



First Aid Policy

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Type of Policy	Tick ✓
DCAT Statutory Policy	✓
DCAT Non-statutory Policy	
DCAT Model Optional Policy	
Academy Policy	
Local Authority Policy	

Contents

Introduction	1
1. Policy Aims.....	2
2. Legislation and guidance.....	2
Definitions.....	2
3. Roles and Responsibilities.....	3
3.1 Appointed person(s) and first aiders	3
3.2 The Trust and local governing body	3
3.3 The Headteacher	4
3.4 Staff	4
4. First Aid Procedures.....	4
4.1 In-school procedures.....	4
Concussion.....	5
Symptoms of Concussion	5
Administration of medicines	5
Defibrillators (AEDs)	5
4.2 Off-site procedures.....	5
5. First Aid Equipment	5
6. Record-keeping and reporting.....	6
6.1 First aid/medical log and accident report records.....	6
6.2 Reporting to the HSE.....	6
School staff: reportable injuries or dangerous occurrences	6
Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences	6
6.3 Communicable and Notifiable Diseases	6
Reporting to the UK Health Security Agency (UKHSA)	6
6.4 Notifying parents.....	6
6.5 Reporting to DCAT, Ofsted and child protection agencies (early years only).....	6
7. Training	6
Induction.....	6
Mental Health First Aiders	6
8. Monitoring arrangements	6
9. Links with other policies.....	7
Appendix 1: list of [appointed person(s) for first aid and/or trained first aiders] and educational visits co-ordinator (EVC)	8
Appendix 2: Suggested contents of first aid boxes.....	10
Appendix 3: St John's Meads First Aid Arrangements	11
First Aid Flow Chart.....	13
.....	13
Appendix 4: Accident/Incident reporting information required.....	14



Introduction

Our **vision** for our Trust is we exist to:

Help every child achieve their God-given potential

Our **aims** are clear. We aim to be a Trust in which:

Developing the whole child means pupils achieve and maximise their potential

Continued development of staff is valued and improves education for young people

All schools are improving and perform above national expectations

The distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

Aspiration

I can do all things through Christ who strengthens me
(Philippians 4 vs 13).

Wisdom

Listen to advice and accept discipline, and at the end you will be counted among the wise
(Proverbs 19 vs 20)

Respect

So in everything do to others what you would have them do to you
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John: *I have come that they may have life, and have it to the full.*

I. Policy Aims

The aims of our first aid policy are to:

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

This policy covers first aid for pupils, staff and visitors. In the case of staff and visitors, the school will endeavour to contact their emergency contact if necessary.

2. Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#), guidance from the Health and Safety Executive (HSE) on [incident reporting 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 Education \(Independent School Standards\) Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

Definitions

- **Accident:** an event that results in injury or ill health
- **Dangerous occurrence:** one of a number of specific, reportable adverse events, as defined in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- **Emergency Services** – The fire brigade, the police, and the ambulance service collectively, especially when mobilised to deal with emergencies
- **First aid** Basic emergency medical treatment given to somebody who is ill or injured, given before more thorough medical attention can be obtained
- **First Aider** someone who has successfully completed a Health and Safety Executive (HSE) approved training course and holds a current first aid certificate and is qualified to give first aid
- **Incident:**
 - **near miss:** an event not causing harm, but has the potential to cause injury or ill health (in this guidance, the term near miss will include dangerous occurrences)

This policy complies with our funding agreement and articles of association.

3. Roles and Responsibilities

In schools with Early Years Foundation Stage provision, at least 1 person who has a current paediatric first aid (PFA) certificate must be on the premises at all times.

Beyond this, in all settings – and dependent upon an assessment of first aid needs – employers must usually have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. However, the minimum legal requirement is to have an ‘appointed person’ to take charge of first aid arrangements, provided your assessment of need has taken into account the nature of employees’ work, the number of staff, and the layout and location of the school. The appointed person does not need to be a trained first aider.

Section 3.1 below sets out the expectations of appointed persons and first aiders as set out in the 1981 first aid regulations and the DfE guidance listed in section 2.

Schools must consider the arrangements for first aid for any staff who work outside of the core hours (such as cleaners and site managers). First aid arrangements for people working when the school is shut should be covered in the Health and Safety Policy (section 2.14)

3.1 Appointed person(s) and first aiders

The school’s appointed first aider is responsible for:

- A risk assessment of first aid needs of pupils, staff and visitors.
- 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
- Ensuring that first aid arrangements in school are clearly on display in prominent and high risk areas which include the process for summoning a first aider. ([please see appendix 3](#))

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
- Complete an accident or incident report on the same day, or as soon as is reasonably practicable, after an incident on the Handsam incident reporting system.
- 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 Trust and local governing body

The Diocese of Chichester Academy Trust (DCAT) has ultimate responsibility for health and safety matters in the school, but delegates responsibility for monitoring of local arrangements to the school’s Local Governing Body (LGB).

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

3.3 The Headteacher

The Headteacher 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 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 ([please see appendix 3](#))
- Ensuring that specified incidents are reported to the HSE when necessary ([see section 6](#))

3.4 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in school are
- Reporting to the Vice Principal or Executive head teacher any accident or incident that requires an accident or incident report to be completed on the incident reporting system on the same day, or as soon as is reasonably practicable, after an incident.
- Informing the headteacher 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 the 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 decision is to call an ambulance, the First Aider is to arrange for a second person to call the emergency services and inform the Headteacher. The First Aider should be the one to speak to the emergency services to ensure full information about the injury can be accurately relayed. If emergency services are called, the office team will contact parents immediately.
- The first aider will complete an accident report form, on the Handsam incident reporting system, on the same day or as soon as is reasonably practical after an incident resulting in an injury. Please see [appendix 4](#).

- There will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times during normal school hours.
- If the first aider judges that a pupil is too unwell to remain in school, they must be collected by the appropriate emergency contact (adult) on their pupil file. Upon their arrival, the first aider will recommend next steps to the parents. If the school is unable to contact the parents then the school will work through the given contacts.
- If any staff member is advised to leave work due to ill-health or injury, after receiving First Aid, an assessment should be made of the patient's fitness to drive. If deemed unfit they should be collected by an appropriate person or provided with suitable alternative transport.

Concussion

Symptoms of Concussion

Administration of medicines

Defibrillators (AEDs)

A defibrillator is a machine that administers a controlled electric shock to the chest or heart to correct a critically irregular heartbeat that cannot drive the circulation. The DfE has plans to ensure there is a device in every school by the end of the 2022/23 academic year. For further information, please click here – [Automated External Defibrillators \(AEDs\) – A guide for Schools](#).

AEDs are designed to be used by someone without any specific training, following step by step instructions on the AED at the time of use. If a school decides to provide a defibrillator it is important that those who use it are appropriately trained. It may be sufficient for schools to circulate manufacturer's instructions to all staff and to provide a short general awareness briefing session in order to meet their statutory obligation. However, DCAT encourages all schools to access free or local training in the use of AEDs and CPR.

Further information on voluntary organisations that also offer training can be found in the [above guidance](#). It will be the school's responsibility to identify which staff attend this training.

4.2 Off-site procedures

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

- A mobile phone
- A portable first aid kit - please see [appendix 2](#)

When transporting pupils using a minibus or other large vehicle, the school will make sure the vehicle is equipped with a clearly marked first aid box - please see [appendix 2](#)

Risk assessments will be completed as per the educational and off site visits policy.

For trips involving children in the EYFS stage 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.

For all other trips there will always be at least 1 first aider on school trips and visits.

5. First Aid Equipment

6. Record-keeping and reporting

7. Training

It is the school's responsibility to identify the level of training each member of staff receives on First Aid. All staff are required to complete e-learning health and safety induction for staff via the Handsam system, which includes first aid and medicines information. Additionally, there is an e-learning module available on First Aid Awareness.

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 I](#)). All school staff are able to request to undertake first aid training if they would like to.

The school will arrange for first aiders to retrain before their first aid certificates expire. Schools have the option of using the e-learning module available by Handsam or making arrangements for in-person training. In cases where a certificate expires, the school will arrange for staff to retake the full first aid course before being reinstated as a first aider.

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. The PFA certificate will be renewed every 3 years.

Induction

All staff are required to complete e learning health and safety induction for staff via the Handsam system, which includes first aid and medicines information. As part of induction all staff should be given school specific information on first aid information and procedures.

Mental Health First Aiders

The Trust encourages all schools to have a Mental Health First Aider who has undertaken appropriate training e.g. DfE or Local Authority.

8. Monitoring arrangements

This policy will be reviewed by the Head of Operations and Governance every year.

At every review, the policy will be approved by the Trust Board. Each school will be responsible for personalising this policy to their individual circumstances.

9. Links with other policies

This first aid policy is linked to the:

- Health and safety policy
- Supporting pupils with medical conditions policy
- Off site and educational visits policy

Appendix I: list of [appointed person(s) for first aid and/or trained first aiders] and educational visits co-ordinator (EVC)

STAFF MEMBER'S NAME	ROLE	FIRST AID TRAINING INFORMATION (E.G. FIRST AID AT WORK/ PAEDIATRIC FIRST AID TRAINING)	DATE FOR TRAINING TO BE RENEWED (WHERE APPLICABLE)	CONTACT DETAILS
Abi Robinson	School Secretary, First Aid Co-ordinator	First Aid at Work	December 2025	School Office - Channel 8
Rebecca Harris	School Secretary	First Aid at Work	September 2026	School Office - Channel 8
Jo Barfield	Deputy Headteacher	Paediatric	February 2026	Year 6/Sunshine Room Channel 6/12
Colin Etwell	School Business Manager	First Aid at Work	April 2025	School Office - Channel 8
Melanie Onusi	Breakfast Club Co-ordinator	First Aid at Work	May 2026	The Ark/Year 6 - Channel 14/6
Liz Avery	After School Club Co-ordinator	Paediatric	February 2026	The Ark/Year 1 - Channel 14/1
Suzy Bettles	Forest School Leader	Outdoor First Aid	April 2026	Year 4 - Channel 4
Jade Miller	After School Club Assistant	First Aid at Work	May 2026	The Ark - Channel 14
Chrissy Grout	Teaching Assistant	Paediatric	September 2024	EYFS - Channel 7
Chloe Satchell	EYFS Teacher	Paediatric	November 2026	EYFS - Channel 7
Rowenna Pillar	EYFS Teacher	Paediatric	October 2026	EYFS -Channel 7

The Educational Visits co-ordinator (EVC) is Katherin Weeks, Headteacher

Appendix 2: Suggested contents of first aid boxes

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

The following is based on the HSE's recommendation for a minimum first aid kit –

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings (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 sterile individually wrapped unmedicated wound dressings
- 3 pairs of disposable gloves

The following are based on the HSE's recommendation for a minimum travelling first aid kit –

- 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

- Information about the specific medical needs of pupils
- Parents' contact details

When transporting pupils using a minibus or other large vehicle, the school 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

Appendix 3: St John's Meads First Aid Arrangements

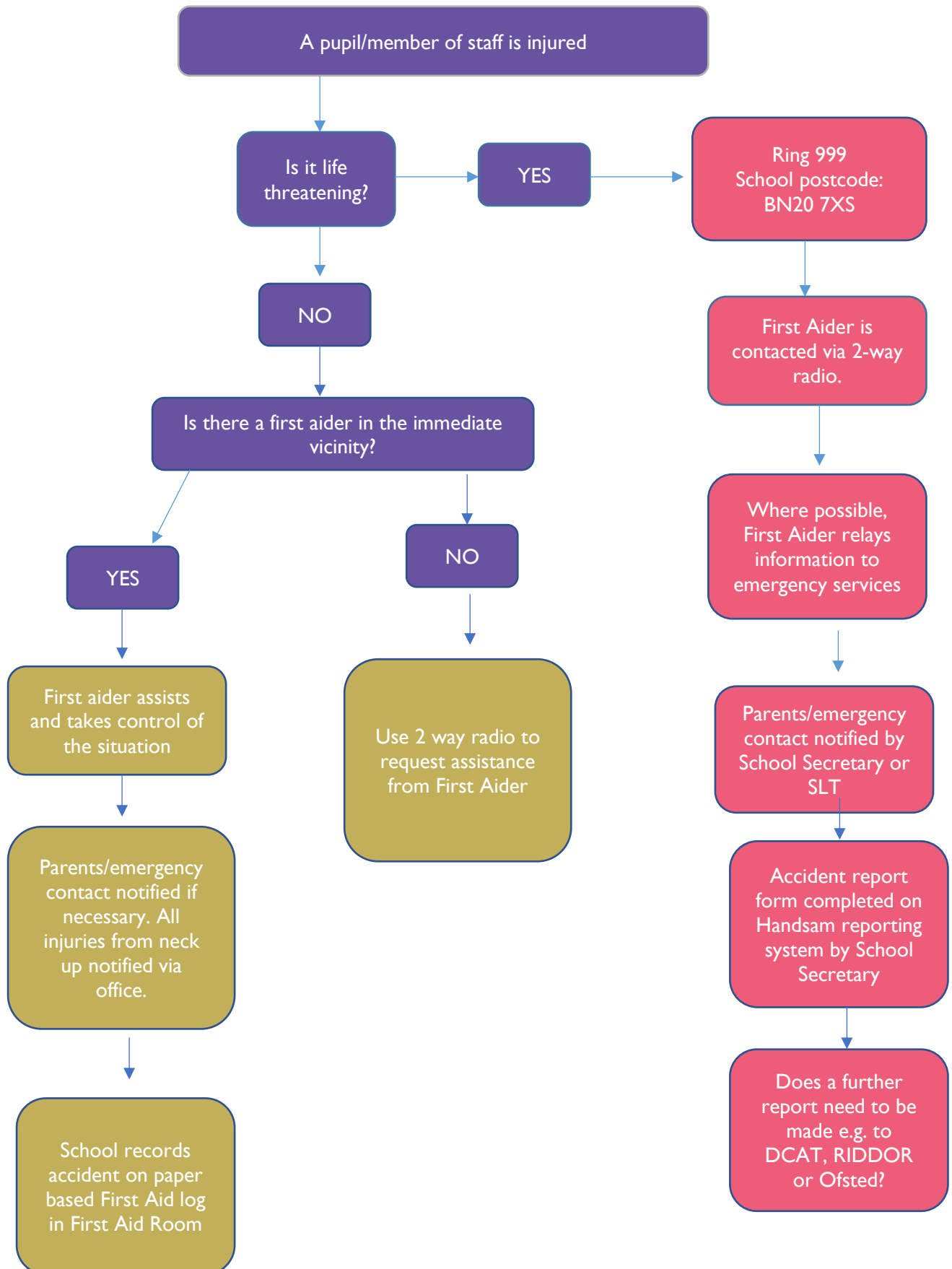
The statutory requirements stipulate that you must ensure that a medical room:

- Is suitable for medically examining and treating pupils
 - Is suitable for short term care of sick and injured pupils
 - Has a washing facility
 - Is near a toilet
 - Caters for pupils with complex needs (if you have such pupils on your role)
-
- Process for summoning a first aider – use 2 way radio to request assistance from a first aider, or take child to the office.
 - Where the first aid kits are kept – in the first aid room, plus bags in shared areas to be taken into playground
 - Provision for first aid out of school hours:
 - before school (Ark)
 - break and lunch times (minor in the playground, major in the office)
 - after school (Ark)
 - lone working (none – call emergency services if needed)
 - Location of medical room – adjacent to the school office

CHECKLIST FOR MEDICAL FACILITIES ON SITE (HSE recommended requirements noted in bold)	✓ / ✗
Washing facilities with soap and hot and cold running water	✓
Located near to a toilet	✓
Drinking water and disposable cups available	✓
Foot-operated refuse containers , lined with disposable, yellow clinical waste bags or a container suitable for the safe disposal of clinical waste	✓
Washable surfaces	✓
Clean and tidy	✓
Adequate heating, ventilation and lighting	✓
Can be readily accessed at any time (even if used for other purposes)	✓
Positioned as near as possible to a point of access for transport to hospital	✓
Adequate privacy	✓
Telephone or other communication equipment	nearby

Examination medical couch with enough space at each side for people to work	X
Plenty of chairs to accommodate multiple people (there may be days when multiple people are taken ill, such as in the hot weather)	X
A record for recording incidents attended by a first aider or appointed person	✓
Notice displaying names, location and, if appropriate, telephone extensions of first aiders and how to contact them	✓
Safe and secure storage for medication and first aid provision that is out of reach of pupils	✓
Ample first aid equipment that is in date	✓
Safe and secure fridge/freezer to store any medication that needs to be refrigerated, as well as ice packs for injuries	nearby
Adequate supervision to ensure ill or injured pupils/staff are given assistance when needed	✓
Details of Individual Healthcare Plans (IHPs) or Emergency Health Care Plans (EHC) accessible or signposted	✓
The following staff have access to the medical room and medicines:	
All staff have access to the First Aid Room.	
Office staff have access to medicines.	
The following provisions are in place for the needs of pupils with medical conditions:	
Healthcare Plans	
The following provisions are in place for the needs of staff with medical conditions:	
Individual Risk Assessments	
Medical room location:	
Adjacent to the school office	
Defibrillator Location	
Outside office window, in the foyer.	

First Aid Flow Chart



Appendix 4: Accident/Incident reporting information required

All accidents and incidents must be recorded on the Handsam system. Please see below the information that will be required.

ACCIDENT/INCIDENT REPORT – INFORMATION REQUIRED TO LOG ON HANDSAM INCIDENT LOG DCAT.HANDSAM.NET	
Details of Incident	
Date/time:	
Near Miss or Accident?:	
Type of Accident:	
Description of incident and events leading to it:	
Is this incident RIDDOR Reportable?	YES / NO
If RIDDOR Reportable, who has reported to RIDDOR and what is the RIDDOR number?	
Details of Person(s) Affected	
On-site or off-site?:	
Specific location of Incident:	
Did the Incident Occur During a School Activity?:	YES / NO
Activity:	
Activity Leader:	
Details of Person(s) Affected	
Name(s):	
Staff or pupil?:	
Class/form group:	
Age(s):	
Gender(s):	
Details of Any Injuries (type of injury and body part)	
Details of Any First Aid Treatment	
By whom:	
Time:	
Outcome:	No treatment
	Sent home/Parent Collection
	Returned to Class
	Stayed in Medical Room

	Emergency Services
	Resumed work
Was the parent contacted?: If so, by whom and when	YES / NO
Were the emergency services called? (If so, how long did they take to arrive?):	
Witnesses and witness statements:	
Action Taken Following the Incident	
Impacts	
Lessons Learnt	