

First Aid Policy



Approved by: Headteacher

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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 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 person is Mr. W. Pretty. He is responsible for:

- Taking charge when someone is injured or becomes ill
- Taking responsibility for the wearing and maintenance of PPE where necessary
- 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
- If Covid-19 is suspected, ensuring that the patient is taken to the school's safe-holding area before contacting parents for immediate collection.

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 (see the template in appendix 2)
- Keeping their contact details up to date

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

3.2 The governing board

The governing board 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.

3.4 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
- 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)
- Ensuring that PPE is available for staff where necessary

3.5 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in school are
- Immediately informing the First Aider if symptoms of Covid-19 are suspected
- Completing accident/incident reports (see appendix 2) for all incidents they attend to where the appointed person is not called
- Informing the headteacher or their manager of any specific health conditions or first aid needs

4. First aid procedures

The lead first aider's primary responsibility is:

To ensure the provision of emergency and routine first-aid treatment for students, staff and visitors, overseeing the management of the first aid room and ensuring that all first aid incidents are recorded on the student's medical record in SIMS.

Additionally, in the event of Covid-19 being suspected, to inform the Attendance Officer, Headteacher and the Site Manager; so that a deep clean can be arranged of areas that may have been contaminated.

- Emergency stock of prescribed medicines and tablets for distribution to certain students, as and when required, in line with parental consent with the appropriate documentation

completed.

- first-aid kits are prepared for use during all school's activities, e.g. school trips and maintain first aid boxes placed around the school
- All related first aid equipment, wheelchairs and the first aid room are maintained including ordering of supplies for the first aid provision.
- To produce a range of reports in relation to first aid incidents and photographic medical lists for all students with specific medical needs and ensure that the relevant staff are made aware of the information respecting confidentiality where necessary.
- To undertake first aid duties providing cover in the first aid room, as required.
- To type, photocopy and distribute correspondence, papers and reports as required.
- To assist in school emergencies as required, including locating staff, contacting emergency services and completing necessary documentation.
- To attend relevant meetings and training sessions.
- Shall undertake first aid training and responsibilities as required.

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 First aid lead or person appointed by them at the time 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. They also need to update Medical Tracker with the information that day.

4.2 Off-site procedures

When taking pupils 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 pupils and medication
- Parents' contact details

Risk assessments will be completed by the trip leader and reviewed by the Educational Visits Co-Ordinator prior to any educational visit that necessitates taking pupils off school premises. This process will determine the needs for a first aider on school trips and visits.

Further to the above (section 4. First aid procedures) in the event of a hospital admission or 999 call out, the First Aid Lead also completes an incident report form for sharing at subsequent health and safety meetings.

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:

Food Technology
Reception
Science prep room
Science room M002
Science room M003
Science room M014
Science room M015
Science room M016
P.E. office
Design and Technology G 001
Minibus
Main kitchen
First Aid Room (main take-out box)

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, if a paper form used then the first aider will update on the Medical Tracker application.
- 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 also be added to the pupil's educational record by the Operations Manager.
- 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 Operations 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 Operations 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 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](http://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.

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 3).

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

8. Monitoring arrangements

This policy will be reviewed by the Operations Manager every year

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

9. 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

Appendix 1: list of appointed person for first aid and trained first aiders

First Aid at Work – St. Johns

Staff member's name	Role	Contact details
William Pretty	Support staff – First Aid Lead & Safeguarding Administrator	2230
Joshua George	Teaching Staff – Year 9 Head	4621
Nadya Razzaque	Support staff – Admin Assistant	2228
Salma Mohammad	Support staff – Teaching Assistant	2442

Diabetes Training

William Pretty	Support staff – First Aid Lead & Safeguarding Administrator	2230
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Medical Awareness Training (Asthma, Epilepsy, EpiPen and Type II diabetes)

William Pretty	Support staff – First Aid Lead & Safeguarding Administrator	2230
Ranju Bariya	Support staff – Student reception	2021

Jasmine Vohra	Teaching Staff – Year 10 Head	4618
Melissa Porter	Support staff – Teaching Assistant	2442
Nadya Razzaque	Support staff – Admin Assistant	2228

Emergency First Aid at Work – St. Johns

Shada Ahmad	Support staff – Behaviour team	2236
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Level 3 Award in Emergency First Aid at Work (RQF)

Jake Langley	Teaching staff RS Teacher in charge/History Teacher	3905
Jasmine Vohra	Teaching Staff – Year 10 Head/Science Teacher	4618
Laura Jones	Teaching staff PE subject lead	4101
Eleanor Tate-Harratt	Teaching staff MFL subject lead	3102

Julian Burrows	Teaching staff – Deputy Headteacher	5006
Jabeen Ali	Support staff – Exams Officer	2225
Josh Lyndham	Teaching staff – Head of Drama	3903
Ranju Bariya	Support staff – Student reception	2021
Alison Afshari	Teaching staff Assistant Head of English	3403
Duncan Harrison	Teaching staff Geography Teacher/Teacher in charge of Geography	3002
Aamir Hussain	Teaching staff Maths Teacher	3902
Danny McLeish	Teaching staff Head of Humanities	3802
Mitzy Morgan-Whyte	Teaching staff English Teacher	3409
Virginie Oculi-Dinal	Teaching staff Music Teacher in charge	4321
Nathalie Pannell	Support staff – Finance	2229

Appendix 2: accident report form

Lynch Hill Enterprise Academy 01753 691583		ACCIDENT/INCIDENT/ ILLNESS REPORT SLIP		Date
		Student's Name		Time
Location and details of accident/incident/illness			Form	
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		Teacher Informed		
Vomiting/Nausea		Collected from school		
Details of Treatment and Additional Comments				

10. Appendix 3: first aid training log

NAME	CERTIFICATE	EXPIRES
William Pretty	First Aid at work – St. Johns (not including EpiPen)	31/1/22
Nadya Razzaque	First Aid at work – St. Johns (not including EpiPen)	27/5/24
Salma Mohammad	First Aid at work – St. Johns (not including EpiPen)	27/5/24
Joshua George	First Aid at work – St. Johns (not including EpiPen)	27/5/24
Shada Ahmad	Emergency First Aid at Work – St. Johns (Not including EpiPen)	26/11/22
Jake Langley	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Laura Jones	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Eleanor Tate-Harratt	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Jasmine Vohra	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Julian Burrows	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Jabeen Ali	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Josh Lyndham	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Ranju Bariya	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	29/3/23
Alison Afshari	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Duncan Harrison	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Aamir Hussain	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Danny McLeish	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Mitzy Morgan-Whyte	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Virginie Oculi-Dinal	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
Nathalie Pannell	Highfield Level 3 Award in Emergency First Aid (Not including EpiPen)	4/10/24
William Pretty	Medical Awareness Training – Asthma, Epilepsy, EpiPen and Type II diabetes – Slough Nursing Service	15/12/21
Ranju Bariya	Medical Awareness Training – Asthma, Epilepsy, EpiPen and Type II diabetes – Slough Nursing Service	17/5/22
Jasmine Vohra	Medical Awareness Training – Asthma, Epilepsy, EpiPen and Type II diabetes – Slough Nursing Service	17/5/22
Melissa Porter	Medical Awareness Training – Asthma, Epilepsy, EpiPen and Type II diabetes – Slough Nursing Service	17/5/22
Nadya Razzaque	Medical Awareness Training – Asthma, Epilepsy, EpiPen and Type II diabetes – Slough Nursing Service	17/5/22
William Pretty	An Awareness of Type I diabetes on school and other settings: Advanced Level	19/4/22