

Statutory Policy:

Policy provided centrally for adoption by schools with minimal amendment to the core text. Changes are allowed to the text where indicated

First Aid Policy

St Peter's C of E Middle School

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| Approved by: | Estates & Safeguarding Committee |
| Date: | December 2024 |
| Next review date: | December 2027 |

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| Adopted by school: | St Peter's C of E Middle School |
| Date: | September 2025 |

Contents

| | |
|--|-------------------------------------|
| 1. Aims | 2 |
| 2. Legislation and guidance | 2 |
| 3. Roles and responsibilities | 3 |
| 3.1. Appointed person(s) and first aiders | 3 |
| 3.2. The governing board | 4 |
| 3.3. The headteacher | 4 |
| 3.4. Staff | 4 |
| 4. First aid procedures | 4 |
| 4.1. In-school procedures | 4 |
| 4.2. Off-site procedures | 4 |
| 5. First aid equipment..... | 5 |
| 6. Record-keeping and reporting..... | 5 |
| 6.1. First aid and accident record book..... | 5 |
| 6.2. Reporting to the HSE..... | 6 |
| 6.3. Notifying parents | 6 |
| 6.4. Reporting to Ofsted and child protection agencies | 6 |
| 7. Training | 7 |
| 8. Monitoring arrangements | 7 |
| 9. Links with other policies | 7 |
| Appendix 1: list of trained first aiders..... | 8 |
| Appendix 2: Accident report form | 9 |
| Appendix 3: first aid training log..... | Error! Bookmark not defined. |

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 advice from the Department for Education on [first aid in schools](#), [health and safety in schools](#) and [actions for schools during the coronavirus outbreak](#), 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

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

3. 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.

Beyond this, in all settings – and dependent upon an assessment of first aid needs – employers must usually have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. However, the minimum legal requirement is to have an ‘appointed person’ to take charge of first aid arrangements, provided your assessment of need has taken into account the nature of employees' work, the number of staff, and the location of the school. The appointed person does not need to be a trained first aider.

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. If you don't have an appointed person you will need to re-assign the responsibilities listed below accordingly.

3.1. Appointed person(s) and first aiders

The school's appointed first aiders Rachel Day, Sheryl Breach & Bernie Binstead 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 (see the template in appendix 2)
- 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

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 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 in school are
- Completing accident 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, if called, 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
- 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, the Office Staff 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

4.2. Off-site procedures

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

- A school mobile phone
- A portable first aid kit
- Information about the specific medical needs of pupils
- Parents' contact details
- Risk assessments will be completed by the Trip Leader prior to any educational visit that necessitates taking pupils off school premises.

- There will always be at least 1 first aider on school trips and visits.

5. 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
- Antiseptic wipes
- Plasters of assorted sizes
- Disposable Apron
- No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception office
- All DT Rooms (Woodwork, Cookery, Art & Science)
- Sports Hall
- Staffroom
- Room 1
- PK4
- Kitchen
- Stepping Stones Unit
- Off Site Medical Bag

6. Record-keeping and reporting

6.1. First aid and accident record book

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 at appendix 2

A copy of the accident report form will also be added to the pupil's educational record by the first aider on duty

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.

6.2. Reporting to the HSE

The School 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 School Business Manager will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 15 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
- 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

The First Aider 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.

6.4. Reporting to Ofsted and child protection agencies

The School Business Manager 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 School Business Manager will also notify Oxford Diocese School Trust and LADO 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 (see appendix 3).
- Staff are encouraged to renew their first aid training when it is no longer valid.

8. Monitoring arrangements

This policy will be reviewed by the School Business Manager every three years.

At every review, the policy will be approved by the Head of school, The School Business Manager and the Full Governing Body.

9. Links with other policies

This first aid policy is linked to the

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

Appendix 1: list of appointed trained first aiders

Appendix 1: list of Appointed person(s) for First Aid at Work (FAW) and Emergency First Aid at Work (EFAW)

| Staff member's name | Role | Contact details |
|----------------------------|-------------------|-----------------|
| Sheryl Breach (FAW) | Reception | |
| Bernadette Binstead (EFAW) | Reception | |
| Emma Wood (EFAW) | Head's PA | |
| Dave Wood (EFAW) | Technician | |
| Rachel Caffyn (EFAW) | Student Reception | |
| Sharon Taylor (EFAW) | Kitchen | |
| Lisa Casey (EFAW) | Kitchen | |
| Ersi Vasileiou (EFAW) | SBM | |

Appendix 2: Accident report form

| | |
|--|--------------------------------|
| <input type="text"/> Report Number (consecutive) | |
| <h1>+</h1> <h1>Accident Record</h1> | |
| 1 About the pupil who had the accident | |
| Name _____ | |
| Year _____ | |
| Class or Form _____ | |
| 2 About you, the individual filling in this record | |
| Name _____ | |
| Department _____ | |
| 3 Details of the accident (Continue on the back of this form if you need to) | |
| When it happened. Date ____/____/____ Time _____ | |
| Where it happened. State location _____ | |
| How did the accident happen? _____ | |
| Give the cause if possible _____ | |
| If the pupil who had the accident suffered an injury, give details _____ | |
| Have the parents been informed? <input type="checkbox"/> Yes <input type="checkbox"/> No How? (eg. copy of Record, Verbally) _____ | |
| Sign the record and date it. | |
| Print Name _____ | Sign _____ Date ____/____/____ |
| 4 For the Head Teacher only | |
| Complete this box if the accident is reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR). | |
| How was it reported? _____ | |
| Print Name _____ | Sign _____ Date ____/____/____ |

Appendix3: First Aid Training Log

| Name/type of Training | Staff who attended Individual staff members | Date attended | Date for training to be updated (where applicable) |
|--|---|--------------------------|--|
| Blended First Aid at Work (FAW) | Sheryl Breach | On-Line, 22 & 29/11/2024 | 28/11/2027 |
| L2 (EFAW) | Bernadette Binstead | 16/04/2024 | 15/04/2027 |
| Emergency First Aid at Work L3 (EFAW) | Rachel Caffyn | 04/09/2024 | 03/09/2027 |
| | Emma Wood | 04/09/2024 | 03/09/2027 |
| | Dave Wood | 04/09/2024 | 03/09/2027 |
| | Sharon Taylor | 04/09/2024 | 03/09/2027 |
| | Lisa Casey | 04/09/2024 | 03/09/2027 |
| | Ersi Vasilieou | 04/09/2024 | 03/09/2027 |
| Anaphylaxis | Sheryl Breach | 16/04/2024 | 15/04/2027 |
| | Rachel Caffyn | 04/09/2024 | 03/09/2027 |
| | Ersi Vasilieou | 04/09/2024 | 03/09/2027 |
| | Dave Wood | 04/09/2024 | 03/09/2027 |
| | Emma Wood | 04/09/2024 | 03/09/2027 |
| | Bernadette Binstead | 16/04/2024 | 15/04/2027 |
| Automatic Defibrillator | Bernadette Binstead | 25/04/2024 | 24/04/2025 |
| | Sheryl Breach | 14/06/2024 | 13/06/2025 |