



Policy for

First Aid

Prepared by:	Adopted by Board of Directors
DCEO	Summer 2021

Important coronavirus (COVID-19) update

[Appendix 1](#) of this policy provides details on managing first aid procedures during the coronavirus (COVID-19) pandemic.

Contents:

[Statement of intent](#)

1. [Legal framework](#)
2. [\[New\] Roles and responsibilities](#)
3. [\[New\] First aid provision](#)
4. [\[Updated\] First aiders](#)
5. [Automated external defibrillators \(AEDs\)](#)
6. [Emergency procedures](#)
7. [\[Updated\] Reporting accidents and record keeping](#)
8. [Offsite visits and events](#)
9. [Storage of medication](#)
10. [Illnesses](#)
11. [Allergens](#)
12. [Consent](#)
13. [Monitoring and review](#)

Appendices

[\[Updated\] Appendix 1 – First Aid Procedures During the Coronavirus \(COVID-19\) Pandemic](#)

Statement of intent

The Aspire Educational Trust is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, pupils and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the school in regard to all staff, pupils and visitors.

Each school will take every reasonable precaution to ensure the safety and wellbeing of all staff, pupils and visitors.

This policy aims to:

- Ensure that the school has adequate, safe and effective first aid provision for every pupil, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- Ensure that staff and pupils are aware of the procedures in the event of any illness, accident or injury.
- Ensure that medicines are only administered at the school when express permission has been granted for this.
- Ensure that all medicines are appropriately stored.
- Promote effective infection control.

Nothing in this policy will affect the ability of any person to contact the emergency services in the event of a medical emergency. For the avoidance of doubt, staff should dial 999 in the event of a medical emergency before implementing the terms of this policy and make clear arrangements for liaison with ambulance services on the school site.

1. Legal framework

1.1 This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2000) 'Guidance on first aid for schools'
- DfE (2019) 'Automated external defibrillators (AEDs)'
- DfE (2017) 'Statutory framework for the early years foundation stage'

1.2 The policy is implemented in conjunction with the following school policies:

- Health and Safety Policy
- Medicines and Medical Care
- Supporting Children with Medical Conditions Policy
- Records Management Policy
- Behavioural Policy
- Child Protection and Safeguarding Policy
- Lone Workers Policy
- Educational Visits and Risk Assessments Policy

2. Roles and responsibilities

2.1. The board of Trustees is responsible for:

- The overarching development and implementation of this policy and all corresponding procedures.
- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the school specifically, have been conducted.
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Ensuring that appropriate and sufficient first aid training is provided for staff, and ensuring that processes are in place to validate that staff who have undertaken training have sufficient understanding, confidence and expertise in carrying out first aid duties.
- Ensuring that first aid provision for staff does not fall below the required standard and that provision for pupils and others complies with the relevant legislation and guidance.

2.2 The Local Academy Committee oversees that:

- There are sufficient number of appointed first aiders within the school based upon these assessments.

- There are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits or parents' evenings.
- Adequate equipment and facilities are provided for the school site.
- An 'appointed person' is selected from amongst staff to take the lead in first aid arrangements and procedures for the school.

2.3 The headteacher is responsible for:

- The development and implementation of this policy and its related procedures.
- Ensuring that all staff and parents are made aware of the school's policy and arrangements regarding first aid.
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency.
- Ensuring that all pupils and staff are aware of the identities of the school first aiders and how to contact them if necessary.

2.2. Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury.
- Endeavouring at all times to secure the welfare of the pupils at school.
- Making pupils aware of the procedures to follow in the event of illness, accident or injury.

2.3. First aid staff are responsible for:

- Completing and renewing training as directed by school leaders.
- Ensuring that they are comfortable and confident in administering first aid.
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures.

2.4. Each must have at least one 'appointed person' to oversee first aid provision. The appointed person is not a first aider, and must not conduct any first aid for which they have not been trained. The appointed person should, however, be trained in emergency procedures as outlined below. More information on the role of the appointed person can be found [here](#) or on <https://www.redcrossfirstaidtraining.co.uk/courses/first-aid-legal-requirements/choosing-an-appointed-person-or-first-aider/>. The appointed person is responsible for:

- Overseeing the school's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Looking after the first-aid equipment, e.g. restocking the first aid container.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.

- Partaking in emergency first aid training, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency.
 - Cardiopulmonary resuscitation.
 - First aid for the unconscious casualty.
 - First aid for the wounded or bleeding.
- Maintaining injury and illness records as required.

3. First aid provision

- 3.1. Each school will routinely re-evaluate its first aid arrangements, at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the school premises, the size of the school, the needs of any vulnerable individuals onsite, and the nature and distribution of pupils and staff throughout the school.
- 3.2. Each school will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified, a minimum provision of first aid items will be as follows:
 - A leaflet giving general advice on first aid
 - Individually wrapped sterile adhesive dressings, of assorted sizes
 - Sterile eye pads
 - Individually wrapped triangular bandages, preferably sterile and safety pins
 - Individually wrapped sterile unmedicated wound dressings
 - Disposable gloves
- 3.3. All first aid containers will be identified by a white cross on a green background.
- 3.4. The appointed person will routinely examine the contents of first aid boxes, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.
- 3.5. First aid boxes are in the following areas:
 - The school office
 - SEN workspace
 - EAL Office
 - The Castle
 - LOs Office
 - Caretaker's Office

4. First aiders

- 4.1. The main duties of first aiders will be to administer immediate first aid to pupils, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.
- 4.2. The school will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation.
- 4.3. The school will be mindful that many standard first aid at work training courses do not include resuscitation procedures for children, and will consequently ensure that appropriate training is secured for first-aid personnel where this has not already been obtained.
- 4.4. The school will ensure that refresher training and retesting of competence is arranged for first aiders within the school before certificates expire.
- 4.5. First aiders will ensure that their first aid certificates are kept up-to-date and shared with school
- 4.6. Each school will have an approach to ensure all first aid kits are properly stocked and maintained. The first aid appointed person will be responsible for maintaining supplies.
- 4.7. First aid notices will be clearly displayed throughout the school with information on the names and locations of first aiders to ensure that pupils and staff know who they must contact in the event of illness or injury.
- 4.8. The school will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover to all areas of the school.
- 4.9. In line with government EYFS guidance, and taking into account staff : child ratios, the school will ensure that there is at least one member of staff with a current and full Paediatric First Aid (PFA) certificate on the premises and available at all times when pupils are present, and accompanying pupils on any and all outings taken.
- 4.10. All staff members will be made aware that agreeing to become a first aider for the school is strictly on a voluntary basis and that they should never feel pressured to take on this role.
- 4.11. When selecting first aiders, the school will follow the criteria laid out in government guidance, considering the individual's:
 - Reliability and communication skills.
 - Aptitude and ability to absorb new knowledge and learn new skills.
 - Ability to cope with stressful and physically demanding emergency procedures.

- Normal duties – a first aider must be able to leave to go immediately to an emergency.

5. Automated external defibrillators (AEDs)

- 5.1. The school has procured an AED through the NHS Supply Chain, which is located in the school office.
- 5.2. Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device.

6. Emergency procedures

- 6.1. If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.
- 6.2. If called, a first aider will assess the situation and take charge of first aider administration.
- 6.3. If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.
- 6.4. Where an initial assessment by the first aider indicated a moderate to serious injury has been sustained, or the individual(s) has become seriously unwell, a responding staff member will call 999 immediately.
- 6.5. Where necessary, a trained staff member will administer emergency help and first aid to all injured persons. The purpose of this is to keep the victim(s) alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims.
- 6.6. Where the seriously injured or unwell individual(s) is a pupil, the following process will be followed:
 - A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid.
 - Where an ambulance is required, a staff member accompanies the pupil in the ambulance and calls the pupil's parent as soon as possible to inform them of the course of action taken. The staff member remains with the pupil at the hospital until a parent arrives.
 - Where an ambulance is not required, but medical attention is needed, the pupil is taken to a hospital or doctor in a staff car, accompanied by at least **two** staff members – one of whom to drive the car, and one of whom, a first aider, to sit with the pupil in the back seat and attend to their medical needs. The pupil's parent is called as soon as possible to

inform them that this course of action has been taken, and at least one of the staff members remains with the pupil at the hospital or doctor's office until a parent arrives.

- 6.7 The school will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or (if they are fit to be moved) by removing injured persons from the scene.
- 6.8. Responding staff members will see to any pupils who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These pupils will be escorted from the scene of the incident and comforted. Younger or more vulnerable pupils may need parental support to be called immediately.
- 6.9. Once the above action has been taken, details of the incident will be reported promptly to:
 - The headteacher.
 - The parents of the victim(s).

7. Reporting accidents and record keeping

- 7.1. In the event of incident or injury to a pupil, a parent will be informed as soon as practicable.
- 7.2. Parents will be informed in writing of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop.
- 7.3. In the event of a serious injury or an incident requiring emergency medical treatment, the school will telephone the pupil's parents as soon as possible.
- 7.4. A list of emergency contacts will be kept at the school office.
- 7.5. The appointed person will ensure that records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given – this will include:
 - The date, time and place of the incident.
 - The name and class of the injured or ill person.
 - Details of the injury or illness and what first aid was given.
 - What happened to the person immediately afterwards, e.g. whether they were sent home or went back to class.
 - Name and signature of the first aider or person dealing with the incident.
- 7.6. The headteacher will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

Offsite visits and events

- 7.7. Before undertaking any offsite visits or events, the teacher organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

8. Storage of medication

- 8.1. Medicines will be stored securely and appropriately in accordance with individual product instructions, save where individual pupils have been given responsibility for keeping such equipment with them.
- 8.2. Medicines will be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration, and properly labelled, showing the name of the patient, the date of prescription and the date of expiry of the medicine.
- 8.3. Medicine brought in by pupils will be returned to their parents for safe disposal when they are no longer required or have expired.
- 8.4. An emergency supply of medication will be available for pupils with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.
- 8.5. Parents will advise the school when a child has a chronic medical condition or severe allergy so that an IHP can be implemented and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis. A disclaimer will be signed by the parents in this regard.

9. Illnesses

- 9.1. When a pupil becomes ill during the school day, the parents will be contacted and asked to pick their child up as soon as possible.
- 9.2. A quiet area will be set aside for withdrawal and for pupils to rest while they wait for their parents to pick them up. Pupils will be monitored during this time.

10. Consent

- 10.1. Parents will be asked to complete and sign a medical consent form when their child is admitted to the school, which includes emergency numbers, alongside details of allergies and chronic conditions – these forms will be updated at the start of each school year.
- 10.2. Staff do not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the pupil in mind – guidelines will be issued to staff in this regard.

11. Monitoring and review

- 11.1. This policy will be reviewed annually by board of Trustees, and any changes communicated to all members of staff.
- 11.2. Staff will be required to familiarise themselves with this policy as part of their induction programme. Staff will be informed of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel.

First Aid Procedures During the Coronavirus (COVID-19) Pandemic

[This appendix has been created to help schools outline the first aid procedures they will have in place during the pandemic. This appendix was created in accordance with the latest government guidance. Please amend this appendix as necessary to ensure it suits your school's circumstances.]

Statement of intent

The school aims to act in accordance with the First Aid Policy set out above as much as possible; however, we understand that we must remain compliant with the relevant first aid legislation while the school observes social distancing and infection control guidelines during the coronavirus (COVID-19) pandemic. This appendix sets out what additional actions the school is taking.

The information in this appendix is under constant review and kept up-to-date to reflect any changes to national or local guidance.

1. Legal framework

- 1.1 This appendix has due regard to the relevant statutory guidance, including, but not limited to, the following:
 - HSE (2020) 'First aid during the coronavirus (COVID-19) pandemic'
 - DfE (2020) 'Guidance for full opening: schools'
- 1.2 The policy is implemented in conjunction with the school's Coronavirus risk assessment and mitigation plan.

2. Enforcing new procedures

- 2.1 The school has carried out a risk assessment specific to the provision of first aid during the coronavirus pandemic, taking into account factors such as the needs of clinically vulnerable individuals.
- 2.2 The school has also undertaken a needs assessment to inform any changes to first aid provision, including the number of first aiders needed on site.
- 2.3 The school ensures that additional first aid procedures are communicated effectively to all pupils.
- 2.4 The school acknowledges that where conflicts between the relevant legislation and government guidance on managing the coronavirus pandemic arise, the legislation outlined in [section 1](#) of this policy must be followed.
- 2.5 All first aiders shall be informed of the results of the risk assessment to ensure that they are confident with providing the right assistance, including knowing what equipment they can use to minimise the risk of infection transmission.

3. Social distancing and infection control measures

- 3.1 When administering first aid, the relevant staff are advised to:
- Wash their hands before and after administering first aid, using soap and water or alcohol-based hand sanitiser.
 - Dispose of any waste in a suitable bin.
 - Ensure frequently touched surfaces and equipment have been cleaned and disinfected before use.
 - Keep at least two metres away from others, where practicable.
 - Interact side-by-side where administering first aid requires interaction within a two-metre range.
 - Minimise the duration of face-to-face contact where side-by-side interaction is not possible.
 - Limit the number of people administering first aid in each incident.
 - Ensure that all recipients of first aid are kept at least two metres apart from others, e.g. other recipients.
 - Ensure that first aid is administered in a designated location, where possible, to minimise the spread of infection and any cleaning requirements.
- 3.2 The school acknowledges that the use of PPE is not required to administer first aid in most circumstances, with the exception of paragraph [7.3](#)

4. First aid training

- 4.1 First aiders' training is kept up-to-date.
- 4.2 The school will ensure that any first aider whose First Aid at Work or Emergency First Aid at Work certificate expired after 16 March 2020 receives requalification training as soon as possible and no later than 31 March 2021.
- 4.3 Where a first aider is unable to complete refresher training due to the coronavirus pandemic, they are instructed to:
- Check if they are eligible for an extension.
 - Undertake any training that can be done online where face-to-face training is not required or available.
- 4.4 If PFA certificate requalification training is prevented due to the coronavirus pandemic, and all reasonable steps have been taken to access the training, staff may be eligible to have the validity of their current certificates extended for up to three months. The setting will use its best endeavours to arrange requalification training at the earliest opportunity.

5. Administering and handling medication

- 5.1 When administering medication, staff will be expected to:
- Adhere to the school's social distancing and infection control measures as much as possible.

- Minimise the time spent in close proximity to others where maintaining a distance of two metres is not possible – staff should use side-by-side interaction with others instead.
- Minimise face-to-face contact where side-by-side interaction is not practical.

5.2 When handling and storing medication, staff are advised to:

- Wash their hands for at least 20 seconds with soap and water or use an alcohol-based hand sanitiser before and after they handle medication.
- Wash and disinfect frequently touched surfaces before contact, including any receptacles for storing medicine, where required.
- Minimise the number of people handling medication.
- Ensure that medication or medical equipment brought in from home is safe to be taken home again.

6. Ill health and infection

6.1 Where an individual must wait on the school premises to go home when showing symptoms of coronavirus, staff ensure that:

- A suitably trained member of staff administers medication to help manage the individual's symptoms, where required, e.g. paracetamol to combat a high temperature.
- The individual is isolated in a cool, well-ventilated, designated area.
- They adhere to the school's social distancing and infection control measures.
- Areas used by the individual are cleaned and disinfected once they leave, e.g. toilets.

6.2 In the event that a symptomatic individual requires first aid or medication, and a distance of two metres is practical and can be maintained, staff follow the procedures in [section 3](#) of this appendix.

6.3 Staff wear PPE when required to administer first aid or medication to a symptomatic individual if a distance of two metres cannot be maintained, e.g. the pupil is very young or has complex needs.

6.4 If a member of staff has helped care for a symptomatic individual and develops symptoms themselves, they are sent home immediately.

6.5 In the event that a first aider develops coronavirus symptoms, they will be sent home immediately and the headteacher will ensure there remains a sufficient number of first aiders on the premises.

7. Emergencies

7.1 Accidents and emergencies are managed in line with [section 7](#) of the main body of this policy.

7.2 When administering emergency first aid, social distancing restrictions do not apply.

- 7.3 A member of staff calls 999 immediately if a symptomatic individual becomes severely unwell or their life is at risk.
- 7.4 Parents who must collect their unwell child from school are informed that they must call 999 if their child becomes severely unwell or their life is at risk.
- 7.5 In the case that someone becomes seriously ill and CPR is required, the responding staff member should adhere to the following procedure:
- Call 999 immediately – tell the call handler if the patient is exhibiting any coronavirus symptoms
 - If a portable defibrillator is available, ensure that it is used by someone who has been trained to operate it
 - Before starting CPR, use a cloth or a towel to cover the patient's mouth and nose, while still permitting breathing to restart following successful resuscitation
 - Use PPE, including a fluid-repellent face covering, disposable gloves, eye protection and an apron or other suitable covering
 - Deliver CPR by using chest compressions and a defibrillator, if available and appropriate – do not use rescue breaths
 - After delivering first aid, ensure that any disposable items are discarded, and reusable items are thoroughly cleaned
 - Wash hands thoroughly with warm, soapy water

8. Monitoring and review

- 8.1 This appendix is reviewed by the Trust team in reaction to any new government advice.
- 8.2 Once the school resumes regular activity, and if deemed appropriate by the Trust, all sections within this appendix will expire.