



**ANSFORD ACADEMY**  
LEARNING TOGETHER TO LEAD OUR LIVES

## **Business and Finance Policy Suite**

# **FIRST AID POLICY**

<b>Status:</b>	<b>Statutory</b>
<b>Adopted:</b>	<b>October 2023</b>
<b>Renewal Period:</b>	<b>Yearly</b>
<b>Next Review:</b>	<b>October 2024</b>

## Section A: Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, students 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

## Section B: 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 students

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

## Section C: Roles and Responsibilities

1. Appointed person(s) and first aiders are responsible for
  - a) Taking charge when someone is injured or becomes ill within the Academy
  - b) Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
  - c) Ensuring that an ambulance or other professional medical help is summoned when appropriate
2. First aiders are trained and qualified to carry out the role and are responsible for:
  - a) 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
  - b) Sending students home to recover, where necessary
  - c) Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident. This will take the form of a 'bump book' entry or additional report for more severe incidents
  - d) Keeping their contact details up to date
  - e) Informing parents of any injury or illness affecting their child
3. 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.

4. The First Aid Administrator is responsible for the implementation of this policy, including:
  - a) Ensuring that an appropriate number of trained first aiders are present in the school at all times
  - b) Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
  - c) Ensuring all staff are aware of first aid procedures
  - d) Ensuring appropriate risk assessments are completed and appropriate measures are put in place
  - e) Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
  - f) Ensuring that adequate space is available for catering to the medical needs of students
  - g) Reporting specified incidents to the HSE when necessary.
  - h) Take overall responsibility for the development of individual healthcare plans (IHPs).
  - i) Contact the school nursing service in the case of any student who has a medical condition that may require support at school, but who has not yet been brought to the attention of the school nurse.
  
5. School staff are responsible for:
  - a) Ensuring they follow first aid procedures
  - b) Ensuring they know who the first aiders in school are
  - c) Informing the Headteacher or their manager of any specific health conditions or first aid needs

#### **Section D: First Aid Procedures**

##### **1. In-school Procedures**

In the event of an accident resulting in injury:

- a) The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider who will provide the required first aid treatment.
- b) 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 scene until help arrives
- c) The first aider will also decide whether the injured person should be moved or placed in a recovery position
- d) If the first aider judges that a student is too unwell to remain in school, parents will be contacted and asked to collect their child. Upon their arrival, the first aider may recommend next steps to the parents
- e) If emergency services are called, a member of the admin team will contact parents immediately
- f) 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, and log the details on SIMS.

##### **2. Off-Site Procedures**

When taking students off the school premises, staff will ensure they always have the following:

- Access to a mobile phone
- A portable first aid kit
- Information about the specific medical needs of students
- Parents' contact details

Risk assessments will be completed by the trip leader prior to any educational visit that necessitates taking students off school premises.

The Academy takes the position that a First Aider should accompany each trip involving a large group of

students. In the event that a trip is visiting another school or educational establishment an Academy first aider may not be required in agreement with the host venue. If a first aider is not to travel with a group, the Trip Leader shall establish how they would access first aid in the event it was needed.

## **Section E: 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
- Sterile wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses

No medication is kept in first aid kits.

Full First aid kits are stored in:

- The medical room
- Reception (at the desk)
- The school kitchens
- School vehicles

Some classrooms have some small first aid kits to deal with minor injuries:

- DT rooms
- Science labs

## **Section F: Record Keeping and Reporting**

### 1. First aid and accident recording

- 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.
- Details of the accident report form will also be added to the student's educational record on SIMS by the First Aider
- 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 in line with record keeping regulations.

### 2. Reporting to the HSE

The Business 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 Business 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 explosionInformation 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)

### **Section G: First Aiders: Training, Allowance and Well-being**

- 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.
- Staff are encouraged to renew their first aid training when it is no longer valid.
- Associate Staff volunteering to be First Aiders receive a small allowance in recognition of the role played in the Academy.
- Staff who deal with First Aid incidents put themselves into a stressful situation for the benefit of the Academy. The Academy will make available to staff access to Supervision by a trained Counsellor should the First Aider feel they would benefit from talking through incidents they have dealt with, via the employee wellbeing helpline.

### **Section J: Monitoring Arrangements**

This policy will be reviewed annually.

### **Section K: Links with other Policies**

This policy also links closely to the following policies and procedures:

- Attendance
- Children with Health Needs who Cannot Attend School

- Equality
- Health and Safety
- Supporting Students with Medical Conditions