



**HINCKLEY &  
BOSWORTH**  
EDUCATION PARTNERSHIP

# First Aid Policy

September 2022-24

## **1. Introduction**

The Health and Safety policy sets out the requirement regarding First Aid arrangements in school.

Schools should develop a school First Aid Policy and procedures, detailing how First Aid works in their school. This should include the monitoring arrangements of accidents and incidents.

First Aid arrangements in schools must be clearly on display in prominent areas and high-risk areas such as workshops and kitchens. The process for summoning a First Aider must be clearly defined and communicated to all staff, students and visitors.

First Aid assistance must be provided at all times during core school hours by nominated and qualified members of staff. Schools must consider the arrangements for First Aid for any staff who work outside of the core hours (such as cleaners and Site Managers).

## **2. Aims**

The aims of this policy are to:

- Ensure the health and safety of all staff, students and visitors
- Ensure that staff 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

## **3. Roles and responsibilities**

Employers must usually have a sufficient number of suitably trained First Aiders to care for employees in case they are injured at work. However, the minimum legal requirement is to have an 'appointed person' to take charge of First Aid arrangements, provided your assessment of need has taken into account the nature of employees' work, the number of staff and the location of the school.

The appointed person does not need to be a trained First Aider.

### **3.1 First Aid Administrator(s)**

First Aid Administrator(s) are responsible for:

- Making a formal assessment of First Aid requirements, maintaining the completed form and monitoring the adequacy of the provision.
- Reviewing the assessment annually in the light of significant changes or validity.
- Taking charge when someone is injured or becomes ill.
- Ensuring there is an adequate supply of in-date 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.
- 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.
- Reporting specified incidents to the HSE when necessary.
- Ensuring that an appropriate number of trained staff are present in the school at all times.

First Aiders are trained, competent 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 students home to recover, where necessary with the explicit agreement of the school HBEP link staff.
- Filling in an appropriate accident report on the same day, or as soon as is reasonably practicable, after an incident

Our school's First Aid Administrator and First Aiders are listed in Appendix 1. Their names will also be displayed prominently around the school.

### **3.2 The Governing Body**

The Governing Body has ultimate responsibility for health and safety matters in the tuition centre, but delegates operational matters and day-to-day tasks to the centre lead and staff members.

### **3.3 The Headteacher (HBEP Chair)**

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

- Ensuring appropriate risk assessments are completed and appropriate measures are put in place.
- Ensuring that adequate space is available for catering to the medical needs of students.

### **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 minor incident reports (see Appendix 2) for all incidents they attend to where a First Aider is not called.

**NB** staff can deal with minor cuts and grazes without the need for a First Aider. Head injuries require the assistance of a First Aider First Aid

The school has a designated room for the treatment of injuries and for First Aid. It contains a sink and is located near a toilet. First Aid equipment is stored in clean, clearly labelled, easily accessible containers or cupboards.

#### **4. Infection control**

First Aid Staff must:

- Ensure all own injuries are covered with waterproof dressings before commencing treatment.
- Wash their hands before and after applying dressings.
- Only use mouth pieces when administering mouth-to-mouth if trained to do so.
- Use disposable gloves whenever blood or other bodily fluids are handled.
- Use disposable materials such as paper towels and sanitizing powder to clear up spills of bodily fluid.
- Dispose of blood and bodily waste in a way that does not allow others to come into contact with it. (Seek medical advice if contact is made with any other person's bodily fluids).

#### **5. 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. NB Minor cuts and grazes can be treated by any member of staff. First Aiders will always deal with major injuries.
- 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. NB: Where an auto-adrenaline pen has been used for a severe allergic reaction, an ambulance must be called, and the word anaphylaxis must be used when calling emergency services.

**NB.** Where an asthma attack does not abate following treatment with a salbutamol inhaler, an ambulance must be called, and the words asthma must be used when calling the emergency services.

The decision will vary from case to case, but it is strongly advised to administer First Aid and call an ambulance as below and in appendix 2. A paramedic report will be completed as in appendix 4.

Call an ambulance if someone:

- Appears not to be breathing.

- Is having chest pain, difficulty breathing or experiencing weakness, numbness or difficulty speaking.
- Experiencing severe bleeding that you are unable to stop with direct pressure on the wound.
- Is struggling for breath, possibly breathing in a strange way appearing to 'suck in' below their ribcage as they use other muscles to help them to breathe.
- Is unconscious or unaware of what is going on around them.
- Has a fit for the first time, even if they seem to recover from it later.
- If they are having a severe allergic reaction accompanied by difficulty in breathing or collapse –get an ambulance to you, rather than risk things getting worse whilst you are in the car.
- If a child is burnt and the burn is severe enough that you think it will need dressing – treat the burn under cool running water and call an ambulance. Keep cooling the burn until the paramedics arrive and look out for signs of shock.
- If someone has fallen from a height, been hit by something travelling at speed or has been hit with force.
- If you suspect that someone may have sustained a spinal injury – do not attempt to move them and keep them still whilst awaiting an ambulance.

This is guidance, not an exhaustive list.

- The First Aider will also decide on what treatment and whether the injured person should be moved or placed in a recovery position.
- If the First Aider judges, in discussion with leadership, that a student is too unwell to remain in school, parents will be contacted by office staff 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 parents will be contacted immediately by office staff who will keep leadership informed.
- In the case that a child/student needs to be assessed at hospital, but the child's/student's contact cannot be reached, then a member of senior staff and a first aider will transport the child to hospital whilst the office team continue to attempt to contact family members. (See protocol for taking children out on visit).
- The member of staff who treated the incident will complete in the appropriate area on G Drive as soon as is reasonably practical after an incident resulting in an injury.

**NB** see flowchart for guidance and who, if anyone, to contact.

## **6. Off-site procedures**

When taking students off the school premises, staff will ensure they always have the following as a minimum:

- A mobile phone

- A portable First Aid kit
- Information about the specific medical needs of students
- Parents' contact details

Risk assessments will be completed by the visit leader prior to any educational visit that necessitates taking students off school premises, in accordance with the Educational Visits Policy.

## **7. Record-keeping and reporting**

### **7.1 First Aid and accident record book**

- General minor injuries will be recorded in the appropriate area on Google Docs and will be completed by the First Aider on the same day, as soon as possible after an incident resulting in an injury that is managed within school
- As much detail as possible should be supplied when reporting an accident
- Records held in the First Aid and accident book will be retained by the school in accordance with the Retaining Records Policy.

### **7.2 Reporting to the HSE**

The First Aid Lead 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).

They 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:
  - o fractures, other than to fingers, thumbs and toes
  - o amputations
  - o dislocation of shoulder, hip or knee
  - o any injury likely to lead to loss of sight (temporary or permanent)
  - o a chemical or hot burn or any penetrating injury to the eye
  - o any injury resulting from electric shock or electrical burn
  - o any crush injury to the head or torso causing damage to the brain or internal organs
  - o serious burns (including scalding)
  - o any scalping requiring hospital treatment
  - o any loss of consciousness caused by head injury or asphyxia

o any injury arising from working in an enclosed space leading to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours

o absorption of any substance by inhalation, ingestion or through the skin causing acute illness requiring medical treatment or loss of consciousness.

- Injuries where an employee is away from work or unable to perform their normal work duties for more than seven 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:

- o the collapse or failure of load-bearing parts of lifts and lifting equipment

- o the accidental release of a biological agent likely to cause severe human illness

- o the accidental release or escape of any substance that may cause a serious injury or damage to health

- o an electrical short circuit or overload causing a fire or explosion.

Information on how to make a RIDDOR report is available at [How to make a RIDDOR report](#), HSE

### **7.3 Notifying parents**

The First Aid Administrator will inform parents of any significant accident or injury sustained by a student, and any First Aid treatment given, on the same day, or as soon as reasonably practicable.

### **7.4 Reporting to Ofsted and child protection agencies**

The Headteacher (HBEP Chair) and the Headteacher of the school attended by the student will notify Ofsted of any serious accident, illness or injury to, or death of, a student 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 Designated Safeguarding Lead will also notify the LADO of any serious accident or injury to, or the death of, a student while in the school's care.

## **8. Training**

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 Model training log Appendix 3).

Staff are encouraged to renew their First Aid training when it is no longer valid. (Most training is valid for three years).

## **9. Monitoring arrangements**

This policy will be reviewed every two years.

### **10. Links with other policies**

- Health and Safety Policy
- Risk Assessment Policy

### **11. Other useful documentation/links**

HR 53 Infection Control Policy and Strategic Health and Safety Service

Guidance on First Aid for Schools:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/306370/guidance\\_on\\_first\\_aid\\_for\\_schools.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/306370/guidance_on_first_aid_for_schools.pdf)

<http://www.hse.gov.uk/firstaid/index.htm>

Please note that **staff are not trained to administer medication** at Glenfield Tuition Centre and will not be able to issue any prescription medication during school hours: pupils are able to self-administer Epipen and Asthma Inhalers as needed and this is detailed in their care plan at admission if relevant.

### **Appendix 1: List of First Aiders**

<b>Name</b>	<b>Qualification</b>	<b>Cert ID</b>	<b>Exp Date</b>	<b>Contact info</b>
Johann Seager	Level 3 First Aid at Work. (AED/CPR trained)	160632	23rd May 2025..	07867413280 Glenfield Annexe.
<i>Carla Harrison</i>	<i>Training to be booked 2023</i>			

### **FIRST AID BOXES**

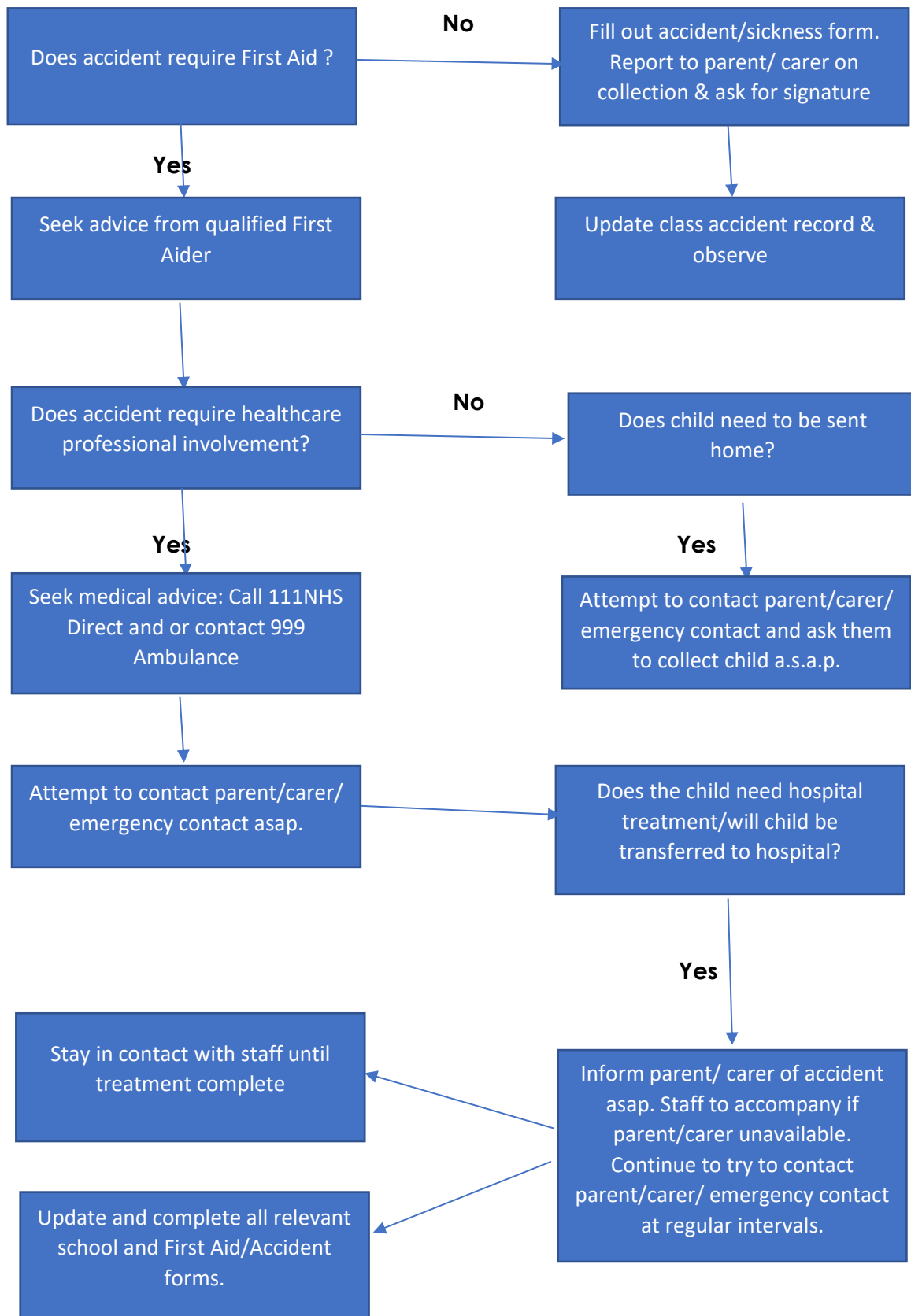
Main Classroom/Kitchen

Staff Office.

**AED located 50 yards away at Morrisons Garage Station Road Glenfield.**



**Appendix 2: Procedure for Calling an Ambulance:**



**Appendix 3: Accident Form**

**Hinckley & Bosworth Education Partnership**

**Accident Report**

<b>Date &amp; Time of Incident:</b>	
<b>Student (s) Involved:</b>	
<b>Report Prepared by:</b>	
<b>Name(s) of other staff who witnessed incident:</b>	
<b>Student's response and outcome of incident:</b>	
<b>Details of any injury suffered by the student, another student, or member of staff, or any damage to property:</b>	
<b>Has an assault form been completed (if appropriate)?</b>	<b>YES / NO</b>
<b>Has an incident form been completed (if appropriate)?</b>	<b>YES / NO</b>

**Signed .....**

**Name Printed: .....**

**Date: .....**

**Appendix 4: Paramedic Report**

**Legal Surname:**

**Legal Forename:**

**DOB:**

**Home Address:**

**Main Contact:**

<b>Name</b>	<b>Relationship</b>	<b>Contact Number</b>	<b>Type</b>

GP Practice:	
Address:	
Tel:	
Medical Condition(s)	
Medication Given Time Given Notes/Comments	