

Harvills Hawthorn Primary School



FIRST AID POLICY

September 2024

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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 (DfE) 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
- Roles and responsibilities

In schools with Early Years Foundation Stage provision, at least 1 person who has a current paediatric first aid (PFA) certificate must be on the premises at all times.

Section 3.1 below sets out the expectations of appointed persons and first aiders as set out in the 1981 first aid regulations and the DfE guidance listed in section 2.

3.1 Appointed person(s) and first aiders

The school's appointed person is Maxine Soper. 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 electronic Medical Tracker accident form on the same day, or as soon as is reasonably practicable, after an accident. If a significant accident occurs and an accident/incident form is needed, please see Mr Griffiths, our business manager for the latest version.
- 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.

3.3 The headteacher

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

- Ensuring that an appropriate number of appointed persons and/or 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)

3.4 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders and the appointed person in school are

If a significant accident occurs and an accident/incident form is needed, please see Mr Griffiths, our business manager for the latest version.

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- Completing accident and incident reports for all incidents they attend to
- 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 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 or advice will be given to be shared with the parent
- If emergency services are called, parents will be contacted immediately
- The relevant member of staff will complete an online accident report form using Medical Tracker on the same day or as soon as is reasonably practicable after an incident resulting in an injury. If an injury is a significant one, a local authority accident and incident reporting form must be completed.

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 charged mobile phone
- A portable first aid kit including, at minimum:
 - individually wrapped sterile adhesive dressings
 - 1 large, sterile unmedicated dressing
 - 2 triangular bandages – individually wrapped and preferably sterile
 - Individually wrapped moist cleansing wipes
 - 2 pairs of disposable gloves

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- Information about the specific medical needs of pupils
- Parents' contact details
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Risk assessments will be completed by the Visit Leader and the Educational Visits Coordinator prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least 1 first aider with a current paediatric first aid (PFA) or first aid certificate on school trips and visits (dependent on the age of the pupils).

5. First aid equipment

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

- individually wrapped sterile adhesive dressings (assorted sizes)
- sterile eye pads
- individually wrapped triangular bandages (preferably sterile)
- medium-sized individually wrapped sterile unmedicated wound dressings
- large sterile individually wrapped unmedicated wound dressings
- pairs of disposable gloves No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- In at least one class per year group
- The Infinity Hub

6. Record-keeping and reporting

6.1 First aid and accident recording

- An accident form will be completed by the first aider/relevant member of staff on the same day or as soon as possible after an incident resulting in an injury. The online Medical Tracker is the system that school uses to record and report on incidents.
- As much detail as possible should be supplied when reporting an accident.

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- Records held regarding accidents 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 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).

The Head Teacher will report these to the HSE 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
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6.3 Notifying parents

The relevant staff member (First Aider, class teacher, learning support or administration 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. A record of the first aid will be completed in all instances where first aid has been administered. In addition, all injuries to the head and/or face area will be reported to parents immediately after treatment via the telephone.

7. Training

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. The PFA certificate will be renewed every 3 years.

At all times, at least 1 member of staff will have a First Aid in the Workplace FAW (level 3) certificate. The FAW will be renewed every 3 years.

8. Monitoring arrangements

This policy will be reviewed by the Deputy Head Teacher every year. At every review, the policy will be approved by the headteacher and deputy head teacher.

9. Links with other policies

This first aid policy is linked to the:

- Health and Safety policy
- Risk Assessment policy
- Supporting Pupils with Medical Conditions Policy
- Asthma Policy

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

Appointed Person

- Miss Maxine Soper, Deputy Head Teacher

First Aid in the Workplace Trained Personnel

Michelle	Phillips
Stephanie	Shenston
Alan	Taylor

Paediatric First-Aiders

First Aiders

			Katie	Baker
Margaret	Baker-Sherman		Michelle	Francis
Jamie	Blakemore		Carol	Moseley
Karen	Brierley		Nathan	Nijjar
Sam	England			
Craig	Gilbert			
Katie	Perry			
Nadine	Holmes			
Gemma	Mason			
Debbie	Osell			
Michelle	Phillips			
Ellen	Plant			
Angie	Sewell			
Steph	Shenston			
Kaye	Vaughan			

First Aid, including Forest School.

Kit	Salmon
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Appendix 2: Accident and Incident Report Form

Please see Ross Griffiths, Business Manager, for the latest electronic version of this form.

