



Fulston Manor School

First Aid Policy

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Member of Staff Responsible:

**Mr G Bowden
Deputy Headteacher &
SENCO**

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1. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, students 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 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 require employers to provide adequate first-aid provision. [Legislation.gov.uk](https://www.legislation.gov.uk)
- **The Health and Safety at Work etc. Act 1974** and associated regulations, including the Management of Health and Safety at Work Regulations 1992 and 1999, which require risk assessments and appropriate arrangements for the health and safety of staff and others. [GOV.UK](https://www.gov.uk)
- **The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013**, which set out reporting requirements for certain accidents and incidents. [GOV.UK](https://www.gov.uk)
- **The Social Security (Claims and Payments) Regulations 1979**, relating to the retention of accident records. [Legislation.gov.uk](https://www.legislation.gov.uk)
- **The Education (Independent School Standards) Regulations 2014**, requiring suitable space for medical and therapy needs. [Legislation.gov.uk](https://www.legislation.gov.uk)
- **DfE guidance “First aid in schools, early years and further education”** (updated 2022) and **DfE “Health and safety: advice for schools”** (updated 2022). [GOV.UK+1](https://www.gov.uk)
- Guidance on **supporting pupils with medical conditions**. This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school’s Lead First Aider is Mrs V Eldridge. They are responsible for:

- Taking charge when someone is injured or becomes ill on site
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
- 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 which may include calling for an ambulance.
- Sending students home to recover, where necessary
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
- Keeping their contact details up to date

Our school's first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

3.2 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 Executive Headteacher

The Executive 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)

3.5 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 head of school or their manager of any specific health conditions or first aid needs

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 first aider will contact parents immediately
- The 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
- Staff providing first aid will be provided with personal protective equipment (PPE), such as mask or visor and gloves, to be used where appropriate.

4.2 Off-site procedures

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

- A school mobile phone
- A portable first aid kit
- Information about the specific medical needs of students
- Parents' contact details

Risk assessments will be completed by the trip leader 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

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

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings
-

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception (at the desk)
- The school hall
- All science labs
- All design and technology classrooms
- The school kitchens
- School vehicles

6. Record-keeping and reporting

6.1 First aid and accident record book

- 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 at appendix 2
- A copy of the accident report form will also be added to the student's educational record by the first aider
- 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 then securely disposed of.

6.2 Reporting to the HSE

The Trust HR & Business Manager, Mrs S Francis 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).

The Trust HR & Business Manager, Mrs S Francis 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, which occur in school, 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 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
- 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>

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 (see appendix 3).

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

8.Monitoring arrangements

This policy will be reviewed annually by Mrs S Burden, Executive Headteacher, and Mr G Bowden, Deputy Headteacher (Pastoral) & SENCO. At every review, it will be approved by the full governing body.

9.Links with other policies

This first aid policy is linked to the

- Health and safety policy
- Risk assessment policy
- Policy on supporting pupils with medical conditions

Appendix 1: list of trained first aiders

Available upon request

Appendix 2: accident report form

Fulston Manor School, Brenchley Road, Sittingbourne, Kent, ME10 4EG
 Tel: 01795 475228 Fax: 01795 4228144



REPORT OF ACCIDENT TO STUDENTS

Surname Forename

Age Date of Birth Tutor Group

Address

Date and time of accident:		
What part of the premises did it occur?		
To whom was the accident first reported?		
How did the accident occur? (State fully)		
The nature of the injuries: (State right or left as appropriate)		
Was the accident due to any defect in Premises, equipment or apparatus, or to any oversight or lack of supervision?		
What action was taken after the accident?	First Aid: Informing Parents: Subsequent Action:	
Was the injured student kept in hospital for more than 24 hours, other than for observation?		
Names and addresses of witnesses to the accident.		
Investigation undertaken? Yes/No	Records of this kept in students file in House Area? Yes/No	
A) Accident <input type="checkbox"/>	B) Report to House <input type="checkbox"/>	C) Premises <input type="checkbox"/>
PLEASE TICK THE RELEVANT BOX ABOVE AND FORWARD FORM AS NECESSARY		

Signed Date Position held

Appendix 3: first aid training log

Available upon request