



Ellen
Wilkinson
Primary
School

First Aid Policy

Policy Creation & Review	
Author(s)	SLT & First Aiders
Last review date	February 2025 <i>(first aid protocol updated, communicable disease guidance links added, first aid risk assessment added to appendices)</i>
Ratified by Governing Body	March 2025
Previous Review Date(s)	February 2024 February 2023 <i>(amended Covid protocols, updated PPE, made regular first aider meetings explicit)</i> January 2022 <i>(procedure info reviewed)</i>
Next Review Date	March 2027

Please note that this policy also pertains to practice in our Little Ellies Childcare. Therefore the term 'school' is used to cover all of these provisions

Ellen Wilkinson Primary School

FIRST AID POLICY

1. Aims

The aims of our first aid policy are to:

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

2. Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#) guidance, advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#) and the following legislation:

- [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
- [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
- 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
- [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
- [Social Security \(Claims and Payments\) Regulations 1979](#), which set out rules on the retention of accident records
- [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 The local authority and governing board

London Borough of Newham has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing body.

The governing body delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.2 The Headteacher

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

- Ensuring that an appropriate number of trained first aid personnel are present in the school at all times
- 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
- Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- Ensuring that adequate space is available for catering to the medical needs of pupils
- Reporting specified incidents to the HSE when necessary (see section 6)
- Ensuring first aiders meet regularly to review & update procedures

3.3 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in school are
- Completing accident reports (see appendix 2) for all incidents they attend to where a first aider is not called
- Informing the headteacher or their manager of any specific health conditions or first aid needs

3.4 Appointed person(s) and first aiders

The school's appointed persons are displayed on notice boards throughout the site. They are responsible for:

- Taking charge when someone is injured or becomes ill
- Ensuring there is an adequate supply of medical materials in first aid kits and replenishing the contents of these kits (First Aid Lead)
- Ensuring that an ambulance or other professional medical help is summoned when appropriate
- First aiders are trained and qualified to carry out the role (see section 7) 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 pupils home to recover, where necessary
 - Completing medical tracker on the same day, or as soon as is reasonably practicable, after an incident

4. First aid procedures

4.1 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
- 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
- The first aider will also decide whether the injured person should be moved or placed in a recovery position
- 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.
- If emergency services are called, the main office staff will contact parents immediately
- The first aider will complete Medical Tracker and an accident report form (if necessary) on the same day or as soon as is reasonably practicable after an incident resulting in an injury
- All first aiders hold a current paediatric first aid (PFA) certificate on the premises at all times.
- See first aid risk assessment in the appendix and first aid protocols for further details [First Aid Protocols & RA \(2024\)](#)

4.2 On-site Outdoor Education procedures

When delivering activities on site, away from the school building (for example Forest School or a pond visit) an outdoor risk assessment will be carried out and should be referred to. A green grab bag will be taken outside for all activities. If necessary, due to lone working or limited staff numbers, the school mobile phone is available for use to allow for rapid communication with school.

4.3 Off-site procedures

When taking pupils off the school premises, staff will ensure they always have the following:

- A school mobile phone is sufficiently charged and credited
- A portable first aid kit or green grab bag first aid kit
- Information about the specific medical needs of pupils
- Parents' contact details available via SIMs management systems from School

Risk assessments will be completed by the visit leader prior to any educational visit that necessitates taking pupils off school premises and must be agreed with SLT.

There will always be at least 1 first aider with a current paediatric first aid (PFA) certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

4.4 Communicable Diseases

In the case of potentially communicable diseases the DFE & PHA latest advice will be followed using the links below

- [What infections are, how they are transmitted and those at higher risk of infection - GOV.UK](#)
- [Managing specific infectious diseases: A to Z - GOV.UK](#)
- [Managing outbreaks and incidents - GOV.UK](#)
- [Preventing and controlling infections - GOV.UK](#)
- [Children and young people settings: tools and resources - GOV.UK](#)
- [Specific settings and populations: additional health protection considerations - GOV.UK](#)
- [Guidance on infection control in schools and other childcare settings](#)

5. First aid equipment

5.1 First aid kit

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

- A leaflet with general first aid advice
- Defibrillator in the front office
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings
- Emergency Asthma Inhaler kit
- Spare EpiPens

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception (at the desk)
- Each area
- The School Kitchen
- Red Emergency Grab Bag (Little Ellies Front Office, Main Office, Shed in Playground)

5.3 Emergency Inhalers/Defibrillator/EpiPens/First Aid Kits

- An emergency inhaler is located in the medical room
- Auto-Adrenaline Injectors (EpiPen) can be found in the fridge of the medical room
- A defibrillator can be found in the front office and the medical room
- A third defibrillator can be found in the front office of the Little Ellies building

5.2 PPE

Staff should be provided access to the following PPE equipment:

- Gloves
- Masks/Face Shield
- Aprons

6. Record-keeping and reporting

6.1 First aid and accident record book (Medical Tracker)

- An accident form will be completed by the first aider on the same day or as soon as possible after an incident resulting in an injury
- As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form
- A copy of the accident report form will also be added to the pupil's educational record by the relevant member of staff
- Records held in the first aid (Medical Tracker) 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 then securely disposed of

6.2 Reporting to the HSE

The Relevant Member of Staff will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 and 2024 legislation (regulations 4, 5, 6 and 7).

The Relevant Member of Staff 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:
 - 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 scalding 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
- 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)
- 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:
 - 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
- Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)

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

6.3 Notifying parents

The main office will inform parents of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

6.4 Reporting to Ofsted and child protection agencies

The Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil 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 Headteacher will also notify the Local Safeguarding Board & Newham Partnership Working of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

- All school staff are able to undertake first aid training if they would like to.
- 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.
- Staff are encouraged to renew their first aid training when it is no longer valid.
- At all times, at least 1 staff member will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years. (All members of staff trained as First Aiders have a current paediatric first aid certificate - February 2025)

8. Monitoring arrangements

8.1 First Aider Meetings

First aiders will meet with a member of SLT at least quarterly to review procedures, promote consistency in approach and share best practice. This will be generally the penultimate Thursday of the quarter from 3.15 until 3.45 pm

8.2 Policy

This policy will be reviewed by the Senior Leadership Team and first aiders annually.

At every review, the policy will be approved by the Governors Curriculum Committee on behalf of the Governing Body.

9. Links with other policies

This first aid policy is linked to the

- First Aid Protocols & Risk Assessment
- Medical Needs, Asthma & Allergens
- Health and safety policy
- School visit policy

- Site and personal security policy
- Policy on supporting pupils with medical conditions

