

# First aid policy

Thornhill Primary School



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## **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 the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#), guidance from the Health and Safety Executive (HSE) on [incident reporting 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 School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils
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### **3. Roles and responsibilities**

#### **3.1 Appointed person(s) and first aiders**

All staff are pediatric first aid trained. They are responsible for:

- Taking charge when someone is injured or becomes ill
- 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.

The SBM manager is responsible for:

- Keeping their contact details up to date
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits

#### **3.2 The local authority and governing board**

Durham County Council has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board 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 appointed persons and/or 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.
- Completing accident slips for all incidents they attend to. Bumped heads – office staff to make a phone call and log on CPOMS.

- 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 will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on the 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 school office will contact parents immediately
- The first aider will complete an accident report form on the same day of an incident resulting in an injury

There will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times.

### **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 including, at minimum:

The following are based on the HSE's recommendation for a minimum travelling first aid kit – adapt the list to reflect your school's first aid needs assessment and arrangements.

- 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
- 2 safety pins
- Individually wrapped moist cleansing wipes
- 2 pairs of disposable gloves
- Information about the specific medical needs of pupils
- Parents' contact details if outside of normal school hours.

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 school office prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least 1 first aider with a current paediatric first aid (PFA) certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

## **5. First aid equipment**

A typical first aid kit in our school will include the following:

The following is based on the HSE's recommendation for a minimum first aid kit – adapt the list to reflect your school's first aid needs assessment and arrangements.

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings (assorted sizes)
- 2 sterile eye pads
- 2 individually wrapped triangular bandages (preferably sterile)
- 6 safety pins
- 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings
- 3 pairs of disposable gloves

No medication is kept in first aid kits.

First aid kits are stored in:

- Every classroom
- Reception/ Main office
- Back door (PE)
- Defibrillator in main corridor

## **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 of an incident resulting in an injury
- As much detail as possible should be supplied when reporting an accident.
- A record of the accident report form will also be added to the pupil's educational record by school office and a phone call/ text home to the parent/carer.
- 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

- The DCC online accident reporting portal will be used for accidents deemed serious enough.
- All 'bumped heads' are recorded on CPOMS and phonecall/ text made to parent/carer.

## **6.2 Reporting to the HSE**

DCC 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).

DCC will report these to the HSE 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**

These 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 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
- 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, the DCC 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
- 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**

These 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>

### **6.3 Notifying parents (early years only)**

The 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. Parents will also be informed if emergency services are called. Phonecalls/ texts are made for bumped heads. For other injuries a phonecall and/or accident slip is given.

### **6.4 Reporting to Ofsted and child protection agencies (early years only)**

Durham County Council 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 will also notify Durham County Council 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 paediatric first aid trained.

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 2).

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. The PFA certificate will be renewed every 3 years.

#### 8. Monitoring arrangements

This policy will be reviewed by the Headteacher annually.

At every review, the policy will be approved by the 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
- Medical Needs Policy
- Asthma Policy
- Safeguarding Policy



## Appendix 1: list of first aiders

<u>Name</u>		<u>Position</u>
AUDREY	SIMPSON	Supervisory Assistant
JOANNE	JONES	Deputy Head Teacher
JOANNE	WALSH	Enhanced Teaching Assistant
PAULA	HENDERSON	Enhanced Teaching Assistant
CHRISTINE	THOMPSON	Supervisory Assistant
SAMANTHA	OVERFIELD	Head Teacher
SARA	BRIDDICK	Enhanced Teaching Assistant
EMMA	MOSCARDINI	Post Threshold Teacher
GARY	AYRES	Post Threshold Teacher
DALE	CLUSKEY	Deputy Head Teacher
DONNA	MULHOLLAND	Supervisory Assistant
SHARON	NEVISON	Supervisory Assistant
MICHAEL	LISTER	Caretaker
HELEN	ELLSWORTH	Teaching Assistant
JANICE	BENNETT	Enhanced Teaching Assistant
AMY	BALL	Post Threshold Teacher
REBECCA	JAGO	Post Threshold Teacher
CATHERINE	KERNICK- STEWART	Qualified Teacher
MICHELLE	MOORE	Teaching Assistant
JACK	BROMLEY	Qualified Teacher
DAVID	JACKSON	School Business Manager
EMMA	MOSCROP	Administrative Assistant
CHLOE	STANGER	Qualified Teacher
AMBER	WILLIAMSON	Teaching Assistant

## Appendix 2: first aid training log

<u>Name</u>		<u>Position</u>	<u>Training</u>
AUDREY	SIMPSON	Supervisory Assistant	Paediatric first aid
JOANNE	JONES	Deputy Head Teacher	Paediatric first aid
JOANNE	WALSH	Enhanced Teaching Assistant	Paediatric first aid
PAULA	HENDERSON	Enhanced Teaching Assistant	Paediatric first aid
CHRISTINE	THOMPSON	Supervisory Assistant	Paediatric first aid
SAMANTHA	OVERFIELD	Head Teacher	Paediatric first aid
SARA	BRIDDICK	Enhanced Teaching Assistant	Paediatric first aid
EMMA	MOSCARDINI	Post Threshold Teacher	Paediatric first aid
GARY	AYRES	Post Threshold Teacher	Paediatric first aid
DALE	CLUSKEY	Deputy Head Teacher	Paediatric first aid
DONNA	MULHOLLAND	Supervisory Assistant	Paediatric first aid
SHARON	NEVISON	Supervisory Assistant	Paediatric first aid
MICHAEL	LISTER	Caretaker	Paediatric first aid
HELEN	ELLSWORTH	Teaching Assistant	Paediatric first aid
JANICE	BENNETT	Enhanced Teaching Assistant	Paediatric first aid
AMY	BALL	Post Threshold Teacher	Paediatric first aid
REBECCA	JAGO	Post Threshold Teacher	Paediatric first aid
CATHERINE	KERNICK- STEWART	Qualified Teacher	Paediatric first aid
MICHELLE	MOORE	Teaching Assistant	Paediatric first aid
JACK	BROMLEY	Qualified Teacher	Paediatric first aid
DAVID	JACKSON	School Business Manager	Paediatric first aid
EMMA	MOSCROP	Administrative Assistant	Paediatric first aid
CHLOE	STANGER	Qualified Teacher	Paediatric first aid
AMBER	WILLIAMSON	Teaching Assistant	Paediatric first aid
All completed Sep 24			
GARY	AYRES	Post Threshold Teacher	Adult First Aid
REBECCA	JAGO	Post Threshold Teacher	Adult First Aid