



First Aid Policy

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An academy within:



“Learning together, to be the best we can be”

The Health and Safety Executive (HSE) has recently updated its guidance on first aid at work, emphasising the inclusion of mental health considerations in first-aid needs assessments. This change reflects a holistic approach to workplace health and safety, highlighting the importance of addressing both mental and physical health emergencies.

Additionally, the term 'catastrophic bleeding' has been updated to 'life-threatening bleeding,' with more detailed guidance provided on managing such risks in the workplace.

For comprehensive information on these updates, you can refer to the HSE's publication: "First aid at work: The Health and Safety (First-Aid) Regulations 1981 – Guidance on Regulation."

[First aid at work: The Health and Safety \(First-Aid\) Regulations 1981. Guidance on Regulations L74](#)

1. Policy Aims

- 1.1. All staff are expected to use their best endeavours at all times, particularly in emergencies, to secure the welfare of the pupils at the school. Stay calm and do no further harm is a fundamental first aid message.

2. Policy Objectives

- To ensure all pupils and staff are kept safe in the event of an injury;
- To ensure that first aid provision is available at all times;
- To provide relevant training and ensure monitoring of training needs;
- To provide sufficient and appropriate resources and facilities;
- To inform staff and parents/ carers of the School's First Aid arrangements;
- To report, record and where appropriate investigate all accidents;
- To keep accident records and to report to Nexus MAT, the appointed competent person and the Health & Safety Executive (HSE) as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulation 1995 (RIDDOR).

3. Summoning Assistance

- 3.1. Various staff on our sites are trained in Emergency First Aid, and should administer first aid where appropriate at the scene. If administration of a fully trained First Aider for more senior incidents is required, staff should immediately contact the office. The following information should clearly be communicated:
 - Where the casualty is;
 - Who they are;
 - What has happened;
 - The time since the injury took place.
- 3.2. If an ambulance is required, the fully trained first aider or a member of SLT will make the call.

4. First Aid Provision

- 4.1. First aid kits are distributed around school. Their location is indicated by a green First Aid sign.
- 4.2. All First Aiders must complete a training course approved by the Health and Safety Executive (HSE) and attend updates as advised. Monthly checks will be carried out on the contents of the boxes but staff are also asked to replenish items as they use them.

5. Designated Staff

- 5.1. The majority of permanent non-teaching staff are first aid trained, a least one member of staff holds paediatric first aid and at least 2 others hold the full first aid at work certificate

6. First Aid Administration

- 6.1. All designated staff attend regular update first aid training to meet current HSE and legal requirements. Where applicable, pupils' specific care plans procedures should be followed. If any doubt remains, medical advice should be obtained. Where the incident is not an emergency, but further advice/treatment is needed from a GP/other health professional, then parents/carers will be contacted to discuss the situation, with a view to parents/carers taking the child to that medical help. Where parents/carers cannot be contacted, then school staff will escort the child to hospital for investigation, for example in the case of a possible fracture.

7. First Aid On External Visits

- 7.1. First Aid kits should be taken out on all school visits. First aid provision should be followed as detailed on the risk assessment for each visit.
- 7.2. **It is the responsibility of the lead member of staff to check first aid kit contents every external visit and re-stock as necessary with assistance from reception.**

8. Emergency Arrangements

- 8.1. Where the injury is an emergency, a fully trained First Aider or SLT should be called and a 999 call should be made.
- 8.2. SLT will:
 - Allocate a member of staff to escort the paramedics to the casualty
 - Notify parents/carers if requested
- 8.3. If a pupil is taken to hospital, a staff member (familiar with the situation and pupil) and/or a member of the SLT will supervise until parents/carers arrive.
- 8.4. Where a child has a Medical Care Plan, this will be taken to hospital with the child. In addition, the member of staff will take the information sheet printed by reception from schools MIS system

9. Hygiene/Infection Control

- Hands must be washed after giving First Aid
- Single-use non-latex disposable gloves must be worn when treatment involves blood or other body fluids
- Any soiled dressings etc. must be put in a yellow clinical waste bag and disposed of in the grey clinical waste box (located in the medical room)
- The affected area (location, not casualty) should be cleaned using a form of disinfectant and the area left clean and dry. Exposed cuts and abrasions should always be covered using non-allergic dressings and tape

10. Incident Reporting

- 10.1. All first aid treatment is recorded in the First Aid Book (located in Reception). This needs to be completed by the person administering First Aid and by the person who witnessed the accident. The incident should be recorded on the school's incident form also located in Reception.
- 10.2. When a serious accident occurs and the pupil requires treatment, a Pupil Accident Report Form located in Reception should be completed by the person who witnessed the accident and all first aid treatment is recorded on iAM Compliance tool at School level. This needs to be completed by the person administering First Aid and by the person who witnessed the accident/incident. The incident should be recorded on the school's Area. When a serious accident occurs and the pupil/person requires treatment, the iAM compliance alerts the H&S manager in all cases to carry out investigations, report RIDDOR and monitor hot spots for H&S on all school sites.

11. Sharing Of Information Within School

- 11.1. Good communication ensures that accident reporting, risk identification, reduction and elimination are effective. Good communication is also essential to promote healthy and safe working/learning environments



and avoid misunderstandings. Information will be shared through staff meetings.

- 11.2. All staff are advised to be familiar with pupils' medical needs, associated care plans and risk assessments and these can be found on staff shared drives and MIS systems.