



# HENLEY-IN-ARDEN SCHOOL

*Achieving Excellence Together*

<b>Name of Policy</b>	<b>First Aid Policy</b>	
<b>Lead</b>	Headteacher	
<b>Governor Committee</b>	BSII	
<b>Policy Status</b>	Updated	July 2019
	Status	Approved
	Governor Approved	Yes
	Date Governor Approved	February 2021
<b>Review Frequency</b>	3 years	

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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 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

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

## 3. Roles and Responsibilities

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

The school's appointed person is Richard Dudley (Site Manager). They are responsible for:

- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
- Carrying out a termly review of the accident report in order to spot any patterns which may suggest a need for further action.

Additional appointed persons are Natalie Pearsall (Senior Pastoral Manager); Sally Smith (Admin team leader).

- 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, or as soon as is reasonably practicable, after an incident (see "Record and Reporting" below)
- 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 trustees**

The trustees have 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 where a first aider is not called (accident reporting books are kept in the Pastoral Office and the Admin Office).
- 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 Pastoral Manager of the appropriate year group will contact parents immediately
- The first aider/relevant member of staff 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 Educational Visits Coordinator prior to any educational visit that necessitates taking pupils off school premises.

Where the location or the activity of trip requires it there will always be at least one 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
- Scissors
- Cold compresses
- Burns dressings
- Packs of sterile water

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception (at the desk)
- All science labs
- All design and technology classrooms
- The school kitchens
- School vehicles

## **6. Record-Keeping and Reporting**

### **6.1 First aid and accident record book**

- An accident form will be completed by the first aider/relevant member of staff 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 using the proforma provided
- A copy of the accident report form will also be added to the pupil's educational record by the pastoral manager; a record will also be kept on the schools SIMS database
- The records of all (both adults and children) first aid incidents (as recorded in the carbonated booklets held in various locations) should be sent as soon as possible to the pastoral office where they are kept securely and in date order. This allows the identification of patterns of incidents.
- 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 Site Supervisor 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 Headteacher 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>

## 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. This register is maintained by the Admin Team Leader, Sally Smith.

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 Headteacher every three years, with the list of trained first aiders being reviewed annually.

At every review, the policy will be approved by the Local 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



## 11. Appendix 1: List of Trained First Aiders 2019-2023

Name	Length of Course	Position	First Aid Training	Start Date	Expiry Date
Natalie Pearsall	(3 day course)	Pastoral Manager	Ouch First Aid Training: QA level 3 Award in First Aid at Work (RQF)	4December 2020	December 2023
Sally Smith	(3 day course)	School Secretary	Ouch First Aid Training	31 March 2017	30 March 2020
Sarah Campton	(3 day course)	P.E. Teacher	Ouch First Aid Training	31 March 2017	30 March 2020
Caroline Messett	(1 day course)	Science Technician	Ouch First Aid Training	31 March 2017	30 March 2020
Nikki Thompson	(1 day course)	P.E. Teacher	Warwickshire Fire & Rescue Emergency First Aid at Work	7 June 2019	31 May 2022
Paul McDowell	(1 day course)	P.E. Teacher	Warwickshire Fire & Rescue Emergency First Aid at Work	7 June 2019	31 May 2022

Jackie Stedman	(1 day course)	Kitchen Supervisor	Warwickshire Fire & Rescue Emergency First Aid at Work	8 April 2019	31 March 2022
Cathryn Norrington	(1 day course)	Kitchen Cook	Warwickshire Fire & Rescue Emergency First Aid at Work	7 June 2019	31 May 2022
Laura Laszcz	(3 day course)	Assistant Head	Ouch First Aid Training	8 December 2017	31 November 2020
Richard Dudley	(1 day course)	Caretaker	Warwickshire Fire & Rescue Emergency First Aid at Work	8 April 2019	31 March 2022
Helen Smail	(1 day course)	Science Teacher	Warwickshire Fire & Rescue Emergency First Aid at Work	8 April 2019	31 March 2022
Laura Munro	(1 day course)	D & T Teacher	Warwickshire Fire & Rescue Emergency First Aid at Work	7 June 2019	31 May 2022
Emma Ludden	(1 day course)	Pastoral Manager	Warwickshire Fire & Rescue Emergency First Aid at Work	2 October 2020	1 October 2023

Joanne Smart	(1 day course)	Pastoral Manager	Warwickshire Fire & Rescue Emergency First Aid at Work	28 September 2020	27 September 2023
Susan Maher	(1 day course)	Science Technician	Warwickshire Fire & Rescue Emergency First Aid at Work	2 October 2020	1 October 2023
Sarah Dunnett	(1 day course)	Science Technician	Warwickshire Fire & Rescue Emergency First Aid at Work	2 October 2020	1 October 2023
Karen Ellis	(1 day course)	SEN Lead	Warwickshire Fire & Rescue Emergency First Aid at Work	5 October 2020	4 October 2023
Andy Matthews	(1 day course)	Teacher of PE	Warwickshire Fire & Rescue Emergency First Aid at work	23 October 2020	22 October 2023
Sheila Abrahams	(1 day course)	Attendance Officer	Warwickshire Fire & Rescue Emergency First Aid at work	23 October 2020	22 October 2023