First Aid Policy

Responsibility	Academy Standards Committee
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Date of next review	2027
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This document sets out the regulations for the MAT and member academies and remains in force until superseded.

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Statement of intent

Inkberrow Primary School is committed to providing emergency First Aid provision 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 about all staff, pupils and visitors.

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

This 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.

Definition and Background

Definition

For the purposes of this policy the school will follow the definition of First Aid outlined below, from Wirral NHS Foundation Trust :

"First Aid is the assistance given to any person suffering a sudden illness or injury, with care provided to preserve life, prevent the condition from worsening, and/or promote recovery. It includes initial intervention in a serious condition prior to professional medical help being available, such as performing CPR while awaiting an ambulance, as well as the complete treatment of minor conditions, such as applying a plaster to a cut. First Aid is generally performed by the layperson, with many people trained in providing basic levels of First Aid, and others willing to do so from acquired knowledge."

Background

Under the Health and Safety (First Aid) Regulations 1981, employers are responsible for providing adequate and appropriate equipment, facilities and personnel to ensure their employees receive immediate attention if they are injured or taken ill at work. The regulations require employers to provide adequate and appropriate equipment, facilities and personnel based on a First Aid needs assessment.

Although the regulations do not require employers to provide First Aid for anyone other than their own employees, the DfE strongly recommends that all schools consider the needs of non-employees such as pupils and visitors when making provision for First Aid, and that First Aid provision must be available:

- While people are on school premises.
- When staff and pupils are working elsewhere on school activities, including any off-site activity such as educational visits.

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) 2013
- DfE 'Supporting children and young people with medical conditions and allergy'
- DfE 'First Aid in schools, early years and further education'
- DfE 'Early years foundation stage (EYFS) statutory framework'
- DfE 'Automated external defibrillators (AEDs): a guide for maintained schools and academies'

The policy will be implemented in conjunction with the following school policies:

- Administering Medication Policy
- Allergy and Anaphylaxis Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Early Years Policy
- Educational Visits and School Trips Policy
- Health and Safety Policy
- Infection Control Policy
- Lone Worker Policy
- Records Management Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Supporting Pupils with Medical Conditions Policy

Roles and responsibilities

The Senior Executive Team (SET) is responsible for:

- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Development of the First Aid Policy

The Academy Standards Committee is responsible for:

- Implementing the Trust policy appropriately at school, level, ensuring it and corresponding procedures meets local need.
- Ensuring a First Aids needs assessment is undertaken to inform policy, practice and protocol.
- Ensuring that all relevant risk assessments are conducted to ensure the health and safety of the school community.
- Ensuring that there is enough qualified First Aiders within the school based upon the school's risk assessments.
- Ensuring that there are procedures and arrangements in place for First Aid during off-site or out-of-hours activities, e.g. Educational Visits or Parents' Evenings.
- 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 the school has:
  - A suitably stocked first-aid kit.
  - An appointed person to take charge of first-aid arrangements.
  - Information for all employees giving details of first-aid arrangements.

The Headteacher is responsible for:

- The day-to-day 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 will be 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.
- Securing the welfare of the pupils at school.
- Making pupils aware of the procedures to follow in the event of illness, accident or injury.

First Aiders will be responsible for:

- Completing and renewing training as dictated by the Headteacher.
- 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 will be responsible for:

- Overseeing the school's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Looking after the first-aid equipment, e.g. restocking the First Aid container.
- Calling the emergency services where necessary.

First Aid Provision

First Aid needs assessment

The school will regularly monitor and assess its First Aid arrangements by conducting a First Aids needs assessment.

The school will maintain a register of trained First Aiders, ensuring at least one staff member has a current paediatric First Aid ('PFA') certificate and having a well-stocked First Aid kit. The PFA certificate must be updated every 3 years.

The school will ensure that this assessment informs First Aid policies and protocols and that arrangements continue to be appropriate and take account of:

- Hazards and risks on the school premises.
- The size of the school.
- The needs of any vulnerable individuals onsite.
- The nature and distribution of pupils and staff throughout the school.

The school will ensure that First Aid provision is sufficient and can be always administered without delay.

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 this role.

The school will expect teachers and other staff working with pupils to always use their best endeavours, particularly in emergencies, to secure the welfare of pupils in the same way that parents might be expected to act towards their children.

The school will make staff aware of the government guidance which stipulates that, in general, the consequences of taking no action are likely to be more serious than those of trying to assist in an emergency.

The school will conduct risk assessments to identify potential hazards and ensure appropriate First Aid measures are in place. Risk assessments will be reviewed:

- At appropriate intervals.
- After serious accidents, incidents or near misses.
- After any significant changes to the workplace, working practices or staffing.
- Following any identified trends or accident statistics.

Material, Equipment and Facilities

The school will provide sufficient materials and equipment to meet the needs identified in the First Aid needs assessment and ensure that these are suitably labelled, accessible and available always.

First Aid containers

The school will ensure it has suitably stocked First Aid boxes in line with the First Aids needs assessment. As there are no statutory requirements in place the school will, where there is no special risk identified, follow the HSE guidelines on the minimum provision of First Aid items, as set out below:

- 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 individually wrapped sterile unmedicated wound dressings
- 2 large and medium-sized 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.

First Aid boxes will be in the following areas:

- The school office
- In every classroom
- The Concourse

Information for Staff

The school will inform staff, pupils, contractors and visitors to the school, as appropriate, of the First Aid arrangements, including the following:

- The contents and key principles of this policy
- The location of equipment and facilities

- The identities and roles of First Aiders or the appointed person.
- How to contact a First Aider or appointed person urgently should the need arise.
- The procedures for monitoring and reviewing the school's First Aid needs.

The school will include the provision of First Aid information during induction training.

First Aiders

First Aiders will be expected to:

- Give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at the school or college or on educational visits.
- Ensure that an ambulance or other professional medical help is called when appropriate.

When selecting First Aiders, the school will consider the following factors set out in the government guidance:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Availability to respond immediately to an emergency.

The appointed person will be responsible for maintaining supplies.

First Aid notices will be clearly displayed throughout the school with information on the names, photographs and locations of First Aiders to ensure that pupils and staff know who they must contact in the event of illness or injury. There are dual coded posters around school and in classroom First Aid Cupboards.

The current First Aid appointed person(s) are:

Name	Contact	Name of qualification	Date of First Aid Qualification	Date qualification expires
Glenn Duggan Seville	Head@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Ryan Coy	Ryan.coy@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Debbie Besent (EYFS)	Debbie.besent@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Adam Lisseman Burke	Adam.burke@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Hannah Fowler (Lead / EYFS)	Hannah.fowler@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Lori Yates	Lori.yates@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029

Juliette Herbert	Juliette.herbert@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Rebecca Lancaster	Rebecca@lancaster@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Nicola Taylor	Nicola.taylor@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Anne Hiley	Anne.hiley@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Mandy Bromley	Mandy.bromley@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029
Gilly Smith	Gilly.Smith@inkberrow.avonreach.org	PFA Level 3	July 2026	July 2029

The school will ensure that there is always enough first-aid personnel available on site to provide adequate cover to all areas of the school. The remaining staff will be required to complete the FAW training on National College.

First Aid Training

The school will ensure that all First Aiders hold a valid First Aid certificate, issued by an HSE-approved Organisation.

The school is aware that First Aid certificates are usually valid for three years and will therefore ensure that adequate monitoring procedures will be in place to ensure that refresher training is arranged for First Aiders before certificates expire. First Aiders will ensure that their First Aid certificates are kept up to date through liaison with the appointed person.

The school is aware that standard First Aid at work training courses do not include resuscitation procedures for young children. In all cases, the school will ensure that First Aiders receive additional training in Paediatric First Aid so they are able to execute their duties appropriately to the whole school community. The school will ensure that First Aid training courses cover mental health to help staff members recognise the warning signs of mental ill health and to help them develop the skills required to approach and support someone, while keeping themselves safe.

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Emergency Procedures

If an incident, 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, or the individual has become seriously unwell, a responding staff member will call 999 immediately.

Where necessary, a trained staff member will administer emergency help and First Aid to all injured persons. The purpose of this is to keep the victim alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims. Where the seriously injured or unwell individual is a pupil, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency First Aid.
- Where an ambulance is required, a staff member accompanies the pupil in the ambulance and calls the pupil's parent as soon as possible to inform them of the course of action taken. The staff member remains with the pupil at the hospital until a parent arrives.
- Where an ambulance is not required, but medical attention is needed, the pupil is taken to a hospital or doctor in a staff car, accompanied by at least **two** staff members – one to drive the car, and one who is a First Aider, to sit with the pupil in the back seat and attend to their medical needs. The pupil's parent is called as soon as possible to inform them that this course of action has been taken, and at least one of the staff members remains with the pupil at the hospital or doctor's office until a parent arrives.
- The school will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or, if they are fit to be moved, by removing injured persons from the scene.
- Responding staff members will see to any pupils who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These pupils will be escorted from the scene of the incident and comforted. Younger or more vulnerable pupils may need parental support to be called immediately.

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

- The Headteacher.
- The parents of the victim(s).

The school is aware that responding to an incident can be stressful for the First Aider, and that following an incident, the First Aider may require support. This may take the form of a debrief from any ambulance crew on scene, an appointment with their GP, or mental health support from external helplines and websites located at the bottom of the government page '[Promoting and supporting mental health and wellbeing in schools and colleges]'.

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.

Staff members will take mobile phones with them when undertaking off-site visits or events, as well as information about specific medical needs of pupils, and parents' contact details.

The school will also take a fully-stocked First Aid kit on all offsite visits which contains at a minimum (In their class First Aid Rucksack:

- 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.

Additionally, the school will ensure that all large vehicles and minibuses have a First Aid box readily available and in good condition which contains:

- 10 antiseptic wipes, foil packed.
- 1 conforming disposable bandage that is not less than 7.5cm wide.
- 2 triangular bandages.
- 1 packet of 24 assorted adhesive dressings.
- 3 large sterile unmedicated ambulance dressings that are not less than 15x20cm.
- 2 sterile eye pads, with attachments.
- 12 assorted safety pins.
- 1 pair of non-rusted blunt-ended scissors.

For more information about the school's educational visit requirements, please see the Management of Visits and Emergency Procedure.

Accommodation

The school's First Aid area (the concourse) will be suitable to use as and when it is needed, and any additional medical accommodation will be available in accordance with the school's First Aid needs assessment.

The First Aid area will be used to enable the medical examination and treatment of pupils and for the short-term care of sick or injured pupils. The First Aid room includes a wash basin and is situated near a toilet.

The First Aid room will not be used for teaching purposes.

The First Aid room will:

- Be large enough to hold an examination or medical couch.
- Have washable surfaces and adequate heating, ventilation and lighting.
- Be kept clean, tidy, accessible and available for use at all times when employees are at work.
- Have a sink with hot and cold running water.
- Be positioned as near as possible to a point of access for transport to hospital.
- Display a notice on the door which advises the names, locations and, if appropriate, the contact details of First Aiders.

Medicines

Administration

The school will ensure that staff are aware of government guidance which stipulates that the administration of First Aid at work **does not** include the giving of tablets and medicines, whether prescribed or not. The only exception is where aspirin may be administered as First Aid to a casualty aged 16 or over who is suspected of having a heart attack. Aspirin will never be given to a child under 16 unless it has been prescribed by a doctor.

The provisions and requirements for the administration of medicines will be outlined in the following school policies and documents:

- Administering Medication Policy
- Administering Medication Risk Assessment
- Allergen and Anaphylaxis Policy
- Supporting Pupils at School with Medical Conditions
- Allergy Policy

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In circumstances where pupils may need to have access to life saving prescription drugs in an emergency, the details will be recorded in the pupil's Individual Healthcare Plan and identified staff members will be aware of what to do.

The school is aware that the administration of prescription only medication specified in Schedule 19 of the Human Medicines Regulations 2012 should only be given by those trained to do so. Where a First Aid needs assessment identifies that Schedule 19 medication may be required to be administered in an emergency, the school will consider providing First Aiders with additional training so that they can be aware of the symptoms of the condition and administer lifesaving medication in an emergency.

The school will incorporate clear procedures for the storing of medication and for the administration of medication. This will include obtaining parental consent.

Storage

Medicines will be stored securely and appropriately in accordance with individual product instructions, except in cases where individual pupils have been given responsibility for keeping such equipment with them. Medicines will be stored in the 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.

Medication will not be kept in a First Aid container.

Medicine brought in by pupils will be returned to their parents for safe disposal when they are no longer required or have expired.

An emergency supply of medication will be available for pupils with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.

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 EHC plans and the school's Administering Medication Policy.

Illnesses and Allergies

When a pupil becomes ill during the school day, their parent will be contacted and asked to pick their child up as soon as possible. There will be a clear procedure for contacting parents in case of illness or injury and where necessary, emergency services.

A quiet area will be set aside for withdrawal and for pupils to rest while they wait for their parent 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 Allergy Policy.

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

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 allergies and chronic conditions – these forms will be update as appropriate at least once during the school year.

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Staff will 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.

Reporting and Recording

In the event of incident or injury to a pupil, a parent will be informed as soon as practicable. In the event of a serious injury or an incident requiring emergency medical treatment, the pupil's responsible adult will telephone the pupil's parent as soon as possible. Parents will be informed in writing of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop. Each child will be give a red wristband to alert all staff that there is a bump to the head so they can be aware of signs and symptoms.

A list of emergency contacts will be kept in the school's (MIS) Management Information System. (Arbor)

The school will keep a record on Medical Tracker of all incidents involving staff, pupils and visitors, which require First Aid staff to be in attendance. The school will use the system for reporting and recording accidents, injuries and illnesses and notify Ofsted and relevant child protection agencies for serious incidents. The school will use Medical Tracker record to help identify trends in accidents, near misses and areas for improvement as well as when to review First Aid needs assessments.

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 be recorded on Medical Tracker and 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.

- Details of what happened to the person immediately afterwards, e.g. whether they were sent home or went back to class.
- The name of the First Aider or person dealing with the incident.

The school is aware that this record is not the same as the statutory accident book; however, for expedience and simplicity, it will combine these records. An email is sent directly to the parent / carer at the point of entry through Medical Tracker.

The headteacher 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 Data Protection Policy.

Automated External Defibrillators (AEDs)

The school has procured an AED through the NHS Supply Chain, which is in the school office. There is a second AED on the Concourse.

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

Early Years

The school will ensure that it meets the Paediatric First Aid requirements set out in the statutory framework for the Early Years Foundation Stage (EYFS), which also includes arrangements for off-site activities.

In doing so, the school will ensure the following:

- At least one person who has a current paediatric First Aid (PFA) certificate is always on the premises and available when children are present and accompanies them on any outings - the certificate must be for a full course consistent with the criteria set out in Annex A of the EYFS framework. All staff in Reception hold a PFA Level 3 qualification.
- A member of staff is in the room with a valid PFA certificate whilst children are eating.
- PFA training is renewed every three years and is relevant for people caring for young children.
- All staff who have obtained a level 2 and/or level 3 qualification since 30 June 2016 obtain a PFA qualification within three months of starting work to be included in the required staff: child ratios at level 2 or level 3.
- It displays, or makes available to parents, staff PFA certificates or a list of staff who have a current PFA certificate. (School Poster)
- Any member of staff who has sole responsibility for looking after a group of children will hold a PFA certificate.
- All newly qualified entrants to the early years workforce who have completed a level 2 or level 3 qualification on or after 30 June 2016, have either a full PFA or an emergency PFA certificate within three months of starting work in order to be included in the required staff: child ratios. The school will organise PFA training to be renewed every three years. The list of staff who hold PFA certificates can be found on a member of staff's training record on Arbor.

Monitoring and Review

This policy will be reviewed annually by the Academy Standards Committee, and any changes will be communicated to all 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.