

# FIRST AID POLICY

SLIMBRIDGE PRIMARY SCHOOL



Approved by:	Full Governing Board	Date: May 2024
Last reviewed on:	May 2024	
Next review due by:	May 2025 – Extended to 31 <sup>st</sup> December 2025	
Reviewer:	Lisa Hillman (Headteacher)	

## 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 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 1987 \(as amended\)](#), which set out rules on the retention of accident records

## **FIRST AID POLICY**

First aid can save lives and prevent minor injuries becoming major ones. Teachers and other staff in charge of pupils are expected to use their best endeavours at all times, particularly in emergencies, to secure the welfare of the pupils at the school in the same way that parents might be expected to act towards their children. In general, the consequences of taking no action are likely to be more serious than those of trying to assist in an emergency.

## **PURPOSE**

To ensure that children, staff and visitors to the school receive appropriate first aid care in the event of an accident or emergency. To ensure that clear procedures are in place for the safe storage of first aid equipment, administration of first aid to casualties and recording of incidents in accordance with health and safety guidelines.

## **PROVISION OF FIRST AID PERSONNEL**

**Appointed persons:** An appointed person is someone who takes charge when someone becomes ill, suffers a minor injury, looks after first aid equipment e.g. restocking after use, or who ensures that an ambulance is called when appropriate. All members of staff are appointed persons but not necessarily first aiders. Members of staff should not give first aid treatment for which they have not been trained.

Most adults are trained in Emergency first aid. Emergency first aid training meets the requirements of the Health and Safety (First Aid) Regulations 1981, and equips staff to cope with an emergency and provides them with competence and confidence for emergency situations.

During the school day, many children suffer minor bumps and scrapes in the course of their play in the playground or through other activities. It is normal practice for these to be dealt with by staff during play and lunch time; and by the teacher or teaching assistant during lesson time. However, more major injuries need to be immediately referred to a designated school first aider for assessment and care.

**School First Aiders:** Personnel who have attended the 3 day (min. 18 hrs) First Aid in the workplace course will be known as the school's designated first aider(s) and staff will be informed of the person(s) trained in this role. They will attend 'refresher' courses to keep their qualification up to date and valid (every 3 years). In addition, some staff in Foundation will attend the paediatric first aid course to meet the OFSTED requirements for Early Years.

First Aiders are:	Debbie Messenger and Hannah Beale (Appointed Persons)
	A Priday, J Jenkins, (P)
	Sian Rymer A Arkwell-Smith, (P)

L Pearce, (P)  
Ann Chappell  
Heather Smith (P)  
L Davies  
Caroline Charnley-Heaton (P)

Carol Wilde  
Frankie Yeoman (P)  
Lisa Hillman  
Lynsey Baird (P)

Children with specific medical needs are highlighted on the medical board in the staff room and in register boxes. All school staff are aware of these children and should summon help from a first aider in the event of an emergency. Individual pupils who have high needs will have an individual health care plan, which is created with the class teacher and parents. It is the class teacher's responsibility under the line management of the Special Educational Needs Co-ordinator to ensure these documents are in place.

During off site activities the staff accompanying the children will act as appointed persons and carry a basic first aid kit. They will also carry a mobile phone to use in an emergency and know the postcode of their location to pass to emergency services in the event of needing to summon help. This will also be included on the risk assessment passed to the Educational Visits Coordinator prior to the trip. If a major medical emergency or accident occurs on a school trip, the school must be informed as soon as possible and the situation managed so that the safety of the group is not compromised. Children who are known to have potential first aid emergency needs should be identified on the risk assessment with a plan in place to accommodate their needs in the event of an emergency.

### **PROVISION OF FIRST AID EQUIPMENT**

First Aid equipment is located in a green box in every classroom, in the Hall, entrance and in the disabled toilet. It is the responsibility of whoever uses equipment to replace it at a convenient time after the needs of the casualty have been met.

It is essential that all staff should take precautions to prevent infection and must follow basic hygiene procedures. Single use hypo-allergenic gloves should always be used when dealing with any casualty, hands must be washed and care needs to be taken when dealing with body fluids or blood, and when disposing of dressings or other equipment.

There is no mandatory list of items for a first-aid container. However, the HSE recommends that, where there is no special risk, a minimum provision of first-aid contents would be:

- A leaflet giving general advice on first aid.
- Twenty individually wrapped sterile adhesive dressings (assorted sizes).
- Two sterile eye pads.
- Four individually wrapped triangular bandages.
- Six safety pins.
- Six medium-sized (12cm x 12cm) individually wrapped sterile unmedicated wound dressings.
- One pair of disposable gloves.

Equivalent or additional items are acceptable.

### **RECORDING AND REPORTING ACCIDENTS**

All accidents **must** be recorded in the first aid log with the date, time, nature of injury, first aid given and what happened to the person immediately afterwards e.g. went back to class/ went home etc. Records must be signed and will be kept for 3 years. If a child bumps their head they will be checked by an adult and given First Aid as required. At the end of the day, parents or the person collecting will be given a red bumped head letter, if the child goes home by themselves staff must ensure the letter goes in the child's bag and remind them to inform an adult at home. If the bumped head causes loss of consciousness, vomiting or/and dizziness, is part of a serious first aid response, or the school has ongoing concerns the parents will be contacted

immediately. Parents need to complete and return the form at the bottom of the red form the next school day.

## **REPORTING ACCIDENTS/INCIDENTS**

The Head Teacher 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) and report these to the GCC SHE Unit as soon as 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 nearmiss 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

## **REPORTING TO OFSTED AND CHILD PROTECTION AGENCIES**

The Head Teacher 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 Head Teacher will also notify the Educational Welfare Officer of any serious accident or injury to, or the death of, a pupil while in the school's care.

## **THE LOCAL AUTHORITY AND GOVERNING BOARD**

Gloucestershire County Council has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the headteacher and staff members.

### **The headteacher**

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

- 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 pupils □  
Reporting specified incidents to the HSE when necessary

### **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 of any specific health conditions or first aid need

### **TRAINING**

All school staff invited to undertake first aid training during a CPD cycle initiated by school and implemented through the School Development Plan.

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.

### **MONITORING ARRANGEMENTS**

This policy will be reviewed annually.

At every review, the policy will be approved by the Head Teacher and Full Governing Board  
See also:

Safeguarding (Child Protection),  
Health and Safety inc. Manual Handling Policies  
Supporting Pupils with Medical Conditions