



Academy Policy

First Aid Policy

CEO approval:	Sean Kelly	Date: March 2022
LGB Cluster ratification	SEND Cluster	Date: March 2022
Last reviewed on:	15.11.2022	
Next review due by:	01.12.2023	

Contents

1. Introduction.....	3
2. Legislation and guidance	3
4. First aid procedures.....	5
5. First aid equipment	6
6. Record keeping and reporting.....	8
7. Training.....	9
8. Monitoring arrangements	10
9. Links with other policies	10
Appendix 1 – List of appointed first aiders.....	11
Appendix 2 – Accident report form.....	12

1. Introduction

1.1 The aims of our first aid policy are to:

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

2. Legislation and guidance

2.1. EYFS

2.1.1 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:

2.2. Primary and secondary phases

2.2.1 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:

- a) 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
- b) 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
- c) 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
- d) 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
- e) Social Security (Claims and Payments) Regulations 1979, which set out rules on the retention of accident records
- f) The Education (Independent School Standards) Regulations 2014, which require that suitable space is provided to cater for the medical and therapy needs of pupils

- g) This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 Appointed persons and first aiders

3.1.1 Woodlands have a number of first aiders, including 7 who are paediatric trained. At least 1 first aider and 1 paediatric first aider is on site at all times. They are responsible for:

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

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

- a) 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
- b) Sending pupils home to recover, where necessary
- c) Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
- d) Keeping their contact details up to date

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

3.2. The trust board

3.2.1 The trust board has ultimate responsibility for health and safety matters in the Academy, but delegates operational matters and day-to-day tasks to the Principal and staff members.

3.3. The Principal

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

- a) Ensuring that an appropriate number of first aiders are present in the Academy at all times

- b) Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
- c) Ensuring all staff are aware of first aid procedures
- d) Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- e) Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- f) Ensuring that adequate space is available for catering to the medical needs of pupils
- g) Reporting specified incidents to the HSE when necessary (see paragraph 6)

3.4. Staff

3.4.1 Academy / trust staff are responsible for:

- a) Ensuring they follow first aid procedures
- b) Ensuring they know who the first aiders in the Academy are
- c) Completing accident reports (see appendix 2) for all incidents they attend to where a [first aider/appointed person] is not called
- d) Informing the Principal or their manager of any specific health conditions or first aid needs

4. First aid procedures

4.1. In-Academy procedures

4.1.1 In the event of an accident resulting in injury:

- a) 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
- b) 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
- c) The first aider will also decide whether the injured person should be moved or placed in a recovery position

- d) If the first aider judges that a pupil is too unwell to remain in the Academy, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- e) If emergency services are called, the first aider involved in the incident will contact parents immediately. If this is not always possible then a member of SLT will make the call.
- f) 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

4.2. Off-site procedures

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

- a) An Academy mobile phone
- b) A portable first aid kit
- c) Information about the specific medical needs of pupils
- d) Parents' contact details
- e) Risk assessments will be completed by the [job title of relevant individual] prior to any educational visit that necessitates taking pupils off school premises.

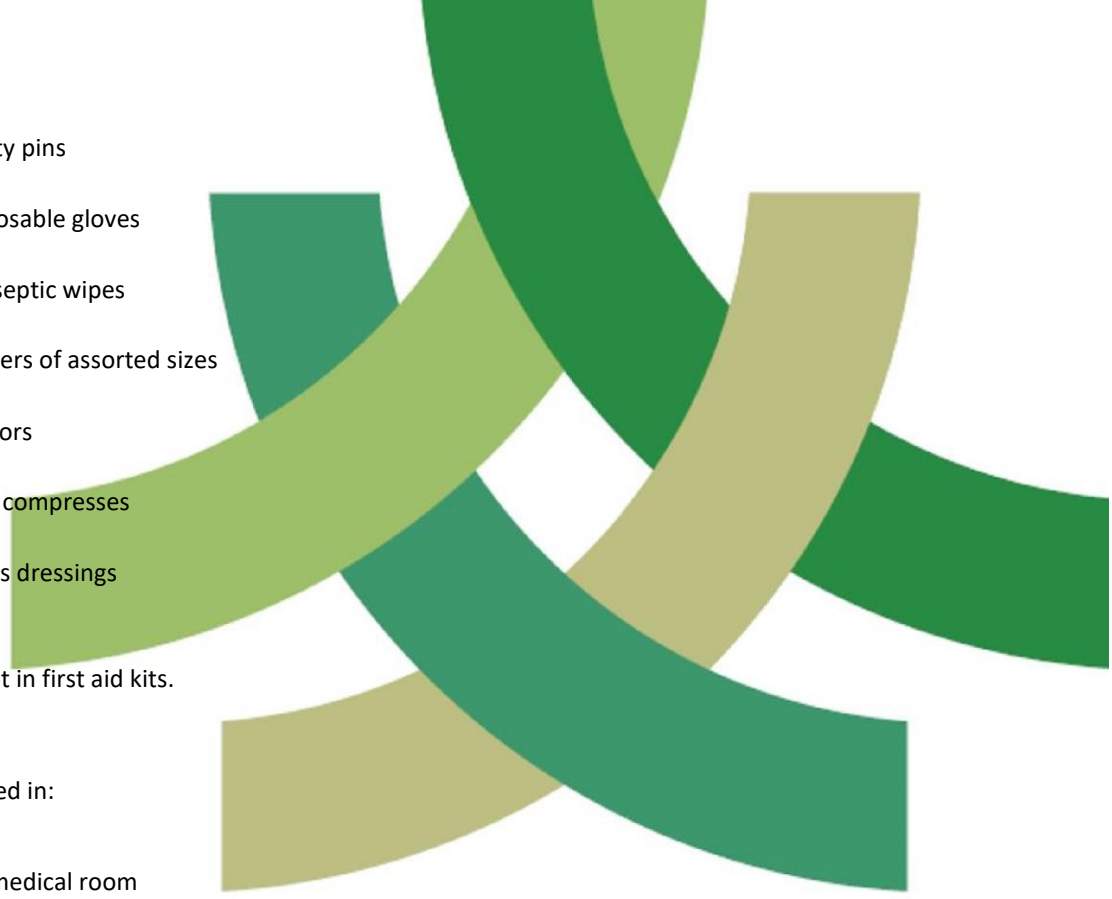
4.2.2 Where there is EYFS provision, there will always be at least one first aider with a current paediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

4.2.3 For Academies without EYFS, there will always be at least one first aider on trips and visits.

5. First aid equipment

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

- a) A leaflet with general first aid advice
- b) Regular and large bandages
- c) Eye pad bandages
- d) Triangular bandages
- e) Adhesive tape

- 
- f) Safety pins
 - g) Disposable gloves
 - h) Antiseptic wipes
 - i) Plasters of assorted sizes
 - j) Scissors
 - k) Cold compresses
 - l) Burns dressings

5.2 No medication is kept in first aid kits.

5.3 First aid kits are stored in:

- a) The medical room
- b) Science lab
- c) Design Technology Room
- d) ICT Suite
- e) Sports Hall
- f) Cookery Room
- g) Reception
- h) Vice Principal's Office
- i) Class 2 and 10
- j) The school kitchens
- k) School vehicles

6. Record keeping and reporting

6.1. First aid and accident record book

- 6.1.1 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
- 6.1.2 As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form at appendix 2
- 6.1.3 A copy of the accident report form will also be added to the pupil's educational record by the first aider.
- 6.1.4 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 HSE

- 6.2.1 The first aider 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).
- 6.2.2 The first aider 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.
- 6.2.3 Reportable injuries, diseases or dangerous occurrences include:
 - a) Death
 - b) Specified injuries, which are:
 - i. Fractures, other than to fingers, thumbs and toes
 - ii. Amputations
 - iii. Any injury likely to lead to permanent loss of sight or reduction in sight
 - iv. Any crush injury to the head or torso causing damage to the brain or internal organs
 - v. Serious burns (including scalding)
 - vi. Any scalping requiring hospital treatment

- vii. Any loss of consciousness caused by head injury or asphyxia
- viii. 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.
- c) 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)
- d) Where an accident leads to someone being taken to hospital
- e) Near-miss events that do not result in an injury, but could have done. Examples of nearmiss events relevant to schools include, but are not limited to:
 - i. The collapse or failure of load-bearing parts of lifts and lifting equipment
 - ii. The accidental release of a biological agent likely to cause severe human illness
 - iii. The accidental release or escape of any substance that may cause a serious injury or damage to health
 - iv. An electrical short circuit or overload causing a fire or explosion

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

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

6.3. For EYFS provision only

6.3.1 Notifying parents

- i. The first aider 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.

6.3.2 Reporting to Ofsted and child protection agencies

- i. The academy principal will notify 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.
- ii. The DSL will also notify Safeguarding Children Partnership, Nottingham City Council of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

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

7.2 All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The Academy will keep a register of all trained first aiders, what training they have received and when this is valid until (see appendix 3).

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

7.4. For EYFS provision only

7.4.1 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. Monitoring arrangements

8.1 This policy will be reviewed and approved by the trust Board annually.

9. Links with other policies

This first aid policy is linked to the following policies:

- a) Health and safety policy
- b) Risk assessment policy
- c) Policy on supporting pupils with medical conditions

Appendix 1 – List of appointed first aiders

Staff member's name	Role	Contact details
Clare Westray (P)	Teaching Assistant	
Clare Hill (P)	Teaching Assistant	
Robin Tyler	Teacher	
Paul Wyles (P)	Teacher	
Mark Meredith (P)	Teaching Assistant	
Sue Hufton	Teaching Assistant	
Katie Smith (P)	Teaching Assistant	
Andy While (P)	Assistant principal	
Karen Thornwill	Teaching Assistant	
Jay Brown	Teaching Assistant	
Carl Dickenson (P)	Teaching Assistant	

(P) Paediatric

Appendix 2 – Accident report form

Name of injured person	Role/class
Date and time of incident	Location of incident
Incident details	
<i>Describe in detail what happened, how it happened and what injuries the person incurred</i>	
Action taken	
<i>Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards.</i>	

Follow-up action required

Outline what steps the school will take to check on the injured person, and what it will do to reduce the risk of the incident happening again

Name of person attending the incident

**Signature
Date**