



First Aid Policy

Adopted: July 2024

Next review due: July 2026

Health and safety regulations

The Health and Safety (First Aid) Regulations 1981 require employers to provide adequate numbers of First Aiders, facilities and equipment to enable First Aid to be given to employees who are injured or who fall ill at work. These regulations apply to schools in the same way as all other workplaces. In addition, under the provisions of the Health and Safety at Work etc Act 1974, employers have a duty to ensure, so far as is reasonably practicable, the health and safety of non-employees.

Assessment of First Aid needs

The 1981 regulations require employers, in order to decide how to meet their obligations, to make an assessment of the First Aid needs appropriate to the circumstances of each workplace. This assessment will then help employers to determine how many First Aiders are needed and what other First Aid facilities and equipment should be provided. The HSE ACoP advises that, when making this assessment of need, employers should consider workplace hazards and risks, the size of the organisation and the nature and distribution of the workforce, the organisation's history of accidents, the needs of travelling, remote and lone workers and access to the site for emergency medical services.

Making First Aid procedures known

It is vital that all Academy staff know who our First Aiders are and how to contact them and that there are agreed procedures in place for dealing with all kinds of emergencies, including those in isolated areas such as playing fields. This policy will be distributed to staff when updated, and First Aid notices are displayed which give the location of First Aid equipment and the location of key First Aiders.

First Aiders in the Academy

Any member of staff can volunteer to become a First Aider, however being a First Aider is also identified in the job description for certain roles. At St Ivo Academy we have a large number of First Aiders, firstly because we operate on a large site with a significant number of students and employees, and secondly to give appropriate coverage in line with national guidance on educational visits and at out of hours events on school site.

Our named First Aiders hold as a minimum valid Emergency First Aid at Work certificate (1 day course). These certificates are valid for three years and we book training for colleagues when their certification is about to run out.

Please see appendix one for a list of current First Aiders.

The main duties of our First Aiders are:

- to give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at the Academy;
- when necessary, ensure that an ambulance or other professional medical help is called.

First Aid Facilities

We have a medical room in the main building for students to be treated - this has hand washing facilities (with hot and cold running water). This room is close to main reception should external medical assistance be required.

First Aid kits

First Aid supplies are stored in the First Aid room and a mobile kit is also stored here to enable the First Aider on duty to take supplies out to the location of an accident or injury. In addition there are First Aid kits within the canteen, ACL office, cleaners store, L0, L5, N18, Food Department, Science staff room, Resource Centre office, D&T area, N Block staff room, KS3 office and reception

A designated member of staff checks the contents of the First Aid kits regularly to ensure that stock is replenished and that any items which have reached their expiry date are disposed of safely. Medicines and tablets are not stored in our First Aid kits.

Defibrillator

Our Defibrillators are available in reception and N block staff room should an emergency of this nature occur. Cardiac arrest can affect people of any age and without warning; if that happens, swift action in form of prompt defibrillation can help save a person's life.

Off-site Activities

Mobile First Aid kits are provided for every Academy visit, in addition to any First Aid kits which may be provided by transport companies. In addition, spare asthma inhalers and spare auto-injectors are carried if required. A qualified first aider accompanies every educational visit.

Procedure in case of accident, injury, defects or hazards

In case of an accident, the following procedures should be followed:

- The injured party should be seen by a qualified First Aider/Appointed Person
- If the injuries cannot be treated at the Academy, arrangements should be made for transportation to hospital. An Ambulance must be called.
- All first aid treatment or triaging must be recorded on the Medical Tracker system.
- All injuries leading to a hospital visit must be recorded the Every system as an incident.

Hygiene / Infection Control

All staff should take precautions to avoid infection and must follow basic hygiene procedures. Staff will have access to single-use disposable gloves and hand washing facilities and should take care when dealing with blood or other body fluids and disposing of dressings or equipment. All bodily fluids on the floor or other surface will be cleaned up and disposed of in a secure manner. The area will be thoroughly disinfected.

Administration of medication

Parents and carers can send in prescription medications for their child, these will be kept securely in the admin/operations office. We hold spare asthma inhalers and spare auto-injectors, for use in case of emergency. Medications will only be given by staff who are qualified first aiders. The academy does not give out paracetamol to students.

Record Keeping

A record of any First Aid treatment given is made on the Medical Tracker system. This includes:

- The date of the incident;
- The name (and year group) of the injured or ill person;
- Details of the injury/ illness and treatment First Aid given;

- What happened to the person immediately afterwards (for example went home, resumed normal duties, went back to class, went to hospital);

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) some accidents must be reported to the HSE. The employer must keep a record of any reportable injury, disease or dangerous occurrence. This must include: the date and method of reporting; the date, time and place of the event; personal details of those involved and a brief description of the nature of the event or disease. Please see the following link for accidents which must be reported to the HSE: [Incident reporting in schools \(accidents, diseases and dangerous occurrences\) EDIS1 \(hse.gov.uk\)](https://www.hse.gov.uk/riskschools/)

As a part of our health and safety policy and annual briefing, all employees are reminded that they are responsible for any defects in the equipment or damage to their classrooms and should report such to the Site Manager. Any damage to the building that could be dangerous should also be reported to the Site Manager (or duty Site Officer) immediately.

Special Arrangements

In some cases children with medical needs may be more at risk than other children. We recognise that we may need to take additional steps to safeguard the health and safety of such children. In a few cases individual procedures may be needed and these will be detailed in an Individual Health Care Plan. The SENCO is responsible for making sure that all relevant staff know about and are if necessary are trained to provide any additional support these children may require with the support of the Head of Year.

Emergency Situations

First Aiders are trained to recognise and respond appropriately to emergency medical needs. Students with asthma need to have immediate access to their reliever inhalers when they need them. If a student has forgotten their inhaler, we are able to provide an emergency inhaler and seek agreement from parents/carers for this on entry to the Academy. Students with conditions such as epilepsy, diabetes and anaphylaxis typically have a plan, supplied by the NHS, in case of emergency. These students will carry their own medication where necessary. If the Academy has to give an injection for anaphylaxis, an ambulance will always be called.

Child Protection

If any concerns are raised that have safeguarding implications (e.g. unexplained marks or scars), whilst a person is being treated for First Aid, the First Aider must inform a Designated Safeguarding Lead who will then take appropriate action.

Physical Contact with Students

The treatment of students for minor injuries, illness or medical conditions may involve members of staff in physical contact with young people. Any treatment should:

- Not involve more contact than necessary
- Be carried out wherever possible, in front of other children or adults
- Be recorded
- Parents/carers are as standard informed if their child has received any first aid treatment at the Academy

Review of Provision

The Principal will review this policy and the First Aid provision provided in Academy annually at the start of each academic year to ensure that these remain fit for purpose.

Links to other policies

This policy should be read in conjunction with the Health and Safety Policy and Supporting Students with Medical Conditions Policy.

Appendix 1

First Aid Trained Staff – updated November 2024

NAME	ROLE	QUALIFICATION	EXP DATE
Donna Hartley	Executive Assistant	First Aid at Work	November 2027
Kerry Nestor	Pastoral Support Officer	First Aid at Work	March 2026
Lisa Nisbet	PE teacher, Head of Year	Outdoor First Aid	October 2025
Elaine Warriner	Vice Principal	Emergency First Aid at Work	March 2028
Emma Dones	Assistant Principal	Emergency First Aid at Work	March 2028
Alex Izycky	Assistant Principal	Emergency First Aid at Work	March 2028
Dan Wilson	Assistant Principal	Emergency First Aid at Work	March 2028
Natasha Lewis	English teacher, Head of Year	Emergency First Aid at Work	March 2028
Hannah Purton	English teacher	Emergency First Aid at Work	March 2028
Lucy Durrant	Geography teacher	Emergency First Aid at Work	March 2028
Lotfi Nemouchi	Languages teacher	Emergency First Aid at Work	March 2028
Phil Wang	History teacher	Emergency First Aid at Work	March 2028
Daisey Robinson	Cover manager	Emergency First Aid at Work	March 2028
Rebecca Notarnicola	Behaviour support worker	Emergency First Aid at Work	March 2028
Francesca Messervy	Receptionist	Emergency First Aid at Work	January 2028
Lucy Kingsbury	Art Teacher	Emergency First Aid at Work	January 2028
Mark Henry-Cockles	Head of Geography	Emergency First Aid at Work	January 2028
Lindsay McAdam	Head of Dance	Emergency First Aid at Work	January 2028
Dominic Farr	PE teacher, Head of Year	Emergency First Aid at Work	January 2028
Oliver Blackman	PE teacher	Emergency First Aid at Work	January 2028
Pat Braybrook	PE teacher, Head of Sixth Form	Emergency First Aid at Work	January 2028
Paul Cook	PE teacher	Emergency First Aid at Work	January 2028
Phil Vine	Student Support Assistant	Emergency First Aid at Work	January 2028
Kira Collins	Pastoral Support Officer	Emergency First Aid at Work	January 2028
Christie Jones	Admin Assistant	Emergency First Aid at Work	January 2028
Caroline Palazzo	Admin Assistant	Emergency First Aid at Work	January 2028
Keiran Heeley-Nall	Science teacher	Emergency First Aid at Work	November 2025
Elliot Lovell	Science teacher	Emergency First Aid at Work	November 2025
Helen Parks	Careers Leader	Emergency First Aid at Work	June 2026
Clare Webster	PE teacher, Head of Year	Emergency First Aid at Work	November 2026
Charlotte Lee	Languages teacher	Emergency First Aid at Work	November 2026
Jasmin Hart	History teacher	Emergency First Aid at Work	November 2026
Rachel Yorke	Geography teacher	Emergency First Aid at Work	November 2026

NAME	ROLE	QUALIFICATION	EXP DATE
Lesley Westbrook	Geography teacher	Emergency First Aid at Work	November 2026
Nicola Tabb	Student Support Assistant	Emergency First Aid at Work	November 2026
Karen Crighton	Senior Science Technician	Emergency First Aid at Work	November 2026
Christian Evans	Student Support Assistant	Emergency First Aid at Work	May 2027
Mel Foster	AP Coordinator	Emergency First Aid at Work	May 2027
Dawn Smith	Operations Assistant	Emergency First Aid at Work	May 2027
Clare Sherwood	Vice Principal	Emergency First Aid at Work	May 2027
Ben Daly	Vice Principal	Emergency First Aid at Work	May 2027
Jo Robertson	Assistant Principal	Emergency First Aid at Work	May 2027
Dave Varey	Assistant Principal	Emergency First Aid at Work	May 2027
Vanessa Scott	Pastoral Support Officer	Emergency First Aid at Work	October 2027
Caroline Walker	Behaviour Supervisor	Emergency First Aid at Work	October 2027