



Miers Court Primary School

First Aid Policy

Policy Scope:	Miers Court Primary School
Responsibility:	Local Governing Body
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Statement of intent

Miers Court Primary School 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.

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

The 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

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 Road Vehicles (Construction and Use) Regulations 1986
- 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 2021 Statutory framework for the early years foundation stage
- DfE 2022 First Aid in Schools, Early Years and Further Education

This policy is implemented in conjunction with the following school and Trust policies: -

- Health and Safety Policy

- Administering Medication Policy
- Infection Control Policy
- Supporting Pupils with Medical Conditions Policy
- Record Management Policy
- Allergen and Anaphylaxis Policy
- Behaviour for Learning and Conduct Policy
- Whole School Safeguarding Policy
- Lone Working Policy
- Educational Visits and School Trips Policy

2. Roles and responsibilities

The Local Academy Board (LAB) 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 there is a sufficient number of appointed first aiders within the school based upon these assessments
- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, eg educational visits or parents' evenings
- 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 adequate equipment and facilities are provided for the school site
- 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
- Ensuring that an 'appointed person' is selected from amongst staff to take the lead in first aid arrangements and procedures for the school.

The Head of School 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.

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.

First aid staff are responsible for: -

- Completing and renewing training as dictated by the LAB
- 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
- Keeping up to date with government guidance relating to first aid in schools.

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, eg restocking the first aid boxes
- 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**

The 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.

The school will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified in the assessment of needs, the school will maintain the following minimum provision of first aid items: -

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings of assorted sizes
- 2 sterile eye pads
- 2 individually wrapped triangular bandages, preferably sterile
- 6 safety pins
- 6 medium-sized (approximately 12cm x 12cm) individually wrapped sterile unmedicated wound dressings
- 2 large-sized (approximately 18cm x 18cm) individually wrapped sterile unmedicated wound dressings
- 3 pairs of disposable gloves

All first aid containers will be identified by a white cross on a green background.

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.

4. First aiders

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.

The school will ensure that all first aiders hold a valid certificate of competence, issued by a HSE approved organisation.

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.

The school will ensure that refresher training and retesting of competence is arranged for first aiders within the school before certificates expire.

First aiders will ensure that their first aid certificates are kept up-to-date through liaison with the Officer Manager.

Each phase's first aiders will be responsible for ensuring all first aid kits in their area are properly stocked and maintained. The first aid appointed person will be responsible for maintaining supplies.

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.

The current first aid appointed person(s) are: -

Name	Location	Date of first aid qualification
Jaegar Adams	MMS	June 2021
Allison Bedford	School office	June 2021
Harjit Deo	Year R	September 2021
Marie Edwards	Year 2 and MMS	June 2021
Emma Feveyear	MMS	September 2021
Denise Field	Office Manager	June 2021
Julie Francis	Year 1	September 2021
Charlotte Gillam	Year 5 and MMS	June 2021
Emma Kent-Smith	Year R and MMS	June 2021
Sharon Lumley	Year 5 and MMS	November 2019
Lynette Purton	Year 1	September 2021
Chris Ridley	Year 5/6 and MMS	September 2021
Chloe Saunders	MMS/Cleaner	September 2020
Nicola Scott	Year 6	June 2021
Kerry Stafford	MMS	June 2021
Laura Tranah	School office	September 2021
Vicky Trice	MMS	June 2021
Donna Winter	Year 3 and MMS	September 2021
Julie Wright	Year 4	November 2019
Andrea Xouris	MMS	September 2020

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.

EYFS – in line with government 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.

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 the role.

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 stressfully 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)**

The school has procured an AED which is located in the school office area.

Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device.

A general awareness briefing session, to promote the use of AEDs, will be provided to staff on an annual basis, and usually during the first INSET session of the academic year.

Use of the AED will be promoted to pupils during PSHE lessons.

6. **Emergency procedures**

If an accident, 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.

If called, a first aider will assess the situation and take charge of first aid administration.

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.

Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, one or more of the following actions will be taken: -

- 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 can be called. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims
- Call an ambulance if this is appropriate. Moving the victim(s) is only advisable if the person doing the moving has sufficient knowledge and skill to move the victim(s) without making the injury worse
- Ensure that no further injury can result from the accident, either by making the scene of the accident safe or (if they are fit to be moved) by removing injured persons from the scene
- See to any pupils who may have witnessed the accident or its aftermath and who may be worried, or traumatised, despite not being directly involved. They will need to be escorted from the scene of the accident and comforted. Younger or more vulnerable pupils may need parental support to be called immediately.

Once the above action has been taken, the incident will be reported promptly to: -

- The Head of School
- The victim(s)'s parents.

7. Reporting accidents and record keeping

In the event of an incident or injury to a pupil, a parent will be informed as soon as practicable.

Parents will be informed in writing of any injury to the head, whether minor or major, and be given advice on the action to take if symptoms develop.

In the event of a serious injury or an incident requiring emergency medical treatment, the pupil's class teacher will telephone the pupil's parents as soon as possible.

A list of emergency contacts is available on Arbor.

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, eg whether they were sent home or went back to class
- Name and signature of the first aider or person dealing with the incident.

The Head of School 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.

All records will be filed and stored in line with the Record Management Policy.

8. Offsite visits and events

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.

The school will take a first aid kit on all offsite visits which contains at a 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.

For more information about the school's educational visit requirements, please see the Educational Visits and School Trips Policy.

9. Storage of medication

Medicines will always be stored appropriately in accordance with individual product instructions, save where individual pupils have been given responsibility for keeping such equipment with them.

All medicines will be stored in their 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.

All medicines will be returned to the parent for safe disposal when they are no longer required or have expired.

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.

Pupils will have any medication stored and, where appropriate administered, in accordance with their Administration of Medication Form/Individual Healthcare Plan and the school's Administering Medication Policy.

10. Illnesses and allergies

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.

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.

Where a pupil has an allergy, this will be addressed via the school's Allergen and Anaphylaxis Policy.

The school will manage any emergencies relating to illnesses and allergies in accordance with the emergency procedures section of this policy.

11. Consent

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 any allergies and chronic conditions – these forms will be updated at the start of each academic year.

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.

12. Monitoring and review

This policy is reviewed annually by the Local Academy Board and any changes communicated to members of staff.

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.

APPENDIX 1

FIRST AID PROCEDURES DURING THE CORONAVIRUS (COVID-19) PANDEMIC

Statement of intent

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

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

1. Legal framework

This appendix has due regard to the relevant statutory guidance including but not limited to the following: -

- HSE 2021 First aid during the coronavirus (COVID-19) pandemic
- DfE 2022 Schools coronavirus (COVID-19) operational guidance

This policy is implemented in conjunction with the following school and Trust policies: -

- Infection Control Policy
- First Aid Policy

2. Enforcing new procedures

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. The school has also undertaken a needs assessment to inform any changes to first aid provision, including the number of first aiders on site.

These risk assessments are periodically reviewed and kept up-to-date in line with changes to government guidance.

The school ensures that additional first aid procedures are communicated effectively to all pupils. Staff are informed about their legal responsibilities regarding first aid and the additional procedures in place. The school informs parents of any changes to provision outlined in this policy.

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.

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

The government has removed the requirement to maintain social distancing in most workplace situations; however, when administering first aid, the school's first aiders act in line with the following precautions: -

- 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 a safe distance from others, where practicable
- Minimise the time they share a breathing zone with the casualty
- Limit the number of people administering first aid in each incident
- Ensure that first aid is administered in a designated location, where possible, to minimise the spread of infection and any cleaning requirements.

No additional PPE is needed to deliver first aid to individuals who do not have coronavirus symptoms. If an individual requiring first aid has symptoms of coronavirus, appropriate PPE is to be worn by the first aider.

4. First aiders

The school ensures that there is a minimum of two trained first aiders on site during school hours.

EYFS – Where children aged 2 to 5 are on site, with no children aged below 24 months, the setting will use its best endeavours to have one person with a full PFA certificate on site at all times when children are present. If the setting cannot meet this requirement, a risk assessment will be conducted and the setting will ensure someone with a current First Aid at Work or emergency PFA certificate is on site at all times when the children are present.

EYFS – New entrants, ie levels 2 and 3, will not be required to hold a PFA certificate within their first three months to be counted in staff:child ratios during any period of intervention related to coronavirus.

Where a first aider must be sent home due to showing symptoms of coronavirus, the school ensures that the minimum number of first aiders on site is maintained and arranges cover where necessary.

Where cover must be arranged, the school ensures that: -

- Adequate cover is in place before the member of staff leaves the premises

- In the event that the member of staff must lawfully remain on site, the individual is isolated in a designated room and follows the school's social distancing and infection control measures
- Symptomatic individuals strictly do not administer first aid
- Alternative arrangements are in place to minimise the need for a symptomatic first aider to administer first aid or where first aid provision is compromised, eg high-risk activities are suspended.

The school ensures that the needs of first aiders who are clinically vulnerable have been taken into account as part of its risk assessments and that no clinically vulnerable first aider engages in close-contact first aid where they are not supported to do so safely by these risk assessments, or where there is another suitable trained staff member available to undertake the first aid instead.

5. **First aid training**

First aiders' training is kept up-to-date.

If first aiders are unable to get annual face-to-face refresher training during the coronavirus pandemic, HSE supports the use of online refresher training to ensure their skills are kept up-to-date. The practical elements of the First Aid at Work, Emergency First Aid at Work and requalification courses are taken face-to-face by first aiders.

If a member of staff could not complete their first aid training due to the pandemic, they are able to restart at a later date as long as: -

- There is a full recap of the training delivered before the pandemic prior to moving onto undelivered modules
- The training provider is satisfied the staff member can display: -
 - A full understanding of all aspects of the course content
 - The full knowledge and competencies required at the end of training.

6. **Emergencies**

Accidents and emergencies are managed in line with section 5 of this policy.

When administering emergency first aid, social distancing restrictions do not apply; however, clinically vulnerable first aiders are offered PPE when administering close-contact emergency first aid.

A member of staff calls 999 immediately if a symptomatic individual becomes severely unwell or their life is at risk. 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.

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.

7. Monitoring and review

This appendix is reviewed by the Head of School in relation to any new government advice and at least every month.

Once the school resumes regular activity, and if deemed appropriate by the Head of School, all sections within this appendix will expire.

