

# Special Consideration for Employees Policy

EYFS:3.80

At Rainbow Hill House Nursery, we recognise that certain employees such as young persons, new and expectant mothers and persons with a special educational needs and/or a disability may require special consideration.

## Legal requirements

The nursery follows the legal requirements set out in 'The Management of Health and Safety at Work Regulations' (1992) and the 'Equality Act' (2010).

This policy should be read in conjunction with our Health and Safety Policy, which has regard to any employees requiring special consideration at the commencement of employment and during the course of it.

## Procedure

The nursery manager:

- Assesses any employee requiring special consideration in conjunction with the individual on induction to the nursery or when their condition or special educational needs and/or disability is obtained
- Carries out necessary risks assessments to support the employee
- Agrees with the staff member any necessary special measures such as training and supervision, arrangements, modifications and medical surveillance
- Carries out further assessments and reviews at least annually, or if and when any changes to the special circumstances or environment occur.

## Special educational needs/Disabilities

If a member of staff has a special educational needs and/or disability, we encourage them to tell us about their condition so that we can consider what reasonable adjustments or support may be appropriate.

## Part-time and fixed-term work

Part-time and fixed-term employees are treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is objectively justified.

This policy was reviewed and adapted on:	Signed on behalf of the nursery	Date for review
19 <sup>th</sup> January 2022	Faye Harris & Lavdie Saramati	19 <sup>th</sup> January 2023