



## AnDarasMulti-Academy Trust

# St Stephens Community Academy Moving & Handling Policy

The An Daras Multi Academy Trust (ADMAT) Company  
An Exempt Charity Limited by Guarantee  
Company Number/08156955

|   |   |
|---|---|
| Status: Awaiting approval by Local Governing Body |   |
| Recommended                                       |   |
| Version   | v1.4  |
| Statutory   | No  |
| Adopted v1.4                                      | <b>Spring 2026</b>  |
| Review v1.5                                       | <b>Autumn 2029</b>  |
| Advisory Committee                                | LGAB/School Improvement and Strategic Development Committee   |
| Linked Documents and Policies                     | <ul style="list-style-type: none"><li>• Safeguarding policy</li><li>• Child Protection policy</li><li>• Intimate Care policy</li><li>• Access to Education for Pupils with Medical Needs</li><li>• SEND Local Offer</li><li>• SEN Information Report</li><li>• Accessibility Policy</li></ul> |

## AnDarasMulti-Academy Trust

### St Stephens Community Academy

#### Moving and Handling Policy

St Stephen's School recognises its responsibility both to provide curriculum access for pupils with disabilities and to ensure the health, safety and welfare of its employees as far as is reasonably practicable. This manual handling policy has been designed to comply with the requirements of The Manual Handling Operations Regulations 1992 (revised 1998 edition), the Lifting Operations and Lifting Equipment Regulations 1998 and The Health and Safety at Work Act 1974. It takes full account of the Disability Discrimination Act 1995, The SEN and Disability Act 2001, The European Convention for the Protection of Human Rights and Fundamental Freedoms and the EU Charter of Fundamental Rights (Nice 2000).

#### Rationale

In the ARB / possibly mainstream, some pupils may need manual handling (lifting and moving), to enable them to be safely and comfortably seated, to access the curriculum, to stand as part of a physiotherapy treatment and to be helped with intimate care procedures. Qualified external trainers will provide all ARB / relevant staff with the appropriate training, in order to maintain their health, safety and well-being and that of the pupils they move. A training programme to be in place to ensure that skills are updated annually / with relation to needs of the cohort (whichever applicable) to comply with appropriate regulations.

#### Aims

- To provide training for all staff commensurate with their need to manually handle pupils.
- To ensure and maintain the safe working practice of all staff.
- To provide safe, secure manual handling for all pupils.
- To have regard to the Health and Safety at Work Act 1974, Manual Handling Operations Regulations 1992 and Management of Health and Safety at Work Regs 1999.

#### Pupils at St Stephen's School

- Have their entitlement to curriculum access and full participation in the life of the school acknowledged.
- Receive appropriate assistance from staff employing safe systems of work (Handling Plans);
- Have their dignity and privacy protected at all times;
- Have their safety championed and the 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.

### **Staff at St Stephen's School**

- Take reasonable care of health and safety of themselves and others who may be affected by their acts or omissions including reporting to the appropriate line manager any medical condition (temporary or permanent) that may develop (including pregnancy) which may affect their ability to carry out moving and handling tasks.
- reporting to the appropriate line manager any problems or unsafe practice that (within their level of competence) they consider to be a risk to health and safety including any equipment faults.

### **Staff will:**

- Wear appropriate clothing and shoes.
- co-operate with the employer\* to allow them to comply with health & safety duties.
- use equipment appropriately in accordance with training and instructions provided.
- follow the handling plans drawn up for each child.
- comply with the moving and handling policy.
- undertake any training to fulfil their duties.
- not carry out moving and handling procedures without appropriate advice / training.
- report any accident or incident to the appropriate line manager and complete the accident book.
- assess an emergency situation first without rushing in to lift a child. If the child has fallen, wherever possible the member of staff will reassure the child and get help if necessary. They will give the child time to recover and then encourage them to get up by themselves, or with the minimum of assistance needed. If this is not possible, they will follow the emergency techniques described in the moving and handling training.

\* The 'employer' in school is the Headteacher and Governing Body.

### **Reports and information**

Signed..... Chair LGAB

Signed..... Head Teacher

Date.....