



# First Aid Policy

**Last reviewed on:** December 2020

**Next review due by:** December 2023

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# First Aid Policy

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

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 pupils

## 3.1 Appointed person(s) and first aiders

The school's appointed first aid team are Louise Barker and Louise Wilson (Pupil Reception) supported by a number of colleagues (see Appendix 1). 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 I. Their names will also be displayed in the office and staff room.

### **3.2 The Trust Board**

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 Headteachers and Leadership Team.

### **3.4 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)

### **3.5 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 (see appendix 2) for all incidents where they are the member of staff in charge at the time
- Informing the headteacher or their manager of any specific health conditions or first aid needs

## **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, a Pupil Receptionist or Head of Year will contact parents immediately
- The member of staff in charge at the time of 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. This is reported to the Health & Safety Consultants.

## 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 Educational Visits Coordinator prior to any educational visit that necessitates taking pupils off school premises.

There will always be a first aid box on school trips and visits.

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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
- Scissors
- Cold compresses
- Burns dressings

No medication is kept in first aid kits.

First aid kits are stored in:

- Pupil and Visitor Receptions
- All science labs
- All design and technology classrooms
- Lunesdale Sports Hall
- The school kitchens
- School minibuses

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## 6.1 First aid and accident record book

- An accident form will be completed by the member of staff in charge at the time of the incident 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 admin team.
- 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.

## 6.2 Reporting to the HSE

All accidents including those resulting in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7) will be recorded on the digital accident system, which is our accident book.

The Health and Safety Consultants 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 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

A member of the administration team or teaching staff 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 Headteacher or a member of the Lunesdale Learning Trust Leadership Team 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 Headteacher or one of the Lunesdale Learning Trust's Designated Safeguarding Leads will also notify Cumbria Safeguarding Children Partnership of any serious accident or injury to, or the death of, a pupil while in the school's care.

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All school staff are able to request first aid 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.

Staff are encouraged to renew their first aid training when it is no longer valid.

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This policy will be reviewed by the Business Manager every 3 years.

At every review, the policy will be approved by the Trust Board/Governing Body.

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This first aid policy is linked to the

- Health and Safety Policy
- Risk Assessment Policy
- Supporting Students with Medical Conditions
- Safeguarding and Child Protection Policy
- Complaints Procedure

<b>Staff member's name</b>	<b>Role</b>	<b>Date</b>
Louise Barker	Receptionist	November 2019
Louise Wilson	Receptionist	June 2019
Mike Brooks	Duke of Edinburgh Coordinator	March 2020
Angela Coulton	Principal's PA, QEStudio	2019
Kim Bradshaw	Community Sports Coordinator	October 2018
Heather Rucastle	Performing Arts Technician	October 2018
Tom Wynn	Site Team	February 2018
Simon Wilson	Head of KS5, QE Studio	March 2019
Steward McWilliam	Maths Teacher	October 2019
John Walsh	Geography Teacher	May 2019
Marina Shuttleworth	Science Teacher	April 2018



## Appendix 2: Accident Report Form

### Pupil Information

Name	
Year group & form	

### Accident Details

Date	
Time of accident	
Staff member in charge	
Additional Staff members present	

Issue	Detail (please provide <b>as much</b> detail as possible)
1. Background to the accident (location, type of lesson etc).	
2. How the accident happened (including any witnesses).	
3. Impact / injury caused by accident.	
4. What happened next (taken to office by whom, ambulance called etc).	
5. Details of alterations /control measures that can be taken to prevent reoccurrence including review of risk assessment.	

*(continue on additional sheet, if required)*

