



Learning for Life

Fawbert & Barnard's Primary School

First Aid Policy

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Next Review Due: November 2028

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This policy should be read along with the Supporting Pupils with Medical Conditions Policy. The Supporting Pupils with Medical Conditions Policy includes information about administering medication to pupils.

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

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

3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school's appointed first aiders are Teaching Assistants, Midday Assistants, Catering staff, Office Receptionist and the Site Manager. They are responsible for:

- Taking charge when someone is injured or becomes ill
- 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
- Filling in an accident form (appendix 2) on the same day, or as soon as is reasonably practicable, after an incident

The Office Receptionist is also responsible for:

- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits

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

The school has Paediatric First Aider's and one will be on site at all times or accompany the Early Year Foundation Stage class, if they go off site.

Staff currently trained as Paediatric First Aiders are:-

Mrs Stacey Jackson

Mrs Sally Davies

Miss Emma Lowers

Mrs Shona Ralph

Mrs Shelley Rowlett

3.2 The Governing board

The Governing Board has ultimate responsibility for health and safety matters in the school, but delegate's 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 form (see appendix 2) 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 or Receptionist 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

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 and necessary medication
- Parents' contact details (for residential visits only)

Risk assessments will be completed by the class teacher or sports teacher 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.

5. First aid equipment

A typical first aid kit in our school will include the following for minor injury use:

- A leaflet with general first aid advice
- Disposable aprons

- Disposable gloves
- Face masks
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Safety pins
- Heat retaining blanket
- Disposable revive-aid
- Burns dressings (only in the kitchen)
- Cold compresses (when taken out for lunchtimes)
- Blue paper towels
- Nappy sacks
- First Aid reporting book

For those requiring further first aid, additional resources are kept in the main office which include:

- Regular, large and triangular bandages
- Crepe bandages
- Sterile pad with bandage
- Thermometer

No medication is kept in first aid kits. Medication is kept in classrooms or main office in a locked cupboard but not within the first aid kit.

First aid kits are stored in:

- The Main Office
- The school hall (2 in lobby for use on both playgrounds or the field at lunchtimes)
- All classrooms
- The school kitchen
- Disabled toilet (for lettings use)

6. Record-keeping and reporting

6.1 First aid and accident record book

- 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 at appendix 2
- A copy of the accident report form will be sent home to parents/carers if an injury occurs to the face or head.
- 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 Office Manager 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 Office 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.

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 scalding 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](http://www.hse.gov.uk/riddor/report.htm)
<http://www.hse.gov.uk/riddor/report.htm>

6.3 Notifying parents

The Office Receptionist or Class Teacher 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.

6.4 Reporting to Ofsted and child protection agencies

The Office Manager 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.

The Office Manager will also notify Jo Barclay of Essex County Council and Family Operations Hub, Essex County Council of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

All schools Teaching Assistant 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.

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.

8. Monitoring arrangements

This policy will be reviewed by the Headteacher every 3 years.

At every review, the policy will be approved by the Full Governing Board.

9. Links with other policies

This first aid policy is linked to the

- Supporting Pupils with Medical Conditions Policy
- Health and safety policy
- Risk assessment policy

Appendix 1: list of trained first aiders

Staff member's name	Role
Vanessa Abbott	Teaching Assistant
Natsuko Bray	Midday Assistant
Lesley Buck	Teaching Assistant / Midday Assistant
Jo Ensinger	Teaching Assistant / Midday Assistant
Jacqui Faag	Teaching Assistant
Janette Forth	Teaching Assistant / Midday Assistant
Jennie Furlong	Teaching Assistant
Vicky Goody	Teaching Assistant
Kerry Joy	Teaching Assistant/ Midday Assistant
Nicola Lee	Teaching Assistant / Midday Assistant
Jodie Richards	Teaching Assistant / Midday Assistant
Viv Stamp	Midday Assistant
Rob Townsend	Site Manager

See Page 3 for list for trained Paediatric First Aiders.

Appendix 2

Accident form

ACCIDENT/INCIDENT/ ILLNESS REPORT SLIP		Pupil's Name		Date	
				Time	
				Class	
Location and details of accident/incident/illness					
Head Injury	Sprains/Twists		Parent/Carer Contacted		
Asthma	Nosebleed		Unable to contact Parent		
Bump/Bruise	Stomach Pains/Upset Tummy		Well enough to remain in school after First Aid		
Cut/Graze	Mouth Injury/Tooth Ache/ Loose or Missing Tooth		IMPORTANT Please consult your doctor or local hospital if your child suffers any drowsiness, vomiting, impaired vision or excessive pain after returning home.		
Headache/High Temperature	TLC Applied				
Vomiting/Nausea	Collected from school				Authorised Signature
Details of Treatment and Additional Comments					