**Willow Primary Academy**

**The Piper Centre**

**First Aid Policy**

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| Willow Primary Academy  The Piper Centre –  Taking PRIDE in *all* we do  Promoting Positivity, Nurturing Respect, Celebrating Individuality, Fostering Determination, Striving for Excellence  **Policy Review Schedule**  **Date agreed:** September 2023  **Next review due:** September 2024  **Distributed to staff:** September 2024  **Signed by SLT:** P Hales  **Signed by chair of governors:** W Ward |

1. **Aims**
   1. To ensure the health and safety of all staff, pupils and visitors in schools within Willow Primary Academy.
   2. To ensure that staff, trustees and LAB members are aware of their responsibilities with regards to health and safety
   3. To provide a framework for responding to an incident and recording and reporting the outcomes.
2. **Legislation and guidance**
   1. This policy is based on advice from the Department for Education on [First aid in schools](https://www.gov.uk/government/publications/first-aid-in-schools) and [health and safety in schools](https://www.gov.uk/government/publications/health-and-safety-advice-for-schools)
   2. [The Health and Safety (First Aid) Regulations 1981](https://www.legislation.gov.uk/uksi/1981/917/regulation/3/made) – states that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel
   3. [The Management of Health and Safety at Work Regulations 1992](https://www.legislation.gov.uk/uksi/1992/2051/regulation/3/made) – require employers to make an assessment of the risks to the health and safety of their employees
   4. [The Management of Health and Safety at Work Regulations 1999](https://www.legislation.gov.uk/uksi/1999/3242/contents/made) – require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
   5. [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013](https://www.legislation.gov.uk/uksi/2013/1471/schedule/1/paragraph/1/made) – 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
   6. [School Security (Claims and Payments) Regulations 1979](https://www.legislation.gov.uk/uksi/1979/628) – sets out the rules on the retention of accident records
   7. Where schools within SAND Academies Trust have an Early Years Foundation Stage, the following guidance is also taken into account – [Statutory Framework for the Early Years Foundation Stage](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/596629/EYFS_STATUTORY_FRAMEWORK_2017.pdf)
   8. [The Education (Independent School Standards) Regulations](https://www.legislation.gov.uk/uksi/2014/3283/schedule/made) – require that suitable space is provided to cater for the medical and therapy needs of pupils
   9. This policy also complies with the Articles of Association and Funding Agreement for SAND Academies Trust.
3. **Roles and Responsibilities**
   1. In schools with Early Years Foundation Stage provision, at least one person who has a current paediatric first aid certificate must be on the premises at all times.
   2. Dependent upon an assessment of first aid needs, schools must have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work.
   3. Each school within SAND Academies Trust has an appointed person to take charge of the first aid arrangements. The appointed person does not need to be a trained first aider.
4. **Appointed person(s) and First Aiders**
   1. Willow Primary Academy and The Piper Centre’s appointed persons are: Debra Arthur (Willow) and Susanne Quinn (Piper Centre)
   2. The appointed person is responsible for the following:
      1. Taking charge when someone is injured or becomes ill
      2. Ensuring there is adequate supply of medical materials in first aid kits and replenishing the contents of the kits when required
      3. Ensuring that an ambulance or other professional medical help is summoned when appropriate
   3. First aiders are trained and qualified to carry out the role and are responsible for the following:
      1. 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
      2. Sending pupils home to recover, where necessary
      3. Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident
      4. Keeping their contact details up to date
   4. The names of each school’s appointed person and first aiders will be displayed prominently around Willow Primary Academy and The Piper Centre site.
5. **The Trust Board – responsibilities**
   1. The Board of Trustees has ultimate responsibility for Health and Safety matters in all schools within SAND Academies Trust.
   2. The Board of Trustees will delegate specific monitoring of Health and Safety matters to the Local Advisory Board within each school.
   3. The operational matters and day to day management of Health and Safety within each school is delegated to the Headteacher and staff members.
6. **The Headteacher – responsibilities**
   1. The Headteacher is responsible for the implementation of this policy, including:
      1. Ensuring that an appropriate number of appointed persons and/or trained first aid personnel are present in Willow Primary Academy and The Piper Centre at all times
      2. Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
      3. Ensuring all staff are aware of first aid procedures
      4. Ensuring appropriate risk assessments are completed and appropriate measures are put in place
      5. Undertaking, or ensuring that managers undertake, risk assessments, appropriate, and that appropriate measures are put in place
      6. Ensuring that adequate space is available for catering to the medical needs of pupils
      7. Reporting specified incidents to the HSE where necessary
7. **School staff – responsibilities**
   1. School staff are responsible for:
      1. Ensuring they follow first aid procedures
      2. Ensuring they know who the first aiders are in their school
      3. Completing accident reports for all incidents they attend to where a first aider/appointed person is not called
      4. Informing the parent/carer of any accident via Class Dojo or phone call.
      5. Informing the Headteacher or the First Aid Lead of any specific health conditions or first aid needs
8. **In-school First Aid procedures**
   1. 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, if after assessment the injury is minor then a member of staff with online First Aid training will assist.
   2. 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.
   3. The first aider will also decide whether the injured person should be moved or placed in the recovery position
   4. 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
   5. If the emergency services are called, the Headteacher will contact parents immediately
   6. The first aider or relevant member of staff will complete an accident report form on the same day or as soon as is reasonably practical after the incident resulting in injury
9. **Off-site First Aid procedures**
   1. When taking pupils off Willow Primary Academy or The Piper Centre premises, staff will ensure they always have the following:
      1. A mobile phone
      2. A portable first aid kit
      3. Information about the specific medical needs of pupils
      4. Parents’ contact details

When transporting pupils using a minibus or other large vehicle, Willow Primary Academy will make sure the vehicle is equipped with a clearly marked first aid box containing, at minimum:

* 10 antiseptic wipes, foil packed
* 1 conforming disposable bandage (not less than 7.5cm wide)
* 2 triangular bandages
* 1 packet of 24 assorted adhesive dressings
* 3 large sterile unmedicated ambulance dressings (not less than 15cm × 20 cm)
* 2 sterile eye pads, with attachments
* 12 assorted safety pins
* 1 pair of rustproof blunt-ended scissors
  1. Risk assessments will be completed by the visit lead prior to any educational visit that necessitates taking pupils off school premises
  2. Within the Early Years Foundation Stage provision, there will always be at least one first aider with a current Pediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

1. **First Aid equipment**
   1. A typical first aid kit in all schools will include the following:
      1. A leaflet with general first aid advice
      2. Regular and large bandages
      3. Eye pad bandages
      4. Triangular bandages
      5. Adhesive tape
      6. Safety pins
      7. Disposable gloves
      8. Antiseptic wipes
      9. Plasters of assorted sizes
      10. Scissors
      11. Cold compresses
      12. Burns dressings
   2. No medication is kept in first aid kits
   3. First aid kits will be stored in:
      1. Reception (at the main desk)
      2. All classes
2. **Record keeping and reporting**
   1. **First Aid and accident record log**
      1. The accident log will be completed by the first aider/relevant member of staff in the same day or as soon as possible after an incident resulting in injury.

[https://forms.office.com/e/FUnA1XL3BG](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fe%2FFUnA1XL3BG&data=05%7C01%7Cdebra.arthur%40willow.sandmat.uk%7C60001b52ef844a9c4cb408db40044b71%7C3ab6aed3433c493b9530c451b5cd1b71%7C1%7C0%7C638174159414661457%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=1QmkoaxsHDmExAR5ujakK6Pfi9VhzgmKjTKgHXvd8xY%3D&reserved=0)

* + 1. As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form supplied in the appendix
    2. Records held in the first aid and accident log will be retained by Willow Primary Academy 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.
    3. A copy of the accident form will be added to the Cpoms if a major accident and has been reported to HSE, Ofsted or Riddor.
  1. **Reporting to the HSE**
     1. The Headteacher will keep a record of any accident which results in a reportable injury, disease or dangerous occurrence as defined in the RIDDOR 2013 legislation
     2. The Headteacher will report these to the Health and Safety Executive (HSE) as soon as is reasonably practicable and in any event within 10 days of the incident
  2. **Reportable injuries, diseases or dangerous occurrences include:**
     1. Death
     2. Specified injuries, which are:
        1. Fractures, other than to fingers, thumbs and toes
        2. Amputations
        3. Any injury likely to lead to permanent loss of sight or reduction in sight
        4. Any crush injury to the head or torso causing damage to the brain or internal organs
        5. Serious burns (including scolds)
        6. Any scalping requiring hospital treatment
        7. Any loss of consciousness caused by head injury or asphyxia
        8. 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
     3. 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)
     4. Where an accident leads to someone being taken to hospital
     5. 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:
        1. The collapse or failure of load-bearing parts of lifts and lifting equipment
        2. The accidental release of a biological agent likely to cause severe human illness
        3. The accidental release or escape of any substance that may cause a serious injury or damage to health.
        4. An electrical short circuit or overload causing a fire or explosion.

1. **Notifying parents and other agencies**
   1. Where appropriate, Willow Primary Academy and The Piper Centre 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. A head injury will be reported by phone call to a parent and head injury form given. Minor accidents will be reported by Class Dojo.
   2. Where appropriate, Willow Primary Academy and The Piper Centre will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in Willow Primary Academy or The Piper Centre’s care. This will happen as soon as is reasonably practicable and no later than 14 days after the incident
   3. Where appropriate, Willow Primary Academy and The Piper Centre will also notify the relevant local child protection agencies of any serious accident or injury to, or the death of, a pupil while in their care.
2. **Training**
   1. All school staff undertake basic online first aid training and selected staff will complete full First Aid training.
   2. All first aiders must have completed a training course and must hold a valid certificate of competence to show this.
   3. Willow Primary Academy will keep a register of all trained first aiders, what training they have received and when this is valid until.
   4. Staff are encouraged to renew their first aid training when it is no longer valid
   5. Within the Early Years Foundation Stage provision, at least one member of staff will have a current Paediatric First Aid certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years.

List of Trained First Aiders

| Staff member’s name | Role | LOCATION |
| --- | --- | --- |
| Debra Arthur | Family Support Worker | Safeguarding Office |
| Lisa Simmonds | Assistant Head/Reception Teacher | Acorn class or office next to Acorn |
| Clair Cornwall | Learning Partner | Elm Class |
| Susanne Quinn | Rainbow Class Teacher | Piper Centre, Rainbow Class |
| Lucy Sullivan | Admin | Reception |
| Laura Stephens | Elm Class Teacher | Elm Class |
| Leanne Tocknell | Learning Partner | Birch Class |