



ST MARY'S RC HIGH SCHOOL

FIRST AID POLICY

Policy owner: Brendan Finlow

Policy approval level: Governing body

Date policy approved: 12 June 2023

Review frequency: 3- yearly

Review date: 3 years on from policy/document approved date

1. INTRODUCTION

1.1 The aims of our first aid policy are to:

- a. Ensure the health and safety of all staff, pupils and visitors;
- b. Ensure that staff and governors are aware of their responsibilities with regards to health and safety;
- c. Provide a framework for responding to an incident and recording and reporting the outcomes;

2. LEGISLATION AND GUIDANCE

2.1 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:

- a. 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;
- b. 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;
- c. 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;

- d. 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;
- e. Social Security (Claims and Payments) Regulations 1979 which set out rules on the retention of accident records;
- f. 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

3.1 Employers must have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. The minimum legal requirement is to have an 'appointed person' to take charge of first aid arrangements, provided our 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.

3.2 Appointed persons and first aiders.

The school's appointed person is the Facilities Manager. He is responsible for:

- a. Taking charge when someone is injured or becomes ill;
- b. Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits;
- c. Ensuring that an ambulance or other professional medical help is summoned when appropriate;
- d. First aiders are trained and qualified to carry out the role (see para 7) and are responsible for:
 - (1) 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;
 - (2) Sending pupils home to recover, where necessary;
 - (3) Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident; accident report forms are held by the site manager/appointed person.
 - (4) Keeping their contact details up to date.

St Mary's appointed person and first aiders are listed in appendix 1. Their names are also displayed prominently around the school.

3.3 The governing body.

The governing body has ultimate responsibility for health and safety matters in the school, but delegates operational matters and day-to-day tasks to the headteacher and staff members.

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

- a. Ensuring that an appropriate number of appointed persons and trained first aiders are present in the school at all times;
- b. Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role;
- c. Ensuring all staff are aware of first aid procedures;
- d. Ensuring appropriate risk assessments are completed and appropriate measures are put in place;
- e. Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place;
- f. Ensuring that adequate space is available for catering to the medical needs of pupils;
- g. Reporting specified incidents to the HSE when necessary (see para 6).

3.5 School staff are responsible for:

- a. Ensuring they follow first aid procedures;
- b. Ensuring they know who the first aiders in school are;
- c. Completing accident reports for all incidents that they attend where a first aider or the appointed person is not called;
- d. Informing the headteacher or their manager of any specific health conditions or first aid needs.

4. FIRST AID PROCEDURES

4.1.1 In-school procedures. In the event of an accident resulting in injury:

- a. 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.
- b. 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.
- c. The first aider will also decide whether the injured person should be moved or placed in a recovery position.

- d. 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.
- e. If emergency services are called, the front office staff will contact parents immediately;
- f. The appointed person or first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury.

4.2 Off-site procedures. When taking pupils off the school premises, staff will ensure they always have the following:

- a. A school mobile phone;
- b. A portable first aid kit;
- c. Information about the specific medical needs of pupils;
- d. Parents' contact details;

Risk assessments will be completed by the organizer 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.

5. FIRST AID EQUIPMENT

5.1 A typical first aid kit in our school will include the following:

- a. A leaflet with general first aid advice;
- b. Regular and large bandages;
- c. Eye pad bandages;
- d. Triangular bandages;
- e. Adhesive tape;
- f. Safety pins;
- g. Disposable gloves;
- h. Antiseptic wipes;
- i. Plasters of assorted sizes;
- j. Scissors;
- k. Cold compresses;

- I. Burns dressings.

5.2 No medication is to be kept in first aid kits.

5.3 First aid kits are stored in:

- a. Admin office;
- b. Medical room;
- c. Main kitchen;
- d. Site office;
- e. Chapel;
- f. Lugwardine Court;
- g. Each minibus;
- h. PE staff bumbags.

6. RECORD-KEEPING AND REPORTING

6.1 First aid and accident record book.

- a. An accident form will be completed by the appointed person or first aider on the same day or as soon as possible after an incident resulting in an injury;
- b. As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form at appendix 2;
- c. A copy of the accident report form will also be added to the pupil's educational record by the appointed person;
- d. Records held in the first aid and accident book 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 will then be securely disposed of.

6.2 Reporting to the HSE.

- a. The appointed person 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).
- b. The bursar will report such accidents to the school's health and safety advisor as soon as is reasonably practicable. He will upwardly report these accidents to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

c. Reportable injuries, diseases or dangerous occurrences include:

(1) Death;

(2) 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.

(3) 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).

(4) Where an accident leads to someone being taken to hospital.

(5) 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.

6.3 How to make a RIDDOR Report to the HSE:

<http://www.hse.gov.uk/riddor/report.htm>

7. TRAINING

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

7.2 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.

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

8. MONITORING ARRANGEMENTS

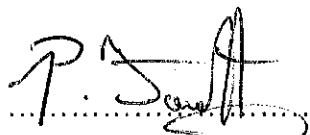
8.1 This policy will be reviewed by the appointed person every 3 years.

8.2 At every review, the policy will be approved by the safeguarding committee of the governing body.

9. LINKS WITH OTHER POLICIES

9.1 This first aid policy is linked to the health and safety policy.

This policy was approved by the Safeguarding Committee of the governing body at their meeting on 12 June 2023. It is subject to 3-yearly review.



Signature Chair of Safeguarding Committee 12 June 2023

Appendix:

1. Details of appointed persons for first aid and trained first aiders.

Appendix 1

DETAILS OF APPOINTED PERSONS FOR FIRST AID AND TRAINED FIRST AIDERS

Name	Role	Contact Details
Pete Hagger	Appointed person	Facilities Manager
Justine Altin	Trained first aider	Admin office
Amanda Baxendale	Trained first aider	Science technician
Laurra Calvillo-Howes	Trained first aider	Pastoral office
Bryony Faulkner-Elliot	Trained first aider	DT Technician
Amanda Fortey	Trained first aider	Teaching Assistant
Lyndsey Gill	Trained first aider	Library/careers
Becky Griffiths	Trained first aider	Science technician
Jo Hayden	Trained first aider	Student Services Coord
Steve McCabe	Trained first aider	Caretaker
Lilly Rogers	Trained first aider	Student intervention
Joanne Tanton	Trained first aider	Admin office

Other trained first aiders: (teachers)

Sarah Crowley
Anthony Giampalma
Sandrine Gorin
Jon Griggs
Adam Yearnshire