



First Aid Policy

Sticklepath Community Primary Academy

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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](#), guidance from the Health and Safety Executive (HSE) on [incident reporting 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
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3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school's appointed person is Ellen Mitchell. 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 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

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

3.2 The governing board

Tarka Learning Partnership's Board of Trustees has ultimate responsibility for health and safety matters in the school, but delegates the operational matters and day-to-day tasks to the TLP Estates Team, the Executive Co-Headteachers and staff members.

3.3 The headteacher

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

- Ensuring that an appropriate number of trained 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 pupils
- 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 Executive Co-Headteachers 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 the 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, a member of the Admin team 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

There will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times.

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 including, at minimum:
 - A leaflet giving general advice on first aid
 - 6 individually wrapped sterile adhesive dressings
 - 1 large sterile unmedicated dressing
 - 2 triangular bandages – individually wrapped and preferably sterile
 - 2 safety pins
 - Individually wrapped moist cleansing wipes
 - 2 pairs of disposable gloves
- Information about the specific medical needs of pupils
- School contact details

When transporting pupils using a minibus or other large vehicle, the school will make sure the vehicle is equipped with a clearly marked first aid box containing, at minimum:

- 10 antiseptic wipes, foil packed
- 1 conforming disposable bandage (not less than 7.5cm wide)
- 2 triangular bandages
- 1 packet of 24 assorted adhesive dressings
- 3 large sterile unmedicated ambulance dressings (not less than 15cm x 20 cm)
- 2 sterile eye pads, with attachments
- 12 assorted safety pins
- 1 pair of rustproof blunt-ended scissors

Risk assessments will be completed by the Trip Leader / Educational Visits Co-ordinator prior to any educational visit that necessitates taking pupils off school premises. Sticklepath Community Primary Academy subscribes to Devon County Council EVOLVE software, an online tool for planning and managing education visits, on-site activities, after school clubs and sports.

There will always be at least 1 first aider with a current paediatric first aid (PFA) 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:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings (assorted sizes)
- 2 sterile eye pads
- 2 individually wrapped triangular bandages (preferably sterile)
- 6 safety pins
- 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings
- 3 pairs of disposable gloves

No medication is kept in first aid kits.

First aid kits are stored in:

- Main Office
- School hall
- All classrooms including Nursery
- The staff room
- The school kitchens

6. Record-keeping and reporting

6.1 First aid and accident record book

- An accident form will be completed by the responding 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
- 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.
- The School Business Manager will record and report the incident following the Incident Reporting, HSE guidance for Schools (Appendix 2)

6.2 Reporting to the HSE

The School Business Manager will report 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) as per the Incident Reporting Guidance (Appendix 2).

The TLP Estates Lead Officer will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School staff: reportable injuries, diseases or dangerous occurrences

These 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) which:
 - Covers more than 10% of the whole body's total surface area; or
 - Causes significant damage to the eyes, respiratory system or other vital organs
 - 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
- Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the School Business Manager will report these to the Executive Co-Headteachers and the TLP Estates Lead Officer who will report to the HSE as soon as reasonably practicable and in any event within 15 days of the accident
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
 - Carpal tunnel syndrome
 - Severe cramp of the hand or forearm
 - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach
 - Hand-arm vibration syndrome
 - Occupational asthma, e.g from wood dust
 - Tendonitis or tenosynovitis of the hand or forearm
 - Any occupational cancer
 - Any disease attributed to an occupational exposure to a biological agent
- 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

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences

These include:

- Death of a person that arose from, or was in connection with, a work activity*
- An injury that arose from, or was in connection with, a work activity* and the person is taken directly from the scene of the accident to hospital for treatment

*An accident “arises out of” or is “connected with a work activity” if it was caused by:

- A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)
- The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or
- The condition of the premises (e.g. poorly maintained or slippery floors)

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

A member of the Admin team 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. Parents will also be informed if emergency services are called.

6.4 Reporting to Ofsted and child protection agencies

The Designated Safeguarding Lead 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 Designated Safeguarding Lead will also notify Devon County Council's Multi-Agency Safeguarding Hub of any serious accident or injury to, or the death of, a pupil while in the school's care.

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.

The school will arrange for first aiders to retrain before their first aid certificates expire. In cases where a certificate expires, the school will arrange for staff to retake the full first aid course before being reinstated as a first aider.

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. The PFA certificate will be renewed every 3 years.

8. Monitoring arrangements

This policy will be reviewed by the School Business Manager annually.

At every review, the policy will be approved by the Executive Co-Headteachers and the Schools Community Board.

9. Links with other policies

This first aid policy is linked to the:

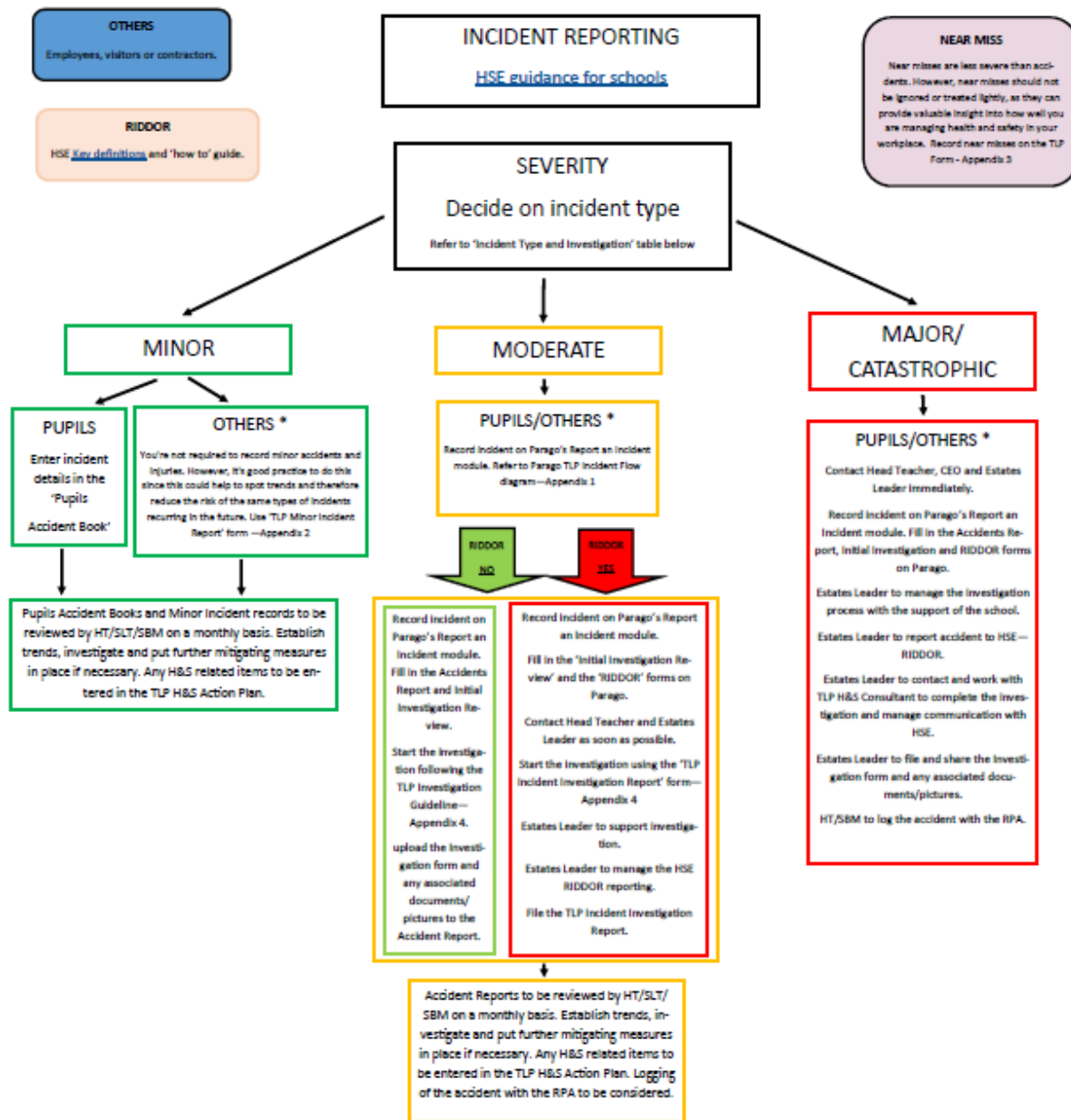
- Health and safety policy
- Policy on supporting pupils with medical conditions

Appendix 1: list of trained first aiders

STAFF MEMBER'S NAME	ROLE	TYPE OF TRAINING
Alison Hull	Mealtime Assistant	Emergency First Aid at Work
Bryony Chave-Cox	Mealtime Assistant	Paediatric First Aid
Cathy Gibbins	Mealtime Assistant	Emergency First Aid at Work
Chloe Hardman	Administrator / Receptionist	Emergency First Aid at Work
Courtney Norman	Teaching Assistant	Paediatric First Aid
Debbie Wilde	Teaching Assistant	Emergency First Aid at Work
Ellen Mitchell	School Business Manager	First Aid at Work
Gail Cole	Teaching Assistant	Paediatric First Aid
Gayle Robinson	Catering Assistant	Emergency First Aid at Work
Gina Venn	Mealtime Assistant	Emergency First Aid at Work
Iona Dowling	Teacher (Forest School)	Outdoor First Aid
Jackie King	Teaching Assistant (SALT)	Paediatric First Aid
Jadie McGee	Nursery Teaching Assistant	Emergency First Aid at Work
Jane Atkins	Cover Supervisor	Paediatric First Aid
Janice Huelin	Mealtime Assistant	Emergency First Aid at Work
Jo Knewham	Mealtime Assistant	Paediatric First Aid
Karen Demellweek	Teaching Assistant / BASC	Paediatric First Aid
Kate Gibbs	Nursery Teaching Assistant	Paediatric First Aid
Kath Hanlon	Catering Manager	Emergency First Aid at Work
Kerry Gooding	Mealtime Assistant	Emergency First Aid at Work
Lauren Green	Teaching Assistant / BASC	Paediatric First Aid
Liz Maddams	Nursery Teaching Assistant	Paediatric First Aid
Lorraine Lewis	Catering Supervisor	Emergency First Aid at Work
Lorraine Tardito	Nursery Manager	Paediatric First Aid
Louise Burrows	Mealtime Assistant	Emergency First Aid at Work
Lyndsay Gist	Teaching Assistant	Paediatric First Aid

STAFF MEMBER'S NAME	ROLE	TYPE OF TRAINING
Mandy Dawes	Forest School HLTA	Outdoor First Aid
Mary Rostock	Teaching Assistant	Emergency First Aid at Work
Megan Down	Teaching Assistant / BASC	Paediatric First Aid
Mel Fanthorpe	HLTA / BASC	Paediatric First Aid
Pica Chadburn	Teaching Assistant / BASC	Emergency First Aid at Work
Rebecca Hawkins	Nursery Teaching Assistant	Paediatric First Aid
Shelagh Horobin	Librarian	Emergency First Aid at Work
Sonia Davey	Teaching Assistant	Emergency First Aid at Work
Tara Gray	Teaching Assistant / BASC	Paediatric First Aid
Terry Gaunt	Admin Officer / PE HLTA	First Aid at Work
Tess Randall	Teaching Assistant	Paediatric First Aid
Tracy Rogers	Catering Assistant	Emergency First Aid at Work
Turaya Chadburn	Teaching Assistant / Cleaner	Emergency First Aid at Work

Appendix 2: Incident Reporting Guidance



INCIDENT TYPE AND INVESTIGATION					
Catastrophic	Major	Moderate	Minor	Insignificant	Near Miss
The most serious types of incidents resulting in: Serious injury, permanent incapacity, loss of limb, fatality, severe damage to property, environment, long-term loss of services.	The most serious types of incidents resulting in: Major injury, multiple injuries, long term ill health, damage to property, short-term loss of services, significant effect on property or environment.	Any incident which results in: Fractures, sprain, strain, laceration, ill health, moderate damage to property, environment, interruption to services.	Any incident which results in: Cut, bruise, basic first aid treatment required, minor impact to services, property or environment.	Any incident which results in: Minimal injury (no first aid needed), no repairs required, minimal impact to services, property or environment.	Any incident which results in: No harm or damage to property or environment but had the potential to cause harm or damage.
TLP Incident Investigation Report required - Trust to lead with the support of the school.	TLP Incident Investigation Report required - Trust to lead with the support of the school.	Fill in the Parago 'Initial Investigation Review' form. TLP Incident Investigation Report required - school to lead with Estates Leader's support.	If incident entered on Parago, use the 'Initial Investigation Review' form.	HT/SBM to complete initial investigation to learn lessons and prevent reoccurrence. Use the 'TLP Minor Incident' form.	HT/SBM to complete initial investigation to learn lessons and prevent reoccurrence. Use the 'TLP Near Miss' form.