



Policy - Sickness Policy

Title: Sickness Policy
Category: Illnesses Accidents and Incidents
Review Date: 21st Nov 2019

Description:

At The Chapel Nursery we promote the good health of all children attending. To help keep children healthy and minimise infection, we do not expect children to attend nursery if they are unwell. If a child is unwell it is in their best interest to be in a home environment with adults they know well rather than at nursery with their peers.

We are happy to work when we have minor ailments such as colds etc. However we cannot work if we have sickness or diarrhoea or any other highly contagious infection. Continuing to work would only result in a further spreading of the infection and we would be unable to provide your child with the care they deserve.

Parents/carers shall be advised not to bring a child in the event he is not well. This is to prevent other children from catching the infection.

In some circumstances children may not exhibit any temperature and may not be feeling well. Though we are unable to determine any specific medical reason for the distress, such as a high temperature, we may request your help if your child is distressed and upset for a long period of time. We will try our best to comfort and settle the child, however if the child continues to be inconsolable or appears distressed we will call you and inform you about it. We are happy to provide the child a cozy corner to rest if the child is low on energy, however if the child is upset and continuously crying we may need you to please come in to collect your child. This decision will be taken by the manager on duty and is non-negotiable.

High Temperature

We cannot accept a child into our care at the setting if your child has a high temperature of 38 degrees or more and are showing signs of distress and being unwell. In these cases children with a high temperature (fever) >38 degrees should not come to the nursery, they should stay at home until the child is well again and the temperature is normal again.

When a child appears to be physically warm by touching his/her forehead we shall take the temperature of the child with a digital thermometer and record it.

If a child develops a high temperature of 38 degrees or more, we shall call you to ask for your permission and send us a consent email (at Crayford@gaggle-nursery.co.uk) to administer calpol as applicable. We will make an assessment of your child's condition and advise you if we think your child needs to be collected. At times when your child is distressed or upset due to being unwell with a high temperature, we will ask you to collect your child. However if your child is well in themselves we will allow your child to stay at the setting and we will monitor them and will phone you if the situation changes. We will be able to give a second dose after 4 hours but would need you to pick up the child. A very high temperature can mean that the child needs medical support.

If the child needs medical support they will be allowed back into the setting dependent on what the cause of the temperature. Any changes in a child's health should be communicated to staff.

Sickness & Diarrhoea

As set by the HPA - Health Protection Agency, if your child has had diarrhoea or sickness in the last 48 hours please do not bring them in to the nursery.

While in our care if a child has two subsequent episodes of diarrhoea or sickness, then we shall call you to pick up the child. The child would need to thereafter follow the HPA guideline of 48 hours exclusion from their last episode.

This is to prevent the spread of infection to other children at the nursery as it is highly contagious.

Other illnesses/diseases

We take into consideration guidance from the Health Protection Agency with regards to the exclusion periods for illnesses and infection control, as well as safety and needs of the children and staff at the setting. The child would be accepted into care outside of the exclusion period to safeguard other children from getting the infection.

Exclusion periods are:

Rashes and skin infections

Athletes foot – none

Chicken Pox – 7 days from the onset of rash as long as spots are crusted over.

Cold sores, (Herpes simplex) – none, however treatment needs to be in place.

German measles* (rubella) – 6 days from the onset of rash

Hand, foot and mouth – During acute phase and while rash & ulcers are present.

Impetigo – 48 hours after starting of antibiotic treatment & until lesions are crusted/healed

Measles* – 6 days from onset of rash

Ringworm – none

Scabies – child can return after first treatment

Scarlet fever* –24 hours after starting antibiotic treatment

Slapped cheek – None

Shingles – 7 days from the onset and more if the rash is weeping and cannot be covered.

Warts and verrucae - None

Respiratory infections

Flu (influenza) – until recovered fully

Tuberculosis* – Consult local PHE centre

Whooping cough* (pertussis) – 5 days from starting of antibiotic treatment, or 21 days from onset of illness if no antibiotic treatment.

Other infections

Typhoid* – Exclusion until doctor's confirmation, & evidence of microbiological clearance.

Conjunctivitis – None as long as the child comes in with drops

Diphtheria* – Exclusion until doctor's confirmation, & evidence of microbiological clearance.

Glandular fever - None

Head lice – 24 hours from start of treatment.

Hepatitis* – 10 days after onset of jaundice or symptoms.

Meningitis* – Until recovered

Mumps* – 7 days after onset of swelling

*denotes diseases that are required to be notified to Ofsted and local PHE centre.

Please note that the above is not exhaustive but contains the most common exclusions. If there is an outbreak then we will consider further exclusion in an effort to contain further spread of infection. Parents should always seek advise from their GP or Accident and Emergency department regarding the specific symptoms of their child.

Our procedures

In order to take appropriate action of children who become ill and to minimise the spread of infection we implement the following procedures:

- If a child becomes ill during the nursery day, we contact their parent(s) and ask them to pick up their child as soon as possible. During this time we care for the child in a quiet, calm area with their key person, wherever possible
- We follow the guidance given to us by Public Health England (Health Protection In Schools and other childcare facilities) and advice from our local health protection unit on exclusion times for specific illnesses, e.g. sickness and diarrhoea, measles and chicken pox, to protect other children in the nursery. Aside the same the above exclusion periods have been decided most appropriate and in the best interest of health and safety of all children attending the nursery.
- A Parent / Carer or the Emergency Contact will be called to collect their child from the nursery if:
 - Child's temperature has not been responding to medication
 - Child has constant loose nappies/watery stools (it will be witnessed by two staff members and agreed with Manager/Deputy Manager)
 - Child has an accident that should be seen by Hospital
 - Child has been vomiting 2 times or more and seems to not recover after they have vomited
 - Child is suspected to have any of the infectious diseases listed above.
- Should a child have an infectious disease, such as sickness and diarrhoea, they must not return to nursery until they have been clear for at least 48 hours. We inform all parents if there is a contagious infection identified in the nursery, to enable them to spot the early signs of this illness. We thoroughly clean and sterilise all equipment and resources that may have come into contact with a contagious child to reduce the spread of infection
- We notify Ofsted as soon as possible and in all cases within 14 days of the incident where we have any child or staff member with food poisoning.
- We exclude all children on antibiotics for the first 48 hours of the course (unless this is part of an ongoing care plan to treat individual medical conditions e.g. asthma and the child is not unwell) This is because it is important that children are not subjected to the rigours of the nursery day, which requires socialising with other children and being part of a group setting, when they have first become ill and require a course of antibiotics
- We have the right to refuse admission to a child who is unwell. This decision will be taken by the manager on duty and is non-negotiable
- We make information/posters about head lice readily available and all parents are requested to regularly check their children's hair. If a parent finds that their child has head lice we would be grateful if they could inform the nursery so that other parents can be alerted to check their child's hair.

Meningitis procedure

If a parent informs the nursery that their child has meningitis, the nursery manager will contact the Local Area Infection Control (IC) Nurse. The IC Nurse will give guidance and support in each individual case. If parents do not inform the nursery, we will be contacted directly by the IC Nurse and the appropriate support will be given. We will follow all guidance given and notify any of the appropriate authorities including Ofsted if necessary.

Transporting children to hospital procedure

The nursery manager or designated safeguarding lead present on premises must:

- Call for an ambulance immediately if the sickness is severe. DO NOT attempt to transport the sick child in your own vehicle
- Take a print out of the child information from the system and take the nursery's mobile phone (used for outings typically) whilst waiting for the ambulance before leaving for the hospital.
- Whilst waiting for the ambulance, contact the parent(s) and arrange to meet them at the hospital
- Redeploy staff if necessary to ensure there is adequate staff deployment to care for the remaining children. This may mean temporarily grouping the children together
- Arrange for the most appropriate member of staff to accompany the child taking with them any relevant information such as registration forms, relevant medication sheets, medication and the child's comforter
- Inform a member of the management team immediately
- Remain calm at all times. Children who witness an incident may well be affected by it and may need lots of cuddles and reassurance. Staff may also require additional support following the accident.

Update your contact details

Should your child become ill whilst at nursery, staff will make every effort to contact parents/guardians so the child can be taken home. In this respect, please ensure you keep your contact details up to date. If you feel it may be difficult to contact you please inform us of a suitable person to contact on your behalf in the event of an emergency.

Taking children to Hospital

In case of emergency the manager reserves the right to take the child to the hospital. If a child has to be taken to the hospital one member of staff will accompany the child at all times. Another member of staff will notify the emergency services and the parents. The member of staff accompanying the child to the hospital will have an emergency card containing all relevant information about that child with them. The child will only be moved in an ambulance and not a staff car. The parent will be expected to meet us in the hospital immediately.

Any incident of infectious disease will be reported on the notice board of the nursery to keep all parents and carers informed. This is to help the parents watch out for possible infection to their child and deal with it appropriately.

If your child becomes ill whilst in our care, we will make them as comfortable as possible, isolate them from the other children if necessary and reassure them. We will contact you immediately and continue to care for your child until you arrive.

If we are unable to work on a contracted day, we will make contact with you the night before or on the morning as early as possible to advise you that staff will be unable to care for your child.

Reporting keeping requirements

While there would be every effort made to ensure safety of the children, in the event of an unfortunate event, I need to ensure compliance to Ofsted and Health and Safety Executive (HSE) requirements under Reporting of Illness, Diseases and Dangerous Occurrences Regulations 2013.

The regulations require us to report all incidents and illnesses that are specified and are of a severe nature. These include serious injuries like broken bones, fractures, loss of consciousness etc, incidents that require visit to Accidents and Emergency (A&E) of a hospital and require hospitalisations for more than 24 hours as a result of something that happened at our premises, or god forbid death of a child or any other person on the premises.

Ofsted requires that we need to notify Ofsted & the local authority of any serious accident, illness or injury to, or death of, any child while in care, and of the action taken. This notification to Ofsted shall be made as soon as possible and within 14 days. The quickest and easiest way to notify Ofsted is to telephone them on 0300 123 1231.

Ofsted guidance on incidents and injuries that require a reporting is available at:

<http://www.ofsted.gov.uk/resources/factsheet-childcare-serious-accidents-injuries-and-deaths-registered-providers-must-notify-ofsted-an>.

RIDDOR requires me to report certain accident, diseases and dangerous occurrences of severe nature must be reported.

The detailed guidance is available at <http://www.hse.gov.uk/riddor/specified-injuries.htm>. While the HSE (www.hse.gov.uk) is Britain's national regulator for workplace health and safety. The enforcing authority for health and safety at workplace in respect of my provision is the London Borough of Bexley (LBB) (<http://www.bexley.gov.uk>). In addition to Ofsted, we need to report all incidents to HSE and LBB. The required reporting needs to be done online at the link: <http://www.hse.gov.uk/riddor/report.htm> and to LBB at <https://mybexley.firmstep.com/firmstep/services/health-and-safety-work> & below address:

London Borough of Bexley
Community Safety Services
2A Hadlow Road,
Sidcup,
Kent DA14 4AF
Tel 020 8303 7777

health.safety@bexley.gov.uk
www.bexley.gov.uk

There is a telephone service for reporting fatal and specified injuries only - calling the Incident Contact Centre on 0845 300 9923 (opening hours Monday to Friday 8.30 am to 5 pm). Reporting details for out of hours incidents are available from HSE's out of hours web page at www.hse.gov.uk/contact/contact.htm. There is no longer a paper form for RIDDOR reporting, since the online system is the preferred reporting mechanism. Should it be essential for us to submit a report by post, it shall be sent to:

RIDDOR Reports
Health and Safety Executive
Redgrave Court
Merton Road
Bootle
Merseyside
L20 7HS