

First Aid Policy

Chiltern Primary School

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1 Thrive Charter

Thrive Mission Statement

Inspiring pupils to thrive in life

Thrive Values¹

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and *learning* to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

To thrive, pupils and staff need **environments that are safe**, for **equality to be promoted and diversity to be celebrated**, and for **wellbeing to be valued, nurtured and supported**.

- Because the service we provide is crucial to each pupil's future life chances, we ensure that **we give all pupils the opportunity to thrive**, whatever their background or perceived abilities.
- Because our task is challenging **we all strive to grow and develop**, and we support each other in this and in developing a good work-life balance.
- Because thriving happens best where adults provide pupils with a consistency of approach, **we need people who will play their part for the greater good of the team**.
- Because we serve our local communities **we act as partners in the process of assisting our children to thrive** and will work cooperatively to see this happen.
- Because leadership is a privilege **we exercise leadership in an ethical manner** and commit ourselves to upholding [The Seven Principles of Public Life](#).
- Because we are facing a climate crisis **we will work towards being an environmentally sustainable organisation** and will develop pupil and staff participation in achieving this.
- Because we are funded with public money we will ensure that **we focus our resources on pupils and enable them to thrive**.

2 Introduction

Prior to final approval by the LGB, this policy has been the subject of review and suggested amendments have been taken into consideration and changes made where they can be agreed.

¹ Thrive's values are directly descended from the [Co-operative Values](#)

3 Aims

The school aims to ensure that:

- The health and safety of all staff, pupils and visitors;
- Staff and governors are aware of their responsibilities with regards to health and safety;
- We provide a framework for responding to an incident and recording and reporting the outcomes.

4 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](#), [health and safety in schools](#) and the following legislation. The latest [guidance updates were published on 14th February 2022](#) and these have been included in this policy.:

- [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. HSE has published detailed [First Aid guidance](#) to help employers comply with the regulations and offers practical advice on what they need to do;
- [Health & Safety at Work etc. Act 1974 and associated regulations](#);
- [School Premises \(England\) Regulations 2012](#), and [the Education \(Independent Schools Standard Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils;
- [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.

5 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.

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.

5.1 Minimum Legal Requirement - Appointed person

The **minimum legal requirement is to have an 'appointed person'** to take charge of first aid arrangements, provided an 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.

5.2 Appointed person(s) and first aiders

The school's appointed people are: Miss Samantha Holt, Miss Claire Jessop and Mrs Lisa Greig. They are responsible for:

- Taking charge when someone is injured or becomes ill, supporting other classroom based First Aiders ;
- Ensuring there is an adequate supply of medical materials in the first aid stock cupboard so that first aiders can replenish the contents of their 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 in discussion with SLT;
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident.
- Keeping their contact details up to date.

Our school's are listed in appendix 1. Their names will also be displayed prominently around the school.

5.3 The Trust Board and Local Governing Body

The Trust 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.

Members of the LGB monitor that the school is following the policy and adhering to the Trust's policies.

5.4 The Headteacher or Head of School

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)

5.5 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 or their manager of any specific health conditions or first aid needs.

6 First Aid Procedures

6.1 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 Head of School or Assistant Head will contact parents immediately
- The first aider or member of staff dealing with the incident will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury;

6.2 Off-site procedures

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

- A mobile phone;
- A portable first aid kit;
- The following are based on the HSE's recommendation for a minimum traveling first aid kit:
 - A leaflet giving general advice on first aid;
 - 6 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
- Information about the specific medical needs of pupils;
- Parents' contact details.

When transporting pupils using a minibus or other large vehicle, the school will make sure the vehicle is equipped with a clearly marked first aid box containing, at minimum:

- 10 antiseptic wipes, foil packed;
- 1 conforming disposable bandage (not less than 7.5cm wide);
- 2 triangular bandages;
- 1 packet of 24 assorted adhesive dressings;
- 3 large sterile unmedicated ambulance dressings (not less than 15cm x 20 cm);
- 2 sterile eye pads, with attachments;
- 12 assorted safety pins;
- 1 pair of rustproof blunt-ended scissors.

Risk assessments will be completed by the visit lead teacher, checked by the Assistant Head and Authorised by the Head of School using EVOLVE, 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, where there is not a first aider at the place being visited.

7 First Aid Equipment

7.1 Contents of First Aid Box at Chiltern Primary School - School Office

- Information leaflet outlining basic First Aid procedures;
- Individually wrapped sterile adhesive dressings (assorted sizes);
- Sterile eye pads;
- Four individually wrapped triangular bandages (preferably sterile);
- Safety pins;
- Medium sized bandages;
- Individually wrapped sterile wound dressings;
- Two large (approximately 18cm x 18cm) sterile Individually wrapped wound dressings;
- Disposable gloves and apron;
- Adhesive plasters;
- Cotton;
- Crepe bandages;
- Micro pore tape;
- A disposable bag for soiled material;
- Defibrillator- on wall in the school office;
- Ice packs;
- Tweezers (main school office first aid box)
- Spare asthma pumps;
- Epi pen (secured in school office first aid cupboard or in line with a child's Health Care Plan)

7.2 Contents of First Aid Green Classroom Bag

- Clipboard with recording chart, parent notes, Asthma recording sheet Appendix 2 and 3);
- Individually wrapped sterile adhesive dressings (assorted sizes);
- Sterile eye pads;
- Individually wrapped sterile wound dressings;
- Large (approximately 18cm x 18cm) sterile Individually wrapped wound dressings;
- Disposable gloves, plastic apron, hand gel;
- Adhesive plasters;
- A disposable bag for soiled material;
- Named asthma pumps in KS1 and Foundation (KS2 children look after their own);
- No medication is kept in first aid kits;

7.3 Infection Control

- Staff members at the school will be trained on how to avoid and limit the possibility of infections by following basic hygiene procedures;
- Staff must wear disposable gloves every time they administer first aid and these must be disposed of after every use;
- Staff must wash their hands after every First Aid intervention;

- Medical waste must be disposed of in the clearly labeled Medical Waste Bins which will be disposed in accordance with current legislation;
- Children suspected of Covid or a contagious disease must be escorted to the medical room until collected by parents from the side entrance;
- All classrooms have an independent cleaning station, classrooms must have windows open to ensure ventilation. All children know how to wash their hands correctly and frequently.

7.4 Defibrillators

Each school in Thrive has:

- A defibrillator. Chiltern's defibrillator is located in the front main office, hanging on the wall; The community defibrillator is located at the back car park gate and is accessed using the number given when calling 999.
- Staff are trained to use this. It also has easy to follow verbal instructions.

8 Record-keeping and reporting

8.1 First aid and accident record book

- Chiltern Primary School will keep detailed and thorough records of injuries, incidents and First Aid which has been administered. Staff members must record the date, time and place in the event of first aid being administered. Staff must log first aid on the form in the green bag, one note to go home with the child. A brief description of the incident must be recorded on the form and any action which has been taken recorded. Incident Report logs will be compiled on the whole School log and risk assessed as required.
- Parents must be informed via a bump note or phone call home. (The office staff will log incidents on the school log and in some instances in the Trust Smart Log when it is of a serious nature and needs a health and safety response;
- First Aiders in the school office offer a second opinion in the event of serious illness/injury. SLT are responsible for calling an ambulance.
- ALL BUMPED HEADS REQUIRE A TELEPHONE CALL HOME;
- If a child has eg a splinter, bee sting, something in their eye please seek assistance in the school office;
- All first aid bags must be kept in the classroom on a hook. All teachers, lunch staff, coaches and any outdoor activities will require the first aid bag to be taken out with the session. Classroom staff should ensure the bag is stocked and tidy;
- All staff are responsible for the green bag, reporting incidents and caring for students. First aid initially should be carried out with the first aider in the class, phase or key stage and that first aider should care for the pupils;
- Records held in the first aid and accident book and/or digitally will be retained by the school until their 25th birthday, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of [See Thrive Data Retention Policy).

8.2 Reporting to the Trust

- A log for all accidents will be recorded on the spreadsheet, provided by the Thrive Cooperative Learning Trust.

8.3 Reporting to the HSE

The School Office 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).

In the Thrive Cooperative Learning Trust, incidents that are recorded on RIDDOR should also be recorded on Smart Log.

The Head of School 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 – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School Staff: 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) which:
 - Covers more than 10% of the whole body's total surface area; or
 - Causes significant damage to the eyes, respiratory system or other vital organs
 - 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
- Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, Mrs J Marshall, Head of School, will report these to the HSE as soon as reasonably practicable and in any event within 15 days of the accident
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
 - Carpal tunnel syndrome;
 - Severe cramp of the hand or forearm;
 - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach;
 - Hand-arm vibration syndrome;
 - Occupational asthma, e.g. from wood dust;
 - Tendonitis or tenosynovitis of the hand or forearm;
 - Any occupational cancer;
 - Any disease attributed to an occupational exposure to a biological agent
- 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.

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences include:

- Death of a person that arose from, or was in connection with, a work activity*;
- An injury that arose from, or was in connection with, a work activity* and the person is taken directly from the scene of the accident to hospital for treatment

*An accident “arises out of” or is “connected with a work activity” if it was caused by:

- A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip);
- The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or;
- The condition of the premises (e.g. poorly maintained or slippery floors)

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>

8.4 Notifying parents

A School Office 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.

8.5 Reporting to Ofsted and Child Protection Agencies

The Head of School 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 Safeguarding Lead will also notify Hull Safeguarding Children’s Partnership of any serious accident or injury to, or the death of, a pupil while in the school’s care.

9 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

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 which meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years.

10 Links with other policies

This first aid policy is linked to the

- Health and safety policy & guidance;
- Risk assessment policies;
- Policy on supporting pupils with medical conditions ;
- Equality, Diversity & Inclusion Policy

11 Reviewing the Policy

This policy will be reviewed regularly and amended when necessary.

12 Public Sector Equality Duty

12.1 The Equality Act 2010 replaced and unified all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It aims to ensure that people have equality of opportunity in accessing and experiencing public services. Schools when carrying out their day to day work should have regard to the following:

- eliminating discrimination
- advancing equality of opportunity and
- foster good relations across all characteristics

12.2 Schools cannot unlawfully discriminate against pupils because of their disability, gender, race, religion or belief, sex and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment. This means it is now unlawful to discriminate against a transgender pupil or a pupil who is pregnant or recently had a baby.

12.3 This policy was reviewed and updated with reference to this duty. The author/s of this document considered this policy in the light of these requirements to ensure that Chiltern Primary School adheres to these statutory regulations.

13 Person Responsible

Updated Spring 2024

Head of School

To be reviewed Spring 2025

Appendix 1 List of School's First Aiders

Pediatric First Aiders' List

| Name of First Aider | Course Completed (Emergency first aid at work- 1 day. Pediatric- 2 day course. First aid at work -3 | Date (3 Years to expire from course date) |
|---------------------|--|--|
| Mrs S Leach | First Aid at Work Re Qualification | 29/07/2024 |
| Miss T Burrows | Emergency First Aid at Work | 12/10/2024 |
| Mrs S Gorman | Pediatric First Aid | 12/10/2024 |
| Mrs L Burrluck | Pediatric First Aid | 29/11/2024 |
| Mrs S Croft | Pediatric First Aid | 29/11/2024 |
| Mrs N Richardson | Pediatric First Aid | 29/11/2024 |
| Miss Samantha Holt | First Aid at Work | 23/01/2025 |
| Mrs A Mazhar | Pediatric First Aid | 27/01/2025 |
| Mrs A Rehman | Pediatric First Aid | 27/01/2025 |
| Miss A Southwick | Pediatric First Aid | 27/01/2025 |
| Mrs S Walkington | Pediatric First Aid | 16/02/2025 |
| Mrs L Greig | First Aid at Work | 05/10/2025 |
| Miss J Seaward | First Aid at Work | 04/05/2025 |
| Mrs M Luther | Pediatric First Aid | 05/10/2025 |
| Mrs K Syrett | First Aid at Work | 05/10/2025 |
| Mrs C Fernie | Pediatric First Aid | 16/11/2025 |
| Miss C Jessop | Pediatric First Aid | 16/11/2025 |
| Mrs J Swain | Pediatric First Aid | 16/11/2025 |
| Miss K Langham | Pediatric First Aid | 20/03/2026 |
| Miss V Wells | Pediatric First Aid | 26/04/2026 |
| Mrs K Covell | Pediatric First Aid | 08/07/2026 |
| Mrs L Wharf | Pediatric First Aid | 09/07/2026 |
| Mrs A Hodgson | Pediatric First Aid | 23/09/2026 |

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|------------------|---------------------|------------|
| Miss A Hordon | Pediatric First Aid | 23/09/2026 |
| Miss R Gledhill | Pediatric First Aid | 21/02/2027 |
| Mrs L Williamson | Pediatric First Aid | 21/02/2027 |
| Miss V Carter | Pediatric First Aid | 14/03/2027 |
| Miss C Hotham | Pediatric First Aid | 14/03/2027 |