

# First Aid Policy

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## 1. Aims

The aims of our First Aid policy are to:

- Ensure the health and safety of all staff, students 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 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 students

This policy complies with our funding agreement.

### **3. Roles and Responsibilities**

#### **3.1 Appointed person(s) and First Aiders**

The school's appointed staff for First Aid duties are regularly reviewed and updated. They are responsible for:

- Taking charge when someone is 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 students home to recover, where necessary
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (the form is available in the front office reception).
- Keeping their contact details up to date

Our school's First Aider's names will be displayed prominently around the school. In the event that First Aid assistance is required, a student (if they are able) should be taken to the medical room next to the front office reception. In the event that a student isn't mobile, a First Aider should be requested for the student by calling the front office.

#### **3.2 The governing board**

The Local Governing Body has ultimate responsibility for Health and Safety matters in the school, but delegates operational matters and day-to-day tasks to the headteacher and staff members.

#### **3.3 The headteacher**

The headteacher has delegated responsibility to the Senior Deputy Headteacher for the implementation of this policy, although keeping close supervision of its enactment. Responsibilities include:

- Ensuring that an appropriate number of First Aiders 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 students
- 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 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 student. Upon their arrival, the First Aider will recommend next steps to the parents
- If emergency services are called, a member of the Senior Leadership Team will ensure that contact is made with the student's parents immediately
- The First Aider / appropriate staff member who is aware of or witnessed the incident, will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury
- In the event of a student being required to go to hospital then the First Aider will ensure that they are accompanied, by them personally or by another member of staff
- If a student is taken to hospital by ambulance then again the First Aider must ensure that the student is accompanied by a member of staff if the parents are not present
- The Business Manager and other most senior staff members available must be informed
- In cases where students are to be taken to hospital, parents should be informed as soon as possible. Upon arrival of the parents at the hospital the member of staff shall be permitted to return to school
- The First Aider is expected to make a judgement as to the seriousness of a student's ailment. If they are in any doubt then they must contact the School Business Manager or a member of SLT.
- In the event of a chemical burn, serious impact or other injury being sustained by a student then the Office Manager and a member of SLT must be informed immediately
- A record must be maintained in the main reception for all students who attend reception with ailments. This assists in determining whether there are patterns of behaviour which may need to be investigated further.

## **4.2 Off-Site Procedures**

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

- A school mobile phone
- A portable First Aid kit
- Information about the specific medical needs of students
- Parents' contact details

Risk assessments will be completed by the responsible SLT member of staff prior to any educational visit that necessitates taking students off school premises.

There will always be at least one First Aider on school trips and visits where a student has an appropriate medical need.

## **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
- Reception (at the desk)
- All Science labs
- All Design and Technology classrooms
- The school kitchens
- School vehicles

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

### **6.1 First Aid and Accident Record Book**

An accident form will be completed by the First Aider/relevant member of staff 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

A copy of the accident report form will also be added to the student's educational record by the member of staff

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.

### **6.2 Reporting to the HSE**

The relevant member of SLT 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 SLT member 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.

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

[How to make a RIDDOR report, HSE](#)

- [www.hse.gov.uk/riddor/report.htm](http://www.hse.gov.uk/riddor/report.htm)

## **7. Training**

- All school staff are able to undertake First Aid training if they would like to where it is practical and appropriate for their role
- 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
- Staff are encouraged to renew their First Aid training when it is no longer valid

## **7. Monitoring Arrangements**

This policy will be reviewed by the Headteacher every three years.

At every review, the policy will be approved by the Local Governing Body.

## **9. Links with other Policies**

This First Aid policy is linked to the

- Health and Safety Policy
- Medical Needs Policy