

GDST First Aid Policy

This policy was last updated in May 2019

1. Introduction

This policy applies to all stages of GDST schools, Senior, Junior and Early Years Foundation

Each school should have, and implement, their own first aid policy and procedures which reflects the GDST policy and guidance and their own local circumstances.

Schools may find it helpful to add appendices to their policy, e.g. their first aid needs risk assessment, list of first aiders, list of the location of first aid kits and defibrillators, and the school's procedures for the Administration of Medicine, Common Childhood Ailments, care of pupils with Allergies and Chronic /Long Term Illnesses, Sharps Disposal and Spillages of Bodily Fluids.

2. Aim of GDST First Aid Policy Statement

This policy is designed to promote the health, safety and welfare of pupils, staff and visitors at GDST schools through the provision of first-aid equipment and trained personnel in accordance to the requirements of the Health and Safety (First Aid) Regulations and relevant DfE guidance.

'First-aid' means:

(a) in cases where a person will need help from a medical practitioner or nurse, treatment for the purpose of preserving life and minimising the consequences of injury and illness until such help is obtained, and

(b) treatment of minor injuries which would otherwise receive no treatment or which do not need treatment by a medical practitioner or nurse;

3. School Provision

The aim of first aid is to save lives and to ensure that minor injuries and illnesses do not escalate into major ones. Therefore, in accordance with good practice, ISI and DfE requirements, all GDST schools will ensure that:

- A **first aid needs risk assessment** is carried out to ascertain how many first aiders and what types of first aid equipment / facilities are required on each site. It will take into account factors such as:
 - The number of staff / pupils on the site
 - The location of sites and higher risk parts of the school site
 - The full range of activities undertaken by staff and pupils on the school premises during the normal school day, and as appropriate off-site and outside normal school hours, e.g. before / after the school day, at weekends and during the school holidays.
- **As a minimum**, at least one adult with a current **'First Aid at Work'** qualification (3-day training) must be present on each identifiably separate school site during the normal school day. If EYFS children are present at least one person with a current full (2 day) **Paediatric First Aid** certificate will also be present. It may be sufficient for an **'Emergency First Aider in the Workplace'** (1-day training) to be present at other times, e.g. at the end of the school day or weekends and holidays when **low risk** after-school clubs and activities are running, or early mornings, evenings, weekends and holidays, when only employees are on the site undertaking **low risk** activities, however this must be determined by risk assessment. If there is any doubt about the level of risk of the activity, someone with a current 3-day first aid qualification should be present on site.
- Appropriately qualified and equipped first aiders will accompany / be present at all off-site **sporting activities**, fixtures, matches and events, and **educational visits / school trips**. All school trips/outings undertaken by Early Years Foundation Stage pupils must be accompanied by at least one person with a current full (2 day) Paediatric First Aid certificate
- The necessary **first aid equipment** and facilities are provided at appropriate locations throughout the school, as well as an adequate number of appropriately qualified First Aiders[1];

- Adequate **training** and guidance is provided for First Aiders, including refresher training every 3 years and, where appropriate, specialist first aid training is provided, for example:
 - Paediatric First Aid for Early Years Provision
 - First Aid for Lifeguards
 - Sports First Aid training for PE staff
 - Schools First Aid / First Aid for staff accompanying pupils on lower risk educational visits
 - Activity First Aid / Outdoor First Aid / Rescue & Emergency training for staff accompanying pupils on higher risk educational visits or visits to remote;
- **Lists of First Aider's** names, qualifications, locations and contact details are prominently displayed around the school where staff and pupils can see them;
- All **staff are made aware of first aid arrangements** and such information is included in the induction process for new staff;
- **Parents are made aware of the school's first aid arrangements** and the procedures for informing them if their daughter has had an accident, sustained an injury or received first aid treatment at school. NB wherever possible the parents of EYFS pupils must be informed on the same day as the accident / treatment;
- A **record** is kept of any **first aid treatment** administered by the school nurse / first aiders;
- A **record** is kept of **all injuries to staff and pupils** occurring both on and off the school premises as a result of school activities. Detailed guidance on how and where to do this is given in the [Accident Recording and Reporting](#) section. (NB Photographs should not taken of a child's injury or bruising, although it is acceptable to make a record / drawing on a body map [3]. Records will be kept in accordance with the Trust's [policy on the retention of documents](#). In practice this means that records relating to pupils should be kept until pupils attain the age of 25, and records for all other categories of people should be kept for a minimum for 6 years;
- The **HSE is informed of injuries that are reportable under RIDDOR** without delay. Detailed guidance on how and when to do this is given in the [Accident Recording and Reporting](#) section;
- All **injuries to staff**, and **pupils requiring treatment** beyond that provided by the School Nurse / First Aider, are **reported to the H&S team at Trust Office**. NB this happens automatically if schools are recording accidents on the RIVO Safeguard Accident Reporting System;
- **'Dangerous occurrences'** and **significant 'near misses'** are recorded. Detailed guidance on how and where to do this is given in the [Accident Recording and Reporting](#) section;

- First-aid and accident reporting **arrangements are regularly reviewed.**

For more detailed information see 'First Aid' and '[Accident Recording and Reporting](#)' sections.

4. School Practice

All school staff are expected to use their best endeavours at all times, particularly in emergencies, to secure the safety and welfare of pupils.

Once schools have completed a risk assessment to determine the number of First Aiders they need, they should invite staff to volunteer to become appropriately qualified, and provide the necessary training to enable them to administer first aid, or to organise an injured person's transfer to hospital in the case of an emergency.

The School Nurse[2], as part of her responsibilities, will administer first aid and organise an injured person's transfer to hospital in the case of an emergency.

There are a wide range of first aid qualifications. Which courses staff should attend will be determined by the minimum requirements set down by the DfE, Trust policy and the Trust's insurers, and the school's first aid risk needs assessment. Detailed guidance is given in the 'First Aid' section.

A register of First Aiders must be maintained to ensure that staff undertake refresher training at appropriate intervals, and new First Aiders are appointed as necessary. Copies of training certificates must be kept.

All First Aiders are covered by the Trust's insurance against claims for negligence provided that they are suitably trained, and are carrying out their duties for the school/Trust.

All schools will have systems and procedures in place to ensure that all medicines are stored and administered safely. The systems and procedures must be formally documented. All staff who are authorised to administer medicines will receive training on the procedures, essential precautions, possible side-effects of the medicine and the importance of making appropriate records and informing parents.

No child under 16 should be given any medicine without their parent's written consent. Prescribed medicines should only be administered to an Early Years Foundation Stage pupil if it has been prescribed by a doctor, dentist, nurse prescriber or pharmacist prescriber and the parents have given specific written permission for each individual medicine and the

reason why it is needed, The parents must be informed, wherever possible on the same day, if any medicines are administered during the school day.

More guidance is given in the '[Administration of Medicines](#)' protocol.

5. First Aid Equipment and Materials

Detailed information regarding first aid equipment and materials can be found in the '[First Aid](#)' section.

A list of the location of defibrillators (AEDs) and first aid equipment, stored in containers marked with a white cross on a green background, should be kept, and notices alerting people of this fact should be prominently displayed in appropriate areas. NB ensure travel first aid kits, kits in minibuses or school vehicles, mobile first aid kits carried by specific personnel, and first aid kits in outlying buildings, e.g. pavilions are included.

Heads of Departments in areas where boxes are located should notify the School Nurse when supplies have been used in order that they can be restocked without delay.

The School Nurse will make arrangements for the regular checking and re-stocking of all the first aid kits, and making appropriate records. Additional supplies are available from her if necessary.

All First Aiders should be aware of and implement the guidance on [infection control](#).

6. Procedures in the Event of an Emergency

Examples of emergencies which require immediate first-aid assistance include:

- Severe allergic reactions
- Asthma attacks
- Epileptic fits
- Difficulty in breathing
- Fainting
- Hypoglycaemia in diabetics
- Bleeding
- Breaks or sprains
- Concussion

Schools should ensure that all staff and pupils are aware of the procedures to take in the event of a first aid emergency, e.g. by including advice along the lines below in staff and pupil handbooks:

- If you witness an incident and the injured person is able to walk, take them to the medical room. If the School Nurse is not there send a message to Reception to ask them to contact a First Aider. Do not leave the person unattended.
- If you witness an incident and the injured person does not seem able to move, do not try to help them move; stay with them and send a message to Reception to ask them to contact a First Aider.
- If a First Aider is not available, or the situation requires urgent medical assistance, do not hesitate to call an ambulance by dialling 999 from any mobile or land-line telephone.

Further information on the action to take in the event of anaphylaxis, asthma attacks, seizures and hypoglycaemia/hyperglycaemia can be found in the 'Chronic Illness' and 'Allergy' Protocols, available in the ['Medical Protocols'](#) section.

7. Procedures for Pupils Who are Unwell

All schools will have systems and procedures in place to respond to pupils who are ill and infectious in order to prevent the spread of infection. They will ensure that parents and pupils are aware of the procedures to follow if a pupil is not well enough to attend school, or if she becomes ill at school and needs to be taken home. Schools should also discuss the procedures for caring for unwell or infectious Early Years Foundation Stage pupils with their parents.

Parents and pupils should be made aware of the times when they can seek help or advice from the school nurse for non-emergency situations, e.g. headaches, or to discuss any concerns.

Further information on infection control and a link to Public Health England's [guidance 'Health Protection in Schools and Other Childcare Facilities'](#) can be found in the ['Pupil Health and Wellbeing'](#) section and in the GDST Common Childhood Ailments Protocol.

8. Further Information and Guidance

- GDST ['First Aid'](#) policy and guidance

- GDST 'Accident Recording and Reporting' policy and guidance
- GDST 'Pupil Health and Wellbeing' policy and guidance
- Approved Code of Practice and Guidance to the H&S (First Aid) Regulations - HSE - L74 - 3rd edition 2013 + [2018 amendments](#) - see 'related documents' tab

[1] The expression 'First Aiders' in this policy includes all staff with current first aid qualifications such as First Aid at Work, Emergency First Aid in the Workplace, First Aid for Teachers, Schools First Aid, Sports First Aid, Paediatric First Aid, Activity First Aid, and Outdoor First Aid / Rescue and Emergency courses.

[2] Some GDST Schools do not have a qualified School Nurse in post. The expression 'School Nurse' in this Policy therefore includes Senior First Aiders, School Welfare or Pupil Health Officers as appropriate.

[3] Section 24 - Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings – May 2019 – Safer Recruitment Consortium