HEALTH AND SAFETY PROCEDURES

Phoenix Early Learners recognises that we have a corporate responsibility and duty of care for children and adults associated with Phoenix Early Learners, but individual employees and adults also have responsibility for ensuring their own safety as well as that of others. Risk assessment is the key means through which this is achieved.

1. Risk assessment

Risk assessment is carried out to ensure the safety of children, staff, parents/carers and visitors. Individuals in the workplace are responsible for the health and safety of premises, equipment and working practices. We have a 'corporate responsibility' and 'duty of care' to those who work in, and receive a service from, our provision. Individuals are also responsible for ensuring their own and others safety.

[Risk assessment means: *Taking note of aspects of your workplace and activities that that could cause harm, either to yourself or to others, and deciding what needs to be done to prevent that harm, making sure this is adhered to and is updated when necessary*.]

The law does not require that all risk be eliminated, but that 'reasonable precaution' is taken. This is important when balancing the need for children to take appropriate risks through physically challenging play. Children need opportunities to work out what is not safe and what to do when faced with a risk.

Daily safety sweeps and checks indoors and outdoors.

- Safety sweeps are conducted before children arrive when setting up for the day or closing in the evening. Sometimes a safety sweep will identify a risk that requires a formal risk assessment on a form. For example, if a window latch is stiff and an educator must stand on a chair to reach it to ensure it has closed properly.

Health and safety risk assessments

Health and safety risk assessments inform procedures. Staff, parents/carers should be involved in reviewing risk assessments and procedures, as they are the ones with first-hand knowledge as to whether the control measures are effective, and they can give an informed view to help update procedures accordingly.

Phoenix Early Learners manager ensures staff have adequate training in health and safety matters. Phoenix Early Learners manager ensures that checks/work to premises are carried out and records are kept by Petts Wood Methodist Church

- Electricity safety by a qualified electrician.
- Fire precautions to check that all fire-fighting equipment is in working order.

Phoenix Early Learners manager ensures that staff members carry out risk assessments that include relevant aspects of fire safety, food safety, in each of the following areas of the premises:

- Entrance and exits.
- Outdoor areas.
- Kitchen.

Phoenix Early Learners' manager ensures staff members carry out risk assessment for off-site activities, such as children's outings including:

- Trips to the shops, railway station, library, pet shop, park, posting a letter, Early Explorers.

Phoenix Early Learners' manager ensures staff members carry out risk assessment for work practice including:

- Arrivals and departures.
- Children with allergies and special dietary needs or preferences.
- Supervising outdoor play and indoor/outdoor climbing equipment.
- Visitors bringing equipment or animals for children's learning experiences, for example fire engines.
- Following any incidents involving threats against staff or volunteers.
- Following any accident or incident involving staff or children.

2. Entrances and approach to Lakeswood Hall

- Entrances and approaches are kept tidy and always uncluttered.
- As our premises are a part of Petts Wood Methodist Church staff ensure that members of the public cannot access areas used by children during sessions.
- All gates and external fences are childproof and safe. The gate is secured by a digital padlock.
- Main doors are always kept locked, shut and alarmed.
- The identity of a person not known to members of staff is checked before they enter the building, or at the point they seek access to the area where children are being cared for.
- All staff and visitors to the setting sign in and out of the building.
- A member of staff is available to open and close the door and to greet arrivals, say goodbye to parents/carers and to make sure that doors and gates are shut.
- Where building works or repairs mean that normal entrances/exits or approaches to the building are not in use, a risk assessment is conducted to maintain safety and security whilst the changes are in place.
- Building works or other changes to the premises which may affect the space available to children and the quality of childcare available to them, must be notified to Ofsted.

3. Accidents/Incidents: Immediate Emergency Response

- **Assess and treat**: A trained staff member holding a valid **Paediatric First Aid (PFA)** certificate immediately administers appropriate first aid.
- **Call for help**: Dial **999** for an emergency ambulance if the injury is severe, life-threatening, or requires immediate hospital treatment.
- **Do not transport in staff cars**: Injured children must never be transported to the hospital in private staff vehicles; wait for the ambulance or have parents transport them if advised.

- **Accompany the child**: Designate a familiar staff member to accompany the child in the ambulance, taking their medical records, emergency contacts, medication, and a comforter. Re-allocate staff immediately to maintain required adult-to-child ratios.
- **Contact parents/carers**: Inform parents or emergency contacts immediately. If the child is taken directly to the hospital, arrange for parents to meet you there.

Reporting and Notification Requirements

- **Parental notification**: Inform parents/carers on the same day about any accident or injury and how it was handled.
- **Internal recording**: Complete a detailed, signed, and witnessed accident/incident report form. Securely retain these records (often kept until the child is 21–25 years old due to potential future claims).
- **Ofsted and External Agencies**: Notify **Ofsted** and the local authority children's services / **Early Years Team** as soon as reasonably practical, and **within 14 days** at the latest, of any serious accident, illness, or death of a child.
- **LADO**: The Local Authority Designated Officer (**LADO**) must be informed within **one working day** of any concern, incident, or allegation involving an adult who works or volunteers with children and young people (paid, unpaid, casual, agency, or self-employed).
- **RIDDOR Reporting**: Report work-related accidents, specified injuries, or dangerous occurrences to the **Health and Safety Executive (HSE)** under the **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)**. Mandatory reportable events include bone fractures (other than fingers/toes), loss of consciousness, resuscitation, hospital admittance exceeding 24 hours, or major joint dislocations.

4. Threats and abuse towards staff and volunteers

Phoenix Early Learners is responsible for protecting the health and safety of all staff and volunteers in its services and has a duty of care in relation to their physical and emotional well-being. We believe that violence, threatening behaviour and abuse against staff are unacceptable and will not be tolerated. Where such behaviour occurs, we will take all reasonable and appropriate action in support of our staff and volunteers.

- Staff and volunteers have a right to expect that their workplace is a safe environment, and that prompt and appropriate action will be taken on their behalf if they are subjected to abuse, threats, violence or harassment by parents, service users and other adults as they carry out their duties.
- The most common example of unreasonable behaviour is abusive or intimidating and aggressive language. If this occurs, the ultimate sanction, where informal action is not considered to be appropriate or has proved to be ineffective, is the withdrawal of permission to be on the premises.
- Where a person recklessly or intentionally applies unlawful force on another or puts another in fear of an immediate attack, it is an offence in law which constitutes an assault. We would normally expect the police to be contacted immediately.

There are three categories of assault, based on the severity of the injury to the victim.
Common Assault - involving the threat of immediate violence or causing minor injury (such as a graze, reddening of the skin or minor bruise).

a. Actual Bodily Harm - causing an injury which interferes with the health or comfort of the victim (such as multiple bruising, broken tooth or temporary sensory loss).

b. Grievous Bodily Harm - causing serious injury (such as a broken bone or an injury requiring lengthy treatment).
c. There is also an aggravated form of assault based upon the victim's race, religion, disability or sexual orientation and other protected characteristics as defined in the Equality Act 2010 which carries higher maximum penalties.

- It is important to note that no physical attack or injury needs to have occurred for a common assault to have taken place. It is sufficient for a person to have been threatened with immediate violence and put in fear of a physical attack for an offence to have been committed.

- Any staff member or volunteer who feels under threat or has been threatened, assaulted, or intimidated in the course of their work must report this immediately to their manager who will follow the setting manager's procedures and guidance for responding.
- 999 should always be used when the immediate attendance of a police officer is required. The police support the use of 999 in all cases where:
  - there is danger to life
  - there is a likelihood of violence
  - an assault is, or is believed to be, in progress
  - the offender is on the premises
  - the offence has just occurred, and an early arrest is likely

- If it is not possible to speak when making a 999 call because it alerts an offender, cough quietly or make a noise on the line, then follow the prompts to dial 55 (mobiles only) for a silent call. Police may be able to trace the call and attend the premises.

Harassment and intimidation – including sexual harassment

Staff may find themselves subject to a pattern of persistent unreasonable behaviour from individual parents or service users. This behaviour may not be abusive or overtly aggressive but could be perceived as intimidating and oppressive. In these circumstances staff may face a barrage of constant demands or criticisms on an almost daily basis, in a variety of formats for instance, email or telephone. They may not be particularly taxing or serious when viewed in isolation but can have a cumulative effect over a period of time undermining their confidence, well-being, and health. In extreme cases, the behaviour of the parent/carer or other service user may constitute an offence under the Protection from Harassment Act 1997, whereby:
person must not pursue a course of conduct:

(a) which amounts to harassment of another, and
(b) which he knows or ought to know amounts to harassment of the other.

A person must not pursue a course of conduct:

- which amounts to harassment of another; and
- which he knows or ought to know amounts to harassment of the other.

If so, the police have powers to act against the offender. Such situations are rare but, when they do arise, they can have a damaging effect on staff and be difficult to resolve. If the actions of a parent/carer are heading in this direction, staff should speak to their manager who will take appropriate action to support. This may include the manager sending a letter to the aggressor, warning them that their behaviour is unacceptable and may result in further action being taken against them. All incidents must be recorded and reported to the owners/directors/trustees.

Banning parents/carers and other visitors from the premises

Parents/carers and some other visitors normally have implied permission to be on the premises at certain times and for certain purposes, and they will not therefore be trespassers unless the implied permission is withdrawn.

If a parent/carer or other person continues to behave unreasonably on the premises a letter will be sent to them from the owners/directors/trustees withdrawing the implied permission for them to be there.

Further breaches may lead to prosecution of the person concerned by the police, and they are treated as a trespasser.

Full records are kept of each incident, in the Reportable Incident Record, including details of any person(s) who witnessed the behaviour of the trespasser(s), since evidence will need to be provided to the Court.

Dealing with an incident

We would normally expect all cases of harassment, assault, and all but the most minor of other incidents, to be regarded as serious matters which should be reported to the setting manager and/or the police and followed up with due care and attention. A record of the incident must be made whether the police are involved or not.

Whilst acknowledging that service users i.e. parents and families, may themselves be under severe stress, it is never acceptable for them to behave aggressively towards staff and volunteers. Individual circumstances along with the nature of the threat are considered before further action is taken.

All parties involved should consider the needs, views, feelings and wishes of the victim at every stage. We will ensure sympathetic and practical help, support and counselling is available to the victim both at the time of the incident and subsequently.

A range of support can be obtained:

- from the setting manager, owners/directors/trustees and/or a staff colleague
- from Victim Support on giving evidence in court

In non-urgent cases, where the incident is not thought to be an emergency, but police involvement is required, all staff and volunteers are aware of the non-emergency police contact number for the area. 999 calls receive an immediate response. Unless agreed at the time, non-emergency calls are normally attended within 8 hours (24 hours at the latest).

When they attend the setting or service, the police will take written statements from the victim (including a 'Victim Personal Statement') and obtain evidence to investigate the offence in the most appropriate and effective manner.

The police will also consider any views expressed by the setting manager and owner/directors/trustees as to the action they would like to see taken. The manager should speak to the victim and be aware of his or her views before confirming with the police how they wish them to proceed.

In some cases, the victim may be asked by the police if he/she wishes to make a complaint or allegation against the alleged offender. It is important to ensure that the victim can discuss the matter with their line manager, a colleague or friend before deciding on their response. It is helpful for the victim to be assured that, if there is a need subsequently to give evidence in court, support can be provided if it is not already available from Victim Support.

The decision regarding whether an individual is prosecuted is made by the police or Crown Prosecution Service (CPS) based on the evidence and with due regard to other factors.

After the incident has been dealt with, a risk assessment is done to identify preventative measures that can be put in place to minimise or prevent the incident occurring again.

Harassment or intimidation of staff by parents/carers/visitors

Through open communication between staff and parents/carers a culture of respect and tolerance should always be promoted. Should this communication and relationship break down due to a parent or parents/carers behaviour towards the staff member the setting manager should contact their line manager for advice and support. Where the staff member feels threatened or intimidated the aggressive and unacceptable behaviour should be addressed.

Where the parent/carers behaviour merits it, the setting manager, with another member of staff present, should inform the parent/carer clearly but sensitively that staff feel unduly harassed or intimidated and are considering escalating the issue and making a complaint to the police if the behaviour does not desist or improve. The parent/carer should be left in no doubt about the gravity of the situation and that this will be followed up with a letter drafted by the setting manager but sent to their line manager for approval before being issued.

The letter to the parent/carers should outline the zero-policy approach for any form of harassment, intimidation or abuse directed at staff.

Staff must keep a record of incidents, including dates, times, locations, and witnesses, to support future action and meet reporting procedures.

If the investigation concludes that the parents/carers expectations and demands are unreasonable, and that they are having a detrimental effect on staff, the findings can strengthen the setting manager's position in further discussions with the parent/carer and subsequently, if necessary, with the police. See procedures above relating to banning parents/carers from the premises.

If the investigation concludes that the parents/carers expectations and demands are reasonable and if the parent/carer feels unhappy with the staff member or the setting itself the setting manager and/or owners/directors/trustees might wish to consider advising the parent/carer to make a formal complaint. Information about how to complain is clearly displayed for parents/carers and service users.
Complaints relating to potential breaches of the EYFS Safeguarding and Welfare requirements will be managed according to the Complaints procedure for parents/carers and service users.

5. Maintenance and repairs

Any faulty equipment or building fault at Phoenix Early Learners is recorded, including:

- Date fault noted.
- Item or area faulty.
- Nature of the fault and priority.
- Is a risk assessment required?
- Who the fault reported to for action.

- Action taken and when.
- If no action taken by the agreed date, when and by whom the omission is followed up.
- Date action completed.

Any area that is unsafe because repair is needed, such as a broken window, should be made safe and separated off from general use.

- Any broken or unsafe item is taken out of use and labelled 'out of use'.
- Any specialist equipment (e.g. corner seat for a disabled child) which is broken or unsafe should be returned to the manufacturer or relevant professional.
- Any item that is beyond repair is condemned. This action is recorded as the action taken and the item is removed from the setting's inventory.
- Condemning items is done in agreement with the setting manager. Condemned items are then disposed of appropriately and not stored indefinitely on site.
- Where maintenance and repairs involve a change of access to the building whilst repairs are taking place, then a risk assessment is conducted to ensure the safety and security of the building is maintained.

6. Food safety and nutrition

The premises are suitable, clean, and a safe place for children to be cared for, where they can grow and learn. We meet all statutory requirements for food safety and fulfil the criteria for meeting the relevant Early Years Foundation Stage Safeguarding and Welfare requirements.

- We provide nutritionally sound snacks which promote health and reduce the risk of obesity and heart disease that may begin in childhood.
- We follow the main advice on dietary guidelines and the legal requirements for identifying food allergens when planning our snack list including
- milk and dairy products (and alternatives)
- cereals and grains
- fresh fruit and vegetables.
- Parents/carers share information about their children's particular dietary needs with me/us when they enrol their children and on an on-going basis. This information is shared with all who are involved in the care of the child.
- We discuss and record children's dietary needs, allergies and any ethnic or cultural food preferences with their parents/carers. We ensure that children receive only food and drink that is consistent with their dietary needs and cultural or ethnic preferences, as well as their parent's/carer's wishes.
- Foods provided by PEL for children have are checked for allergenic ingredients before serving.
- Care is taken to ensure that children with food allergies and intolerances do not have contact with food products that they are allergic to.
- Meal and snack times are organised as social occasions.

- We ensure that children are fully supervised at mealtimes and that children are within sight and hearing at all times.
- Children are not made to stay at the table after others have left if they refuse to eat certain items of food.
- We work in partnership with parents/carers to support them with children who are showing signs of food preference or aversion, and sign post them to further advice.
- We notify Ofsted of any food poisoning affecting two or more children in our care as soon as possible and at least within 14 days.
- If a child chokes at mealtime and intervention is given. We record details of the incident and ensure that parents/carers are informed.
- Risk assessments are conducted for each individual child who has a food allergy or specific dietary requirement.

Food preparation, storage and purchase

General

- All relevant staff have up to date certificated training on food safety.
- The manager is responsible for ensuring that the requirements in Safer Food Better Business are implemented.
- The setting manager is responsible for overseeing the work of all food handlers to ensure hygiene and allergy procedures are complied with and appropriate training is undertaken.
- The setting manager has responsibility for conducting risk assessment based on the 'Hazard Analysis and Critical Control Point' method set out in Safer Food Better Business.
- The kitchen assistant and setting manager maintain a Food Allergy and Dietary Needs sheet with:
  - a list of all children with known food allergies, intolerances or dietary needs updated at least once per half term (the personal/medical details about the allergy or dietary needs remain in the child's file along with a copy of the risk assessment) or more if required.
  - Children have mats to use at the table which clearly indicate a child's allergies, intolerances or dietary requirements in red. A list is also contained in each table's snack box. This ensures staff always know a child's needs regardless of whether they are the child/'s key person.
- The setting manager is responsible for informing the Trustees who then report to Ofsted or the childminding agency of any food poisoning affecting two or more children looked after on the premises. Notification must be made as soon as possible and within 14 days of the incident.

Purchasing and storing food

- Food is purchased from reputable suppliers.
- Parents/carers are regularly requested not to bring food that contains (or may contain) nuts. Staff check lunch box contents to make sure they do not contain nuts or nut products.
- Bulk buy is avoided where food may go out of date before use.

- All opened dried food stuffs are stored in airtight containers.
- Food is regularly checked for sell by/use by dates and any expired items are discarded.
- Bottles and jars are cleaned before returning to the cupboards.
- Items are not stored on the floor; floors are kept clear so they can be easily swept.
- Perishable foods such as dairy produce and cold meat are to be used in line with 'use by' dates. Once opened items such as cold meats are then disposed of. Soft fruit and easily perishable vegetables are kept in the fridge at 1- 5 Celsius.
- A fridge thermometer is in place. Recommended temperatures for fridge 37 degrees Fahrenheit (3 degrees Celsius), Temperatures are recorded daily to ensure correct temperatures are being maintained. These are check by inspections from Bromley.
- Staff's own food or drink should be kept in separate designated area of the fridge where possible.
- Items in fridges must be regularly checked to ensure they are not past use by dates.

Preparation of food

- The manager and kitchen assistant must check the content of food/packets to ensure they do not contain allergens.
- Food handlers wash hands and cover any cuts or abrasions before handling food.
- Separate boards and knives are used for chopping food, usually colour coded.
- All vegetables and fruit are washed before preparing.
- Food left out is covered.
- Vegetables are peeled when needed, not in advance and left in water.
- Food prepared for children with dietary needs and preferences is prepared separately and served on a different coloured plate so every effort is made to prevent cross-contamination.

Serving Food

- The manager is responsible for ensuring that the food being provided meets all the requirements for each child.
- Staff risk assess the likelihood of children with dietary restrictions accessing the food of other children and must take appropriate action to prevent this from happening, for example:
  - check the list of children's dietary requirements displayed in the food preparation area
  - coloured plates
  - place mats
  - other methods as agreed by the setting manager
- Children with allergies/food preferences are not made to feel 'singled out' by the methods used to manage their allergy/food preference.

- Food served to children with identified allergies is checked by the key person to ensure that the food (and its ingredients) does not contain any of the allergens for that child.
- Tables are cleaned before and after, with a suitable non-bleach product.
- Members of staff serving food wash their hands and cover any cuts with a blue plaster.

www.food.gov.uk/business-industry/guidancenotes/hygguid/ecoliguide#.U7FCVGlOWdI

7. Toilets and wash basins

- Changing mats are cleaned and disinfected in changing areas.
- Disposable nappies/trainers are cleared of solid waste and placed in the external bin.
- Staff use single use gloves and aprons to change children and wash hands when leaving changing areas. Please note that gloves are not always required for a wet nappy if there is no risk of infection, however, gloves are always available for those staff who choose to wear them for a wet nappy. Gloves are always worn for a 'soiled' nappy.
- Staff never turn their backs on or leave a child unattended whilst on a changing mat.
- Changing mats are disinfected after each change.
- Anti-bacterial spray is not used where residue may have direct contact with skin.
- Anti-bacterial sprays used in nappy changing areas are not left within the reach of children.
- Natural or mechanical ventilation is used; chemical air fresheners are not used.

Cleaning

- Toilet areas are cleaned by Petts Wood Methodist Church's contracted cleaners.
- Paper towels are provided.
- Bins are provided for disposal of paper towels and are emptied daily.
- Staff who need to clean toilets wear rubber gloves.
- Wet or soiled clothing is rinsed and put in a plastic bag for parents to collect.
- Spills of body fluids are cleared and mopped using disinfectant.

8. Manual handling

- All staff at Phoenix Early Learners comply with risk assessment and have a personal responsibility to ensure they do not lift objects likely to cause injury. Failure to do so may invalidate an insurance claim.
- Members of staff bring the setting manager's attention to any new risk, or situations where the control measures are not working.
- Risk assessments may need to be changed for some individuals, such as a pregnant woman, or staff with an existing or previous injury or impairment that may affect their capacity to lift or move items.
- Risk assessment is carried out of the environment in which the lifting is done. Features such as uneven floor surfaces, stairs, etc. add to the general risk and need to be taken into consideration.

- The setting manager ensures that they and their staff are trained to lift and move heavy objects and unstable loads correctly. Young children are also heavy and need to be lifted and carried carefully and correctly.

Guidelines:

- Do not lift heavy objects alone. Seek help from a colleague.
- Bend from the knees rather than the back.
- Do not lift very heavy objects, even with others, that are beyond your strength.
- Items should not be lifted onto, or from, storage areas above head height where possible.
- Do not stand on objects, other than proper height steps, to reach high objects and never try to over-reach.
- Push rather than pull heavy objects.
- Please note this is not an exhaustive list.
- Managers are responsible for carrying out risk assessment for manual handling operations, which includes lifting/carrying children and lifting/carrying furniture or equipment.

9. Control of Substances Hazardous to Health (COSHH)

- Staff at Phoenix Early Learners implement the current guidelines of the Control of Substances Hazardous to Health (COSHH) Regulations.
- Personal protective equipment (PPE), such as rubber gloves, latex free/vinyl gloves, aprons etc., is available to all staff as needed and stocks are regularly replenished.
- Hazardous substances are stored safely away from the children.
- Chemicals used in the setting should be kept to the minimum to ensure health and hygiene is maintained.
- Risk assessment is done for all chemicals used in the setting.
- Environmental factors are considered when purchasing, using and disposing of chemicals.
- All members of staff are vigilant and use chemicals safely.
- Bleach is not used by staff in the setting.
- Anti-bacterial soap/hand wash is not normally used, unless specifically advised during an infection outbreak, such as Pandemic flu or Coronavirus.

10. Jewellery and hair accessories

Children, staff members, assistants, volunteers and students do not attend the setting wearing jewellery or fashion accessories that may pose a potential hazard to other children or themselves.

- Health and safety take precedence over respect for culture, religion or fashion.

- Members of staff do not wear jewellery or fashion accessories, such as belts or high heels, that may pose a danger to them or to young children. These include large rings with sharp edges, earrings - other than studs, chain necklaces, or bracelets with attachments that can be pulled off, or belts with large buckles.
- Parents/carers must ensure that any jewellery worn by children poses no risk, for example, earrings which may get pulled. Bracelets or necklaces that may pose a risk of strangulation are not permitted in preschool.
- Children may wear small, smooth stud earrings. For any earrings other than this parents will be asked to sign a disclaimer if staff deem this poses a risk to the child's safety.
- Children, staff, and volunteers do not wear anything with sharp edges that could scratch children, or jewellery with small elements that could become detached and swallowed.
- Hair accessories that may come loose pose a choking hazard are removed before children sleep or rest.
- Parents/carers are requested not to send children wearing hair beads. If staff see beads that are coming loose, they will remove them.
- Hair accessories that may pose a choking hazard to other children should they become detached, should be removed if members of staff consider this to be a possibility.

11. Animals and pets

- Views of parents/carers and children are considered when selecting animals to be part of our learning programme.
- Staff will be aware of any allergies or issues individual children may have with any animals/creatures.
- A risk assessment is conducted and considers any hygiene and safety risks posed by the animal or creature.
- Children wash hands after handling a pet and do not have contact with pet faeces, or soiled bedding.
- The manager will check with the Trustees before introducing animals into the setting.

Animals brought in by visitors

- The owner of the animal/creature maintains responsibility for it in the setting.
- The owner carries out a risk assessment detailing how the animal/creature is to be handled and how any safety or hygiene issues will be addressed.
- No dogs, especially those on the Government's Banned Dogs list are to be brought on site at any time.
- If staff are concerned that a family owns a dog which is on the 'banned dog' list, it is treated as a safeguarding concern and it is reported to the relevant authority and safeguarding procedures are followed.

- **Further guidance**
- Safer Food Better Business www.food.gov.uk/business-guidance/safer-food-better-business-sfbb
- Campylobacter (Food Standards Agency) www.food.gov.uk/news-updates/campaigns/campylobacter/fsw-2014

- **Food allergy/anaphylaxis guidance**
- https://www.bsaci.org/wp-content/uploads/2020/02/BSACIAllergyActionPlan2018NoAAI2981-2.pdf
- https://www.nhs.uk/conditions/anaphylaxis/
- https://www.nhs.uk/conditions/food-allergy/
- Early Years Foundation Stage nutrition guidance
- Common_allergens.pdf
- Allergen checklist for food businesses | Food Standards Agency

https://www.gov.uk/control-dog-public/banned-dogs