, Grove Hill, Middlesbrough TS4 3BN	Main centre – Middlesbrough
Breckon Hill Road, Middlesbrough	Breckon Hill Community Centre, Breckon Hill Road, Middlesbrough, TS4 2DS	Indoor and outdoor
North Ormesby, Middlesbrough	North Ormesby Community Hub, 2 Derwent St, North Ormesby, Middlesbrough TS3 6JB	Indoors
Easterside, Middlesbrough	Easterside Hub, Broughton Avenue, Middlesbrough TS4 3PZ	Indoor and outdoor
Thorntree, Middlesbrough	Community Ventures Limited, The Greenway, Middlesbrough TS3 9PA	Indoor and outdoor
Saltersgill, Middlesbrough	The Sutton Centre, Colin Ave, Middlesbrough TS4 3HF	Indoor and outdoor

Changes in 2024:

Remove 5.3, 6.9, 11.1, 11.6, 19.2

No use of ladders in Mdb policy