



Special Consideration for Employees Policy

We recognise that certain employees such as young people, new and expectant mothers and people with a disability require special consideration under The Management of Health and Safety at Work Regulations 1992 and the Equality Act 2010. The Health and Safety Policy should have regard to such persons both at the commencement of employment and during the course of it. The following procedure is therefore set down to achieve this aim.

Procedure

Any employee requiring special consideration will be assessed by the manager and the individual on induction to the setting or when their condition or disablement comes to light. The risk assessments relating to the occupation of such workers will be considered at these times and special measures such as training and supervision, arrangements, modifications, and medical surveillance if necessary will be agreed upon with the worker.

Further assessments and reviews will be carried out at least annually, or if and when any changes to the special circumstances or environment occur.

Internal use only

This policy was adopted on	
Signed on behalf of Spice Childcare	
Date for review	