

First Aid Policy



Approved by: Trustee Board

Date: 11th January 2022

Signed by:  **Position:** Chair of Trustees

Last reviewed: December 2021

Next review due: December 2022

Monitoring arrangements

This policy will be reviewed annually, but may be reviewed earlier if deemed appropriate by the Chief Executive or Trustees.

Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, learners and visitors
- Ensure that staff and Trustees 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

Legislation and guidance

This policy is based on advice from the Department for Education on [first aid in schools](#), [health and safety in schools](#) and [actions for schools during the coronavirus outbreak](#), 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

Roles and responsibilities

Appointed person(s) and first aiders

Inclusion Hampshire Appointed persons are:

Inclusion Learning Centre (pre 16): Ele Murphy, Assistant Head of Inclusion Learning College

Inclusion College (post 16): Marie Greenhalgh, Head of Inclusion College

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

- Ensuring that an ambulance or other professional medical help is summoned when appropriate

Inclusion Hampshire First aiders:

Inclusion Learning Centre: Ele Murphy, Assistant Head of ILC, Anna Moores, Head of English/Tutor, Amy Robertson, Tutor

Inclusion College: Anna Moores, Head of English/Tutor, Jane Harris, Learning Support Assistant, Leigh-anne Hobbs, Learning Support Assistant

and 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
- 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 organisation's appointed persons and first aiders are listed in appendix 1. Their names will also be displayed prominently around the centres..

The Trustee board

The Trustee board has ultimate responsibility for health and safety matters in the school, but delegates operational matters and day-to-day tasks to the CEO and staff members.

The Senior leadership team (SLT):

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

- Ensuring that an appropriate number of appointed persons and/or trained first aid personnel are present in the centres 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)

Staff

Inclusion Hampshire staff are responsible for:

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

First aid procedures

On-site 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 the appointed person or a qualified first aider, if appropriate, who will provide the required first aid treatment
- The appointed person / 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 appointed person / first aider will also decide whether the injured person should be moved or placed in a recovery position
- If the appointed person / first aider judges that a learner is too unwell to remain at Inclusion Hampshire, 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 Head of Provision, or lead staff member will contact parents immediately
- The appointed person / first aider will complete an accident report form on the same day or as soon as is reasonably practicable after an incident resulting in an injury

Off-site procedures

When taking pupils off of Inclusion Hampshire premises for the purposes of an organised trip, staff will ensure they always have the following:

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

Risk assessments will be completed by the Head of Provision prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least one appointed person / first aider on group trips and visits.

First aid equipment

A typical first aid kit in Inclusion Hampshire 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 signposted and stored within:

- Cabinet under the signing in / visitors book in the Administration office (Inclusion Learning Centre, Chineham)
- The kitchen cupboard (Inclusion College, Hook)

Record-keeping and reporting

First aid and accident record book

- An accident form will be completed by the appointed person / 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 pupil's folder by the appointed person / first aider.
- Records held in the first aid and accident book will be retained by the organisation 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.

Reporting to the HSE

The Business and Operations Manager or in the event of their absence the CEO, 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 Business and Operations Manager or in the event of their absence the CEO 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 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 organisations such as ours 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>

Notifying parents

The Appointed person, first aider or Provision Head 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.

Notifying the referring Schools and child protection agencies

The Provision Head will make contact with the referring school and pass on all relevant details and records following an accident or injury on the same day, or as soon as reasonably practicable, for them to inform Ofsted should it be necessary.

The Provision Head will also notify any relevant safeguarding stakeholders of any serious accident or injury to, or the death of, a pupil while in the organisations care.

Training

All Inclusion Hampshire 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 organisation will keep a register of all trained first aiders, what training they have received and when this is valid until in the Pre and Post 16 Training Log.

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

Links with other policies

This first aid policy is linked to the

- Health and safety policy
- Risk assessment
- Supporting pupils with medical conditions, found within the Safeguarding Policy

POLICY IMPLEMENTATION

The Chief Executive is responsible for ensuring the implementation of this policy and that regular reviews take place.

All staff and volunteers have a responsibility to adhere to this policy and will be made aware of this policy as part of their induction, supervision and training.

Failure to act in line with this policy will result in disciplinary action

Appendix 1: list of appointed person(s) for first aid and/or trained first aiders

Staff member's name	Role	Contact details
Marie Greenhalgh Head of Inclusion College	Appointed Person	marie.greenhalgh@inclusionhampshire.org.uk
Ele Murphy (EFAW) Assistant Head of Inclusion Learning Centre	Appointed Person First Aider	ele.murphy@inclusionhampshire.org.uk
Leigh-anne Hobbs (EFAW) Learning assistant IC	First Aider	leigh_anne.hobbs@inclusionhampshire.org.uk
Anna Moores (EFAW) Head of English / Tutor, ILC & IC	First Aider	anna.moores@inclusionhampshire.org.uk
Amy Robertson (EFAW) Tutor ILC	First Aider	amy.robertson@inclusionhampshire.org.uk
Jane Harris (EFAW) Learning assistant IC	First Aider	jane.harris@inclusionhampshire.org.uk

Appendix 2: accident report form

Name of injured person		Provision	
Date and time of incident		Location of incident	
Incident details			
<i>Describe in detail what happened, how it happened and what injuries the person incurred</i>			
Action taken			
<i>Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards.</i>			
Follow-up action required			
<i>Outline what steps the school will take to check on the injured person, and what it will do to reduce the risk of the incident happening again</i>			
Name of person attending the incident			
Signature		Date	