



First Aid Policy 2025-2027

This First Aid Policy outlines the procedures and responsibilities for ensuring the health and safety of staff, pupils, and visitors at Thomas Alleyne's High School. It details the roles of appointed first aid personnel, the process for responding to medical incidents, and the requirements for record-keeping and reporting. The policy also aligns with relevant legislation and guidance to ensure compliance with health and safety regulations.

Document History

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V1	February 2025	K Hughes	Policy reformatted using new template and Trust name change updated. Change to reference to Governors – Local Academy Committee. Change to procedure to notifying parents to reflect current procedures.

This policy was approved as follows:

Approver:	Learning & Standards	Date:	February 2025
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Owner:	Thomas Alleyne's High School	Version:	1
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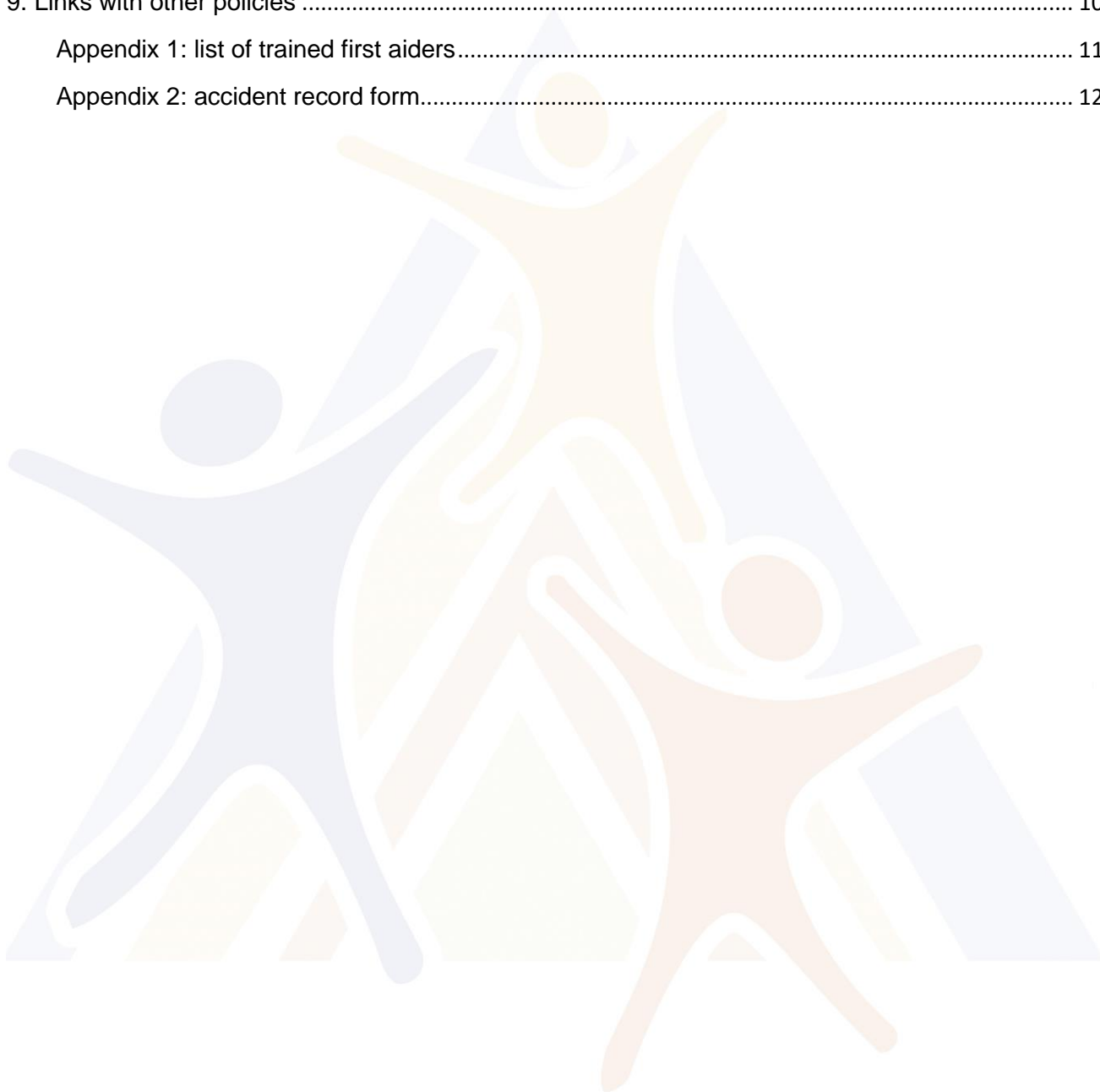
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This policy applies to all School Academy staff, pupils and parents.

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1. Aims

The aims of our first aid policy are to:

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

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 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.

3. Roles and responsibilities

Thomas Alleyne's High School has made an assessment of first aid needs and has a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. The minimum legal requirements is to have an 'appointed' person to take charge of first aid arrangements, taking into account the nature of the 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.

3.1 Appointed person(s) and first aiders

The school's appointed person is the Business Manager. 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

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
- Filling in an accident book on the same day as, or as soon as is reasonably practicable after, an incident.

Our school's first aiders are listed in appendix 1. Their names will also be displayed prominently around the school site.

3.2 The Local Academy Committee

The Local Academy Committee 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.

3.3 The headteacher

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

- Ensuring that an appropriate number of appointed persons and 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
- Reporting specified incidents 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 and the appointed person in school are
- Completing the accident book for all incidents they attend

- 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 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
- If emergency services are called, the receptionist will contact parents immediately
- The first aider will complete the accident book on the same day or as soon as is reasonably practical after an incident resulting in an injury. For a member of staff, the accident record form must be completed and the Business Manager informed.

4.2 Off-site procedures

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

- A school mobile phone
- A portable first aid kit including, at minimum:
 - 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

Risk assessments will be completed by the Educational Visits Co-ordinator prior to any educational visit that necessitates taking pupils off school premises.

5. First aid equipment

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

- 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

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception
- All science labs
- All design and technology classrooms
- The school kitchen
- The school minibus

6. Record-keeping and reporting

6.1 First aid and accident record book

- The accident book will be completed by the first aider on the same day or as soon as possible after an incident resulting in an injury
- The Accident record form at appendix 2 will be completed for all staff accidents with as much detail as possible
- Records held in the first aid and accident book will be retained by the school 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.

6.2 Reporting to the HSE

The Business Manager 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 on duty Health and Safety Manager at Entrust will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School staff: reportable injuries, diseases or dangerous occurrences

These 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) which:
 - Covers more than 10% of the whole body's total surface area; or
 - Causes significant damage to the eyes, respiratory system or other vital organs
 - 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
- Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the Business Manager will report these to the duty Health & Safety Manager at Entrust who will report this to HSE as soon as reasonably practicable and in any event within 15 days of the accident
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
 - Carpal tunnel syndrome
 - Severe cramp of the hand or forearm
 - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach
 - Hand-arm vibration syndrome
 - Occupational asthma, e.g from wood dust
 - Tendonitis or tenosynovitis of the hand or forearm
 - Any occupational cancer
 - Any disease attributed to an occupational exposure to a biological agent
- 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 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

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences

These include:

- Death of a person that arose from, or was in connection with, a work activity*
- An injury that arose from, or was in connection with, a work activity* and where the person is taken directly from the scene of the accident to hospital for treatment

*An accident “arises out of” or is “connected with a work activity” if it was caused by:

- A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)
- The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or
- The condition of the premises (e.g. poorly maintained or slippery floors)

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>

6.3 Notifying parents

The first aider 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. Parents will also be informed if emergency services are called. Head injuries or serious first aid will always require a telephone call home.

7. Training

All school 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 (see appendix 1).

The school will arrange for first aiders to retrain before their first aid certificates expire. 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.

8. Monitoring arrangements

This policy will be reviewed by the Business Manager every 2 years.

At every review, the policy will be approved by the Local Academy Committee.

9. Links with other policies

This first aid policy is linked to the:

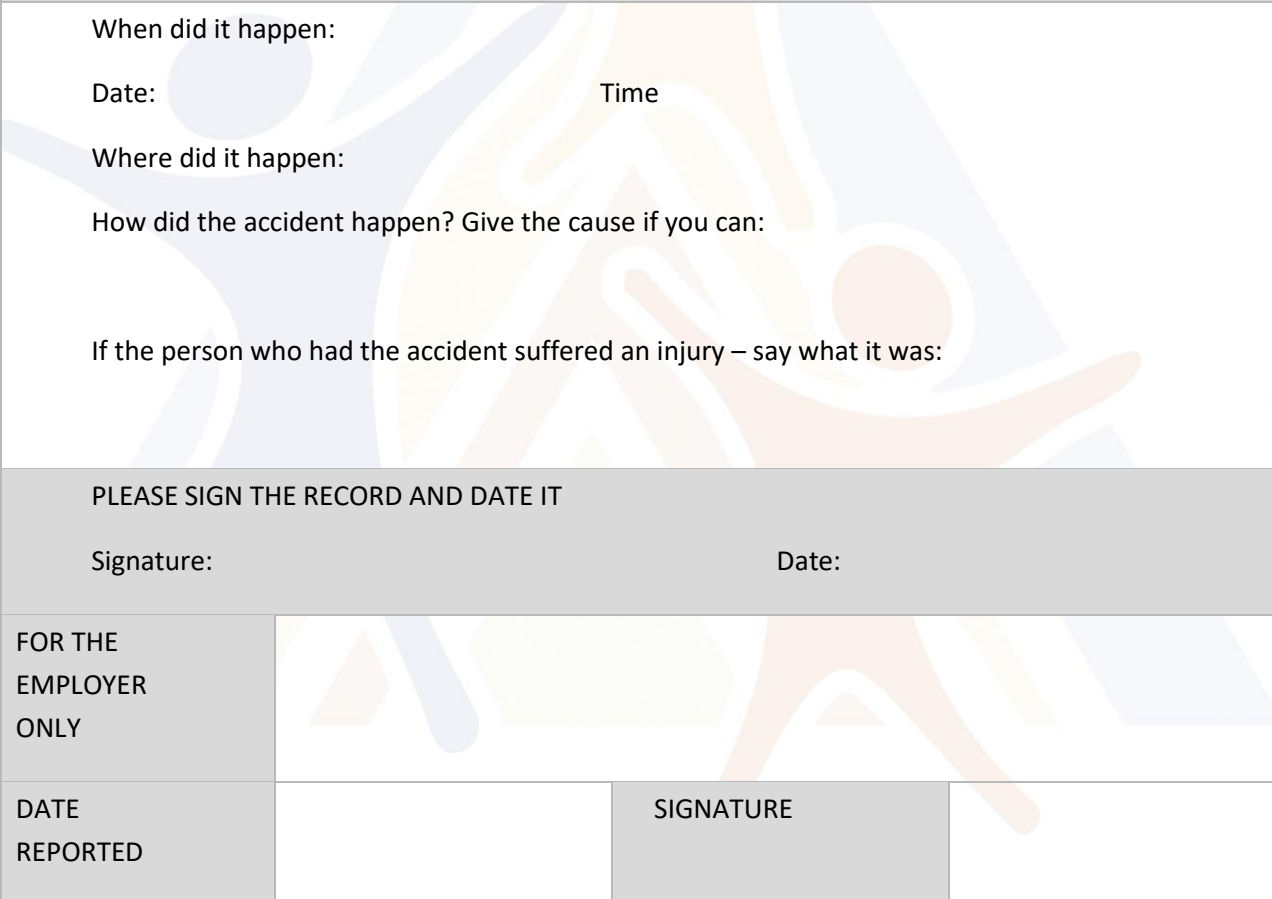
- Health and safety policy
- Policy on supporting pupils with medical conditions



Appendix 1: list of appointed person and first aiders:

STAFF MEMBER'S NAME	ROLE	CERTIFICATE EXPIRY DATE
Mrs D Passam	Cover Supervisor	Full First Aid at Work 25/05/2025
Mrs H Ralph	Receptionist/first aider	Full First Aid at Work 30/07/2027
Miss H Irving	Receptionist/first aider	Full First Aid at Work 15/03/2026
Miss B Walton	Reprographics / First aider	Emergency First at Work 29/08/2027
Mrs R Hayward	Receptionist/first aider	Emergency First at Work 05/09/2026
Miss S Jones	Head of House	Emergency First at Work 14/02/2028
Mrs J North	Teacher	Emergency First at Work 14/02/2028
Miss L Anderson	Teaching Assistant	Emergency First at Work 28/11/2025
Mrs A Frost	Cover Supervisor	Emergency First at Work 28/11/2025
Mr L Melland	Head of Science	Outdoor Emergency First Aid 12/03/2025
Mr S Crum	Teacher of Science/DoE	Outdoor Emergency First Aid 11/03/2026

Appendix 2- Accident record form

<p>ABOUT THE PERSON WHO HAD THE ACCIDENT</p>	<p>Name:</p> <p>Address:</p> <p>Postcode</p> <p>Occupation:</p>		
<p>ABOUT YOU, THE PERSON FILLING IN THIS RECORD</p>	<p>Name:</p> <p>Address:</p> <p>Postcode:</p> <p>Occupation:</p>		
<p>ABOUT THE ACCIDENT.</p> <p>Continue of the back of this form is required.</p>			
<p>When did it happen:</p> <p>Date: _____ Time _____</p> <p>Where did it happen:</p> <p>How did the accident happen? Give the cause if you can:</p> <p>If the person who had the accident suffered an injury – say what it was:</p>			
<p>PLEASE SIGN THE RECORD AND DATE IT</p> <p>Signature: _____ Date: _____</p>			
<p>FOR THE EMPLOYER ONLY</p>			
<p>DATE REPORTED</p>		<p>SIGNATURE</p>	