



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 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 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

If First Aid is needed, call 123 as this rings all first aiders. The school's appointed person is Tizg O'Malley (TOM). They are responsible for:



First Aid Policy

Thomas Keble School

- Taking charge when someone is injured or becomes ill, either as a first responder or following initial response if needed;
- 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 as, or as soon as is reasonably practicable after, an incident (see the template and guide 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 site.

3.2 The Trustees

The Trustees have ultimate responsibility for health and safety matters in the school but delegate 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 and/or appointed person(s) in school are;
- **Completing accident reports for children:**
 - **For all incidents they attend where a first aider/appointed person is **not called**, add via CPOMS record, notifying TOM and the 'First Aid Group'. Uploaded form??**
- Informing the headteacher or their manager of any specific health conditions or first aid needs.

4. First aid procedures

The school operates a Medical Room. **All children who report illness while at school should report to Student Services in the first instance.** Student services are provided with a list of medical conditions that may require urgent attention. A decision is made at Student Services to either:

1. If they are deemed by first-aid staff to be **unable** to return to lessons:
 - They are escorted to reception to wait in the sick bay for collection if parents/carers can arrive within 30 minutes.
 - If parents are delayed, still escorted to reception to wait in the sick bay for collection unless sick bay is occupied in a way that prevents multiple use. In this case they will be cared for in Student Services.
 - A parent should not be contacted to collect a child without referral to Head of Year and SMT in all but exceptional circumstances.
2. If they are deemed by first-aid staff to be **able** to return to lessons:
 - The visit is logged and student returns to lessons.
3. If there is uncertainty on staying or going home.
 - Remain in Student Services for observation for a short period (typically 10 minutes).
4. Exceptions (not exhaustive):
 - If they have an existing medical condition such as diabetes, they will always go to Main Reception as medication is stored here.
 - If requiring an epi-pen, they will always go to Main Reception as medication is stored here.

All visits to Student Services and to the medical room are recorded in CPOMS.

If a child suffers from frequent or acute pain the parents should be encouraged to refer the matter to the child's G.P.

Most children with medical conditions can participate in P.E. lessons and extra-curricular sport, in a manner appropriate to their own abilities.

Some children may need to take precautionary measures before or during exercise and may also need to be allowed immediate access to their medicines such as asthma inhalers.

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;
- Students will be escorted to Student Services if injured and are not to make their way unaccompanied.
- The first aider may delegate the incident to the appointed person (TOM).
- 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, following discussion with HoY and SMT, 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 first aider dealing with the incident will arrange for parents to be contacted immediately;
- The first aider will record the incident on the medical log;
- 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

Staff must take into account pupils' known medical needs when planning any off-site activity.

If additional safety measures are required then these should be built into the planning, at the earliest possible stage. A copy of any healthcare plans should be taken on visits.

If staff are concerned about whether they can provide for a child's safety or the safety of other children on a visit, they should confer with SMT line-managers. Parental views and medical advice will be sought to resolve the issues

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:
 - 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

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 × 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 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 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:

- The medical room
- Reception (at the desk)
- PE
- Science
- DT
- The school kitchens – responsibility of caterers
- School vehicles

6. Record-keeping and reporting

6.1 First aid and accident record book

- An accident form will be completed by the attending first aider on the same day or as soon as possible after an incident resulting in an injury. The member of staff who witnessed the incident and/or was in charge of the class at the time of the incident needs to email a factual summary of what they saw to the Lead First Aider and any treatment they gave the student immediately; for example, an ice pack. Note the requirement is different for low concentration chemicals coming into external contact with skin as set out in Appendix 3;
- As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form in Appendix 2;
- For accidents involving pupils, a copy of the accident report form will also be added to the pupil's educational record by the relevant member of staff;
- 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 lead first aider will keep a record of any accident that results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The lead first aider 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 lead first aider 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 where 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

The first aider dealing with an incident is responsible for informing 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.

Parents will be informed if there is an injury to the head, no matter how minor.

Parents will be informed if paracetamol is issued.

Parents are responsible for informing the school of any adjustments needed when returning from school following an injury. This information should be sent via email to admin@thomaskeble.gloucs.sch.uk and marked for the attention of “First Aid”.

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.

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.

8. Monitoring arrangements

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

At every review, the policy will be approved by the headteacher & Quality of Education committee.

9. Links with other policies

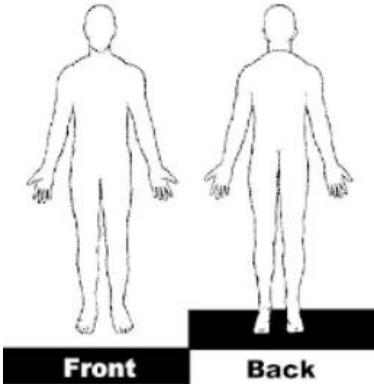
This first aid policy is linked to the:

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

Appendix 1: list of trained first aiders

STAFF MEMBER'S NAME	ROLE
Tigz O'Malley	Attendance Lead and Lead First Aider
Emma Lowe	Receptionist
Sophie Humphries	Receptionist
Sarah Davies	Senior Science Technician
Claire Bell	Student Services Administrator
Chris Russell	DT Technician
Wenna Russell	Trips and Reprographics Administrator
Charlotte King	Pastoral Lead and DDSL
Glenn Price	Head of PE
Chris Whitfield	PE Teacher/ Assistant Headteacher
Laura Stradling	PE Teacher
Kirsty Roberts	PE Teacher
Angharad Evans	PE Teacher
Laura Morris	Teaching Assistant
Wendy Chandler	Teaching Assistant
Annie Parfitt	Assistant SENCo
Guy O'Malley	Operations Manager

Appendix 2: accident report form – please continue over the page if more space is needed

NAME OF INJURED PERSON		ROLE/CLASS	
DATE AND TIME OF INCIDENT		LOCATION OF INCIDENT	
INCIDENT DETAILS			
<p>Describe in detail what happened, how it happened and what injuries the person incurred.</p> <div style="text-align: right; margin-right: 100px;">  </div>			
ACTION TAKEN			
<p>Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards.</p>			
FOLLOW-UP ACTION REQUIRED			
<p>Outline what steps the school will take to check on the injured person, and what it will do to reduce the risk of the incident happening again.</p>			
NAME OF PERSON ATTENDING THE INCIDENT			
SIGNATURE		DATE	



Appendix 3: Low concentration Chemicals in Science

Where chemicals are handled by students there is always the risk that chemicals may come into contact with the skin. If this happens, students will follow normal CLEAPPS procedures in washing their hands to remove the chemical. When concentrations are very low such that the risk of injury is deemed to be very low, it will not be a requirement to record this with a first aider as it is a relatively common occurrence. On the rare occasion when a student notices that their skin is sore due to an adverse reaction to a chemical following washing, then the student will be instructed to go to the designated first aider where further support can be carried out and the incident recorded.