



## **First Aid**

Responsible Staff member: Claire Sutton

Governor Lead:

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Learning Partners  
academy trust

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## 1. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, pupils and visitors
- Ensure that staff and governors are aware of their responsibilities with regards to health and safety
- Provide a framework for responding to an incident and recording and reporting the outcomes

## 2. Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#), and the following legislation:

- [The Health and Safety \(First Aid\) Regulations 1981](#), which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept
- [Social Security \(Claims and Payments\) Regulations 1979](#), which set out rules on the retention of accident records
- [The Education \(Independent School Standards\) Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

## 3. Roles and responsibilities

### 3.1 First Aiders

Our school's key first aiders are listed in appendix 1. Their names and photographs will also be displayed prominently around the school. In addition to these members of staff, a number of other support staff (Teaching Assistants and Admin) have received training in Emergency First Aid at Work.

They are responsible for:

- Taking charge when someone is seriously injured or becomes ill
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
- Ensuring that an ambulance or other professional medical help is summoned when appropriate

First aiders are trained and qualified to carry out the role (see section 7) and are responsible for:

- Acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, and provide immediate and appropriate treatment
- Sending pupils home to recover, where necessary
- Completing the accident log (recorded on an excel spreadsheet) on the same day, or as soon as is reasonably practicable, after an incident

- Keeping their contact details up to date

### **3.2 The governing board**

The local governing board is responsible for ensuring the effective implementation of health and safety related policies within the school.

### **3.3 The Headteacher**

The Headteacher is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of appointed persons and/or trained first aid personnel are present in the school at all times
- Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
- Ensuring all staff are aware of first aid procedures
- Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- Ensuring that adequate space is available for catering to the medical needs of pupils
- Reporting specified incidents to the HSE when necessary (see section 6)

### **3.4 Staff**

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in school are
- Completing the accident log (recorded on an excel spreadsheet) for all incidents they attend to where an appointed person is not called
- Informing the school of any specific health conditions or first aid needs they may have

## **4. First aid procedures**

### **4.1 In-school procedures**

In the event of an accident resulting in injury:

- The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment
- The first aider, if called, will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives
- The first aider will also decide whether the injured person should be moved or placed in the safe airways position (recovery position)
- If the first aider judges that a pupil is too unwell to remain in school, parents/carers will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents/ carers
- If emergency services are called, the office team will contact parents/carers immediately
- The relevant member of staff will complete the accident log on the same day or as soon as is reasonably practical after an incident resulting in an injury. For Foundation Stage pupils individual forms are also completed, and signed by the person who picks up the child

## **4.2 Off-site procedures**

When taking pupils off the school premises, staff will ensure they always have the following:

- A mobile phone
- A portable first aid kit
- Information about the specific medical needs of pupils
- Parents'/carers' contact details

Risk assessments will be completed by the trip leader prior to any educational visit that necessitates taking pupils off school premises.

For Foundation Stage there will always be at least one first aider with a current paediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

For trips and visits involving pupils from other year groups there will always be at least one first aider present.

## **5. First aid equipment**

A typical first aid kit in our school will include the following:

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings
- Hand sanitiser

First aid kits are stored in:

- The school office
- Foundation Stage
- Meeting room store cupboard

No medication is kept in first aid kits.

There is a defibrillator located in the school office, which admin staff have been trained to use in conjunction with advice from the emergency services.

## **6. Record-keeping and reporting**

### **6.1 First aid and accident recording - minor injuries**

- For minor injuries to children, staff or visitors, an online accident record is completed which includes basic details of the incident. A separate record is kept for pupils and adults

- In addition, office staff record details of minor injuries (such as grazes or minor head bumps) to pupils on a paper form which the child takes home so that parents/carers are aware
- For Foundation Stage pupils, individual forms are completed, and signed by the person who picks up the child
- As much detail as possible should be supplied when reporting anything more than minor injuries, including date, time, name of injured party, class, location of incident, what happened, any action taken, and name of person reporting the incident
- Records held in the accident logs will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of

## **6.2 Incident reporting – more serious injuries**

In addition to updating the school's local accident record, the Office Manager uses the Surrey County Council OSHENS Incident Reporting and Management tool to report more serious incidents. This is done on the same day or as soon as possible after an incident.

Serious accidents include:

- Broken bones
- Burns or scalding
- Injuries during a school lesson
- Any incidents involving assault
- Where a child is taken directly to hospital from school
- Any accident involving visitors

The School Business Manager is notified of these incident reports via the OSHENS system and will carry out a review of the incident and ensure any required actions are noted and followed up accordingly.

## **6.3 Reporting to the HSE**

The school will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The School Business Manager will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident. The Trust Head of Health & Safety will also be notified.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries, which are:
  - Fractures, other than to fingers, thumbs and toes
  - Amputations
  - Any injury likely to lead to permanent loss of sight or reduction in sight
  - Any crush injury to the head or torso causing damage to the brain or internal organs
  - Serious burns (including scalding)
  - Any scalping (head trauma) requiring hospital treatment
  - Any loss of consciousness caused by head injury or asphyxia
  - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours

- Work-related injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident)
- Where an accident leads to someone being taken to hospital
- Near-miss events that do not result in an injury but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
  - The collapse or failure of load-bearing parts of lifts and lifting equipment
  - The accidental release of a biological agent likely to cause severe human illness
  - The accidental release or escape of any substance that may cause a serious injury or damage to health
  - An electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here:

<http://www.hse.gov.uk/riddor/report.htm>

#### **6.4 Notifying parents/carers**

The Early Years team will inform parents/carers of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

The office team will inform parents of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable. Parents will also be informed if emergency services are called.

The office team will notify parents/carers of all head bumps by telephone on the same day of the accident. Parents/carers will be given the option of collecting their child depending on the severity of the injury.

#### **6.5 Reporting to Ofsted and child protection agencies**

SLT will notify Learning Partners Academy Trust and Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

SLT will also notify Surrey CC of any serious accident or injury to, or the death of, a pupil while in the school's care.

### **7. Training**

All school support staff are offered the opportunity to undertake first aid training. Training records are maintained and monitored by the school office team to ensure appropriate numbers of staff are first aid trained.

All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The school will use the HR system (SAMpeople) to keep a record of all trained first aiders, what training they have received and when this is valid until.

The school will arrange for first aid training to be provided when their first aid certificates expire.

At all times, at least 1 staff member will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years.

## **8. Links with other policies**

This first aid policy is linked to the:

- Administering Medicines Policy
- Health and Safety policy
- Policy on Supporting Pupils with Medical Conditions

## Appendix 1: List of appointed persons for first aid

Staff member's name	Role	Position in school
Jo Johnson	First Aid at Work	School office
Georgie Illing-Wood	Paediatric First Aid	Early Years
Jordan Johnson	Paediatric First Aid	Early Years
Ana-Maria Rau	Paediatric First Aid	Early Years
Esther Ferguson	Paediatric First Aid	Lighthouse
Rebecca Mitchelson	Paediatric First Aid	Lighthouse
Jo Killick	Paediatric First Aid	Breakfast Club
Maddie Mallyon	Paediatric First Aid	Breakfast Club Lunchtime Play Leader
Louise Clark	Paediatric First Aid	Lunchtime Play Leader
Sian Lam	Paediatric First Aid	Lunchtime Play Leader
Zoe Paterson	Paediatric First Aid	Lunchtime Play Leader
Chelsea Percy	Paediatric First Aid	Lunchtime Play Leader
Viviana Tong	Paediatric First Aid	Lunchtime Play Leader
Helen Ward	Paediatric First Aid	Lunchtime Play Leader
Laura Wiltshire	Paediatric First Aid	Lunchtime Play Leader
Lianne Pearce	Mental Health First Aid Emergency First Aid at Work	Asst HSLW
Claire Cowing	Emergency First Aid at Work	School Office
Claire Smith	Emergency First Aid at Work	School Office
Jonathan Bennett	Emergency First Aid at Work	Lighthouse
Chloe Davis	Emergency First Aid at Work	Lighthouse
Tracy Davis	Emergency First Aid at Work	Lighthouse

Greysi Capellos	Emergency First Aid at Work	Teaching Assistant
Jolene Habgood	Emergency First Aid at Work	Teaching Assistant
Farah Khan	Emergency First Aid at Work	Teaching Assistant
Bhavya Rajput	Emergency First Aid at Work	Teaching Assistant
Dandan Zhou	Emergency First Aid at Work	Breakfast Club Teaching Assistant