



The King's (The Cathedral) School

First Aid Policy

Responsibility:	Chief Financial Officer
Ratified By:	Governing Body
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First Aid Policy

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1. AIMS

The aims of our first aid policy are to:

- 1.1 Ensure the health and safety of all staff, students and visitors.
- 1.2 Ensure that staff and governors are aware of their responsibilities with regards to health and safety.
- 1.3 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:

- 2.1 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.
- 2.2 The Management of Health and Safety at Work Regulations 1992, which require employers to assess the risks to the health and safety of their employees.
- 2.3 The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, plan to implement necessary measures, and arrange for appropriate information and training.
- 2.4 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, which state that some incidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such incidents must be kept.
 - Social Security (Claims and Payments) Regulations 1979, which set out rules on the retention of incident records.
 - The Education (Independent School Standards) Regulations 2014, which require that suitable space is provided to cater for the medical and therapy needs of students.

3. ROLES AND RESPONSIBILITIES

3.1 Appointed Person(s) and First Aiders

The following personnel are responsible for:

- Taking charge when someone is injured or becomes ill. The First Aid at Work (FAW) or Emergency First Aid at Work (EFAW) trained staff member attending the incident.
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits. These should be checked on a monthly basis by the appointed person(s) (Pupil Reception)
- Ensuring that an ambulance or other professional medical help is summoned when appropriate. The FAW or EFAW staff member attending the incident will also liaise and notify Pupil Reception of the situation as soon as possible.

3.2 First aiders are trained and qualified to carry out the role (see section 7). Responsibilities are as follows:

- First aiders will act 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. This will be any member of staff with FAW or EFAW closest to the incident.
- Pupil Reception will send students home to recover, where necessary.
- First aiders will fill in an incident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in Appendix 1). The staff member responding to incident will fill this in.
- Where medical treatment is advised pupil reception are responsible for ensuring the form is signed off by the Headteacher or CFO once completed.
- Pupil reception will summarise recorded incidents that will be reported to governors termly.
- Incident Books will be kept for 5 years by the CFO.
- First aiders will keep their contact details up-to-date. The School holds a database of all trained FAW/EFAW staff members. Names of staff who are first aiders will also be displayed prominently around the School. The Site Manager will distribute these to noticeboards at least once per year.

3.3 The Governing Board

The governing board 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 CFO 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 students.
- Reporting specified incidents to the HSE when necessary (see section 6.2).

3.5 Staff are responsible for:

- Ensuring they follow first aid procedures.
- Ensuring they know who the first aiders in School are.
- Completing incident reports (see Appendix 1) for all incidents they attend to where a first aider is not called.
- 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 incident 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 at 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 first aider judges that a student is too unwell to remain in School, parents/ guardian will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend the next steps to the parents/ guardian.
- If emergency services are called, a member of SLT or member of the support staff team will contact parents/ guardian immediately. If no contact can be made with the parent/guardian, an appropriate adult will accompany the student to hospital.
- The first aider/relevant member of staff will complete an incident report form on the same day or, as soon as is reasonably practicable, after an incident resulting in an injury. This must then be passed to the Headteacher.

4.2 Off-site procedures

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

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

Risk assessments will be completed by the relevant staff member prior to any educational visit and will be approved by the Off-site Visits Coordinator (OVC) that necessitates taking students off School premises.

5. FIRST AID EQUIPMENT

5.1 A typical first aid kit 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.

5.2 No medication is kept in first aid kits. First aid kits are stored in:

- Pupil Reception
- Main kitchen
- Art/DT
- Science
- FM store

6. RECORD-KEEPING AND REPORTING

6.1 First aid and incident record book

- An incident form will be completed by the first aider/relevant member of staff 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 incident, including all of the information included in the incident form (see Appendix 1).
- A copy of the incident report form will also be added to the student's educational record.
- Records held in the first aid and incident book will be retained by the School for a minimum of three years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of by the Premises Manager, who will maintain these records.

6.2 Reporting to the HSE

The Headteacher will keep a record of any incident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7). The Headteacher 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 seven consecutive days (not including the day of the incident).
- Where an incident 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 incidental release of a biological agent likely to cause severe human illness.
 - The incidental 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.

RIDDOR reports are made through Cambridgeshire County Council via a service level agreement to support the School.

7. TRAINING

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

8. MONITORING ARRANGEMENTS

This policy will be reviewed by the CFO annually. At every review, the policy will be approved by the governing body.

9. LINKS WITH OTHER POLICIES

This first aid policy is linked to the following policies:

- Health and Safety
- Supporting Students with Medical Conditions.