



HIGH WELL SCHOOL
Preparing for Positive Futures

First Aid

Policy Lead:	Jo Thompson
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Signed by Chair of Governors:	<i>Margaret Turner</i>
Date:	06/12/22

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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 School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and Responsibilities

Appointed person(s) and first aiders

The school has 10 trained first aiders.

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 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;
- Keeping their contact details up to date.

Our school's appointed person(s) and first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

The local authority and governing board

Wakefield Metropolitan District 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.

The headteacher

The headteacher is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of appointed persons and 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)

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 they attend to where a first aider at the scene is not present
- Informing the headteacher of any specific health conditions or first aid needs

4. First Aid Procedures

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 nearest member of staff will contact parents immediately;
- The first aider or 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.

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 class teacher or visit leader prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least one first aider on school trips and visits.

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

No medication is kept in first aid kits.

First aid kits are stored in:

- School Reception
- The school hall - PE
- Science lab
- All classrooms
- Food Technology room
- Construction
- The school kitchen
- School vehicles
- Headteacher/Deputy headteacher's office

5. Record Keeping and Reporting

First aid and accident recording

- An accident form will be completed by the first aider or 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
- A copy of the accident report form once complete, will be passed to the business manager and will be put on MPIP and the form will then be scanned and saved on file
- The details of the accident will also be added to the pupil's educational record by the school administration team
- Records held on the accident and incident form 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.

Reporting to the HSE

The Headteacher 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>

6. Training

All school staff are able to undertake first aid training if they would like to.

All first aiders have completed a First Aid at Work training course, and 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 3).

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

7. Monitoring Arrangements

This policy will be reviewed by the Headteacher every year.

At every review, the policy will be approved by the headteacher and the governing body.

8. 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 appointed persons for first aid and trained first aiders

Staff member's name	Role	Contact details
Nicola Fradgley	Acting Assistant Head	01924 572100
Ian Westmoreland	Teaching Assistant	01924 572100
Rebecca Cuthbert	P.E. Teacher	01924 572100
Neil Cooper	Teaching Assistant	01924 572100
Tara McKinnon	Assistant Headteacher	01924 572100
Dawn McCabe	Catering Manager	01924 572100
Andy Sykes	Form Tutor	01924 572100
Emily Taylor	Attendance Officer	07733444987
Mark Brown	Senior TA / Intermediate Team Teach Tutor	01924 572100
Joanne Thompson	First Aid/ EVC/Team Teach Trainer/IOSH	07880427815

Appendix 2 - Investigation Report

Managers and Head Teachers ONLY

INVESTIGATION REPORT FORM				
Part 2				
Please tick one (✓):	ACCIDENT <input type="checkbox"/>	VIOLENT INCIDENT <input type="checkbox"/>		
Section 7: Details of Person undertaking the investigation (this section must be completed)				
Name:		Payroll Ref No:		
Address:				
Job Title				
Signature		Tel No:		
Section 8: ACTION TAKEN (ALL ACCIDENTS & INCIDENTS)				
Has the cause of the incident been identified? (If Yes, give details in boxes below). If no, give reasons why not.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Has a risk assessment been completed and recorded? (Please ensure copies are attached to the form)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
If yes, will the risk assessment be reviewed following this incident?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Has appropriate action been taken to support the person(s) affected?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Has the person involved in the accident/incident been interviewed? (If yes attach statements, if no please give reasons).	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Have all witnesses been interviewed? (If yes attach statements, if no please give reasons).	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Have measurements and photographs been taken? (If yes give details).	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Additional details/information/comments				

Section 9: Investigation Findings - If you have prepared a report please attach a copy

Immediate Cause (The most obvious reason(s) why an accident happened, e.g. the guard is missing; the employee slips etc. There may be several immediate causes identified in any one adverse event).

Underlying Cause (The less obvious 'system' or 'organisational' reasons for an accident happening, e.g. pre-start-up machinery checks are not carried out; the hazard has not been adequately considered via a suitable and sufficient risk assessment; production pressures are too great etc).

Root Cause (An initiating event or failing from which all other causes or failings spring. Root causes are generally management, planning or organisational failings).

Section 10: Service Manager/Head Teacher Signature	Yes	No
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I have read and understand Part 2 of this Report Form (IRF 2016)?	<input type="checkbox"/>	<input type="checkbox"/>
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I have read and I am satisfied with the investigation undertaken and subsequent investigation findings?	<input type="checkbox"/>	<input type="checkbox"/>
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I have read and I am satisfied with the actions taken/planned?	<input type="checkbox"/>	<input type="checkbox"/>
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Signature:

Name: (Print Name)

Job Title:

Date:

Appendix 3 - First Aid Training Log

Name/type of training	Staff who attended (individual staff members or groups)	Date attended	Date for training to be updated (where applicable)
<i>Emergency First Aid at Work</i> <i>(Onsite First Aid Training Company)</i>	Neil Cooper, Tara McKinnon, Andy Sykes, Emily Taylor, Nicola Fradgley, Ian Westmoreland.	3 November 2020	2 November 2023
<i>QA Level 3 Award</i> <i>First Aid at Work (RQF)</i> <i>(Hunter Safety Consultancy)</i>	Joanne Thompson	22, 23 & 24 November 2020	23 September 2023
Training Aid Ltd Emergency First Aid at Work QA Level 2	Dawn McCabe	2020	22 April 2023
QNUK Level 3 Award First Aid at Work	Rebecca Cuthbert	2 August 2021	1 August 2024
QA Level 3 Award Emergency First Aid at Work	Mark Brown	14 December 2021	13 December 2024