

First Aid Policy

Amington Heath Primary School



Approved by: Charlotte Davies/Tim Legge

Date: 20th September 2021

Last reviewed on: 20th September 2021

Next review due by: Autumn 2022

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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 School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and responsibilities

In schools with Early Years Foundation Stage provision, at least one person who has a current paediatric first aid certificate must be on the premises at all times.

Beyond this, in all settings – and dependent upon an assessment of first aid needs – employers must usually have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. However, the minimum legal requirement is to have an ‘appointed person’ to take charge of first aid arrangements, provided your assessment of need has taken into account the nature of employees’ work, the number of staff, and the location of the school. The appointed person does not need to be a trained first aider.

Section 3.1 below sets out the expectations of appointed persons and first aiders as set out in the 1981 first aid regulations and the DfE guidance listed in section 2. If you don’t have an appointed person you will need to re-assign the responsibilities listed below accordingly.

All schools should adapt this section to reflect their circumstances, in line with their assessment of first aid needs.

3.1 Appointed person(s) and first aiders

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
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident

- Keeping their contact details up to date
- Ensuring that an ambulance or other professional medical help is summoned when appropriate

Our school's appointed persons and first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

3.2 The local authority and governing board

Staffordshire Local Authority has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the Headteacher and staff members.

3.4 The Headteacher

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

- Ensuring that an appropriate number of 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)

3.5 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in school are
- Completing accident reports for all incidents they attend to where a first aider is not called
- Informing the Headteacher or their manager of any specific health conditions or first aid needs

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 a recovery position
- If the first aider judges that a pupil is too unwell to remain in school, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- If emergency services are called, the Office Manager will contact parents immediately
- The First Aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury
- Head injuries are monitored for any concerns including nausea, vomiting, problems with vision, fluid production or memory loss. If any of these occur, immediate and appropriate action will be taken.

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' contact details

Risk assessments will be completed by the lead teacher and EVC prior to any educational visit that necessitates taking pupils off school premises.

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.

There will always be at least one first aider on school trips and visits for children in Key Stage One and Two.

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
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- The school kitchens
- Little Learners Nursery

6. Record-keeping and reporting

6.1 First aid and accident record keeping

- An accident form will be completed by the first aider on the same day or as soon as possible after an incident resulting in an injury
- As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form
- The parent copy of the accident slip is sent home with the child or handed to the parent in EYFS. **See notifying parents.**
- A copy of the accident report form will also be added to the first aid record spreadsheet.

- Records held in the first aid and accident book 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.
- Any accidents where hospital treatment is required are reported to the Local Authority using My Health and Safety Accident reporting online in line with Staffordshire policy. Other incidents and injuries which should be reported are the following:
 - Fatalities, Major Injuries and Dangerous Occurrences
 - Incidents of Violence and Aggression
 - Environmental incidents
 - Near Miss incidents

6.2 Reporting to the HSE

The Headteacher 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).

In most cases the Health Safety and Wellbeing Service will report any accidents described as reportable under RIDDOR to the HSE on behalf of the county council and other customers. The information below is a guide to support managers in understanding what must be reported and what the Health Safety and Wellbeing Service must report on behalf of the county council and other customers.

Reportable injuries, diseases or dangerous occurrences may 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 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
- 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

See Guidance: Reporting injuries, diseases and dangerous occurrences (RIDDOR)

6.3 Notifying parents

The parent copy of the accident slip is sent home with the child or handed to the parent in EYFS.

Any head injuries or significant injuries to other parts of the body, are reported to parents by phone. If a head injury occurs near the end of the school day and the child appears well, staff may notify parents in person on collection.

6.4 Reporting to Ofsted and child protection agencies

In most cases the Health Safety and Wellbeing Service will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school's care.

The Headteacher also notify Staffordshire Safeguarding Children Board of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Accidents to staff, contractors, visitors and members of the public

Amington Heath primary School has a B1 510 Accident book in which all accidents to involving staff, contractors, visitors and members of the public are recorded. These are also recorded on My Health and Safety. RIDDOR reporting applies as in 6.2.

Other incidents and injuries which should be recorded on My Health and Safety include:

- Fatalities, Major Injuries and Dangerous Occurrences
- Incidents of Violence and Aggression
- Environmental incidents
- Near Miss incidents
- Work related ill health

8. Training

All school staff are able to undertake first aid training if they would like to.

All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The school will keep a register of all trained first aiders, what training they have received and when this is valid until (see appendix 1).

Staff are encouraged to renew their first aid training when it is no longer valid.

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.

9. Monitoring arrangements

This policy will be reviewed by the Headteacher every year.

At every review, the policy will be approved by the Headteacher and health and safety committee.

10. Links with other policies

This first aid policy is linked to the

- Health and safety policy
- Risk assessment policy
- Policy on supporting pupils with medical conditions
- Safeguarding Policy

Appendix 1: list of trained first aiders

Staff member's name	Training	Role
H1977elen Edwards	Paediatric First Aid exp 04/12/22	Office Manager
Nicky Young	Paediatric First Aid exp 04/12/22	TA
Samantha Short	Paediatric First Aid exp 04/02/23	Nursery Manager
Emily Simpson	Paediatric First Aid exp 06/10/23	Nursery Nurse
Emma White	Emergency Paediatric First Aid exp 20/10/23	Apprentice Office Administrator
Sophie Oxenbold	Emergency Paediatric First Aid exp 20/10/23	Nursery Nurse
Rebecca Fennelly	Emergency Paediatric First Aid exp 20/10/23	Inclusion Manager
Shauna Skinner	Emergency Paediatric First Aid exp 20/10/23	TA
Louise Luderman	Emergency Paediatric First Aid exp 20/10/23	TA
Julia Engley	Emergency Paediatric First Aid exp 20/10/23	Lunchtime/Breakfast Club Supervisor
Amanda O'Sullivan	Emergency Paediatric First Aid exp 20/10/23	TA
Eden Cleaver	Paediatric First Aid exp 07/07/24	Nursery Teacher
Gemma Tasker	Paediatric First Aid exp 30/06/24	Lunchtime Supervisor
Gemma Pretty	Paediatric First Aid exp 11/02/25	Teacher
Pamela Thorpe	Paediatric First Aid exp 31/03/25	Apprentice
Katherine Shingler	Paediatric First Aid exp 25/05/25	TA

Policy Updates and Amendments		
Date	Section	Amendment
Oct 22	4.2	Change school mobile to mobile
	6.2	Amended for clarity
	6.3	Added 'If a head injury occurs near the end of the school day and the child appears well, staff may notify parents in person on collection.'
	6.4	Amended for clarity
	7	Section added 'Accidents to staff, contractors, visitors and members of the public'
	9	Amended review cycle to yearly
	Appendix 1	Updated