



First Aid Policy

Adopted: March 2023

Next review due: March 2024

Health and safety regulations

The Health and Safety (First Aid) Regulations 1981 require employers to provide adequate numbers of First Aiders, facilities and equipment to enable First Aid to be given to employees who are injured or who fall ill at work. These regulations apply to schools in the same way as all other workplaces. In addition, under the provisions of the Health and Safety at Work etc Act 1974, employers have a duty to ensure, so far as is reasonably practicable, the health and safety of non-employees.

Assessment of First Aid needs

The 1981 regulations require employers, in order to decide how to meet their obligations, to make an assessment of the First Aid needs appropriate to the circumstances of each workplace. This assessment will then help employers to determine how many First Aiders are needed and what other First Aid facilities and equipment should be provided. The HSE ACoP advises that, when making this assessment of need, employers should consider workplace hazards and risks, the size of the organisation and the nature and distribution of the workforce, the organisation's history of accidents, the needs of travelling, remote and lone workers and access to the site for emergency medical services.

Making First Aid procedures known

It is vital that all Academy staff know who our First Aiders are and how to contact them and that there are agreed procedures in place for dealing with all kinds of emergencies, including those in isolated areas such as playing fields. This policy will be distributed to staff when updated, and First Aid notices are displayed which give the location of First Aid equipment and the location of key First Aiders.

First Aiders in the Academy

Any member of staff can volunteer to become a First Aider, however being a First Aider is also identified in the job description for certain roles. At Ernulf Academy Academy we have a number of First Aiders to give appropriate coverage in line with national guidance on educational visits and at out of hours events on school site.

Our named First Aiders hold as a minimum valid Emergency First Aid at Work certificate (1 day course). These certificates are valid for three years and we book training for colleagues when their certification is about to run out.

Please see appendix one for a list of current First Aiders.

The main duties of our First Aiders are:

- to give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at the Academy;
- when necessary, ensure that an ambulance or other professional medical help is called.

First Aid Facilities

We have a medical room in the main building for students to be treated - this has hand washing facilities (with hot and cold running water) plus a crash mat where students can lie down if necessary. This room is close to main reception should external medical assistance be required.

First Aid kits

First Aid supplies are stored in the First Aid room and across multiple locations across the Academy including: Prospect House, cleaner staff room, Science staff room, Science prep room, Art office, engineering, DT1, Food Tech, Library, English/maths staff room, Music, Sports Hall, Gym, wellbeing hub, Humanities staff space, reception, site office, safeguarding office, re set reception.

A designated member of staff checks the contents of the First Aid kits regularly to ensure that stock is replenished and that any items which have reached their expiry date are disposed of safely. Medicines and tablets are not stored in our First Aid kits.

Defibrillator

Our Defibrillator is available in the main admin area. Cardiac arrest can affect people of any age and without warning; if that happens, swift action in form of prompt defibrillation can help save a person's life.

Off-site Activities

Mobile First Aid kits are provided for every Academy visit, in addition to any First Aid kits which may be provided by transport companies. In addition, spare asthma inhalers and spare auto-injectors are carried if required. A qualified first aider accompanies every educational visit.

Procedure in case of accident, injury, defects or hazards

In case of an accident, the following procedures should be followed:

- The injured party should be seen by a qualified First Aider/Appointed Person
- If the injuries cannot be treated at the Academy, arrangements should be made for transportation to hospital. An Ambulance must be called.
- All injuries requiring first aid or due to the Academy environment must be recorded the Every system as an incident.

Hygiene / Infection Control

All staff should take precautions to avoid infection and must follow basic hygiene procedures. Staff will have access to single-use disposable gloves and hand washing facilities and should take care when dealing with blood or other body fluids and disposing of dressings or equipment. All bodily fluids on the floor or other surface will be cleaned up and disposed of in a secure manner. The area will be thoroughly disinfected.

Administration of medication

Parents and carers can send in prescription medications for their child, these will be kept securely in the medical room. We hold spare asthma inhalers and spare auto-injectors, for use in case of emergency. Medications will only be given by staff who are qualified first aiders. The academy does not give out paracetamol to students.

Record Keeping

A record of any First Aid treatment given is made on the Every system. This includes:

- The date of the incident;
- The name (and year group) of the injured or ill person;
- Details of the injury/ illness and treatment First Aid given;
- What happened to the person immediately afterwards (for example went home, resumed normal duties, went back to class, went to hospital);

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) some accidents must be reported to the HSE. The employer must keep a record of any reportable injury, disease or dangerous occurrence. This must include: the date and method of reporting; the date, time and place of the event; personal details of those involved and a brief description of the nature of the event or disease.

As a part of our health and safety policy and annual briefing, all employees are reminded that they are responsible for any defects in the equipment or damage to their classrooms and should report such to the Site Manager. Any damage to the building that could be dangerous should also be reported to the Site Manager (or duty Site Officer) immediately.

Special Arrangements

In some cases children with medical needs may be more at risk than other children. We recognise that we may need to take additional steps to safeguard the health and safety of such children. In a few cases individual procedures may be needed and these will be detailed in an Individual Health Care Plan. The SENCO is responsible for making sure that all relevant staff know about and are if necessary are trained to provide any additional support these children may require with the support of the Head of Year.

Emergency Situations

First Aiders are trained to recognise and respond appropriately to emergency medical needs. Students with asthma need to have immediate access to their reliever inhalers when they need them. If a student has forgotten their inhaler, we are able to provide an emergency inhaler and seek agreement from parents/carers for this on entry to the Academy. Students with conditions such as epilepsy, diabetes and anaphylaxis typically have a plan, supplied by the NHS, in case of emergency. These students will carry their own medication where necessary. If the Academy has to give an injection for anaphylaxis, an ambulance will always be called.

Child Protection

If any concerns are raised that have safeguarding implications (e.g. unexplained marks or scars), whilst a person is being treated for First Aid, the First Aider must inform a Designated Safeguarding Lead who will then take appropriate action.

Physical Contact with Students

The treatment of students for minor injuries, illness or medical conditions may involve members of staff in physical contact with young people. Any treatment should:

- Not involve more contact than necessary

- Be carried out wherever possible, in front of other children or adults
- Be recorded
- If deemed necessary in the professional judgement of the attending First Aider, parents/carers will be informed if their child has received any treatment at the Academy

Review of Provision

The Principal will review this policy and the First Aid provision provided in Academy annually at the start of each academic year to ensure that these remain fit for purpose.

Links to other policies

This policy should be read in conjunction with the Health and Safety Policy.

Appendix 1

First Aid Trained Staff

Staff Name		Qualification	Date	
			Passed	Renewal Due
Brady	Chris	Emergency First Aid at work for Schools	03/12/2021	02/12/2024
Brown	Samantha	First Aid at Work	14/10/2022	13/10/2025
Crook	Tom	Emergency First Aid at Work	22/11/2022	21/11/2025
Dawson	Claire	Emergency First Aid at work for Schools	03/12/2021	02/12/2024
Garbould	Alison	Emergency First Aid at work for Schools	03/12/2021	02/12/2024
Hemming	Ed	Emergency First Aid at Work for Schools	03/12/2021	02/12/2024
Johnson	Alison	Emergency First Aid at Work for Schools	03/12/2021	02/12/2024
Lawson	Glen	Emergency First Aid at Work for Schools	28/08/2020	27/08/2023

Moniz	Kellen	Emergency First Aid at Work for Schools	28/08/2020	27/08/2023
Murphy	James	Emergency First Aid at Work for Schools	28/08/2020	27/08/2023
Neesam	Mark	Emergency First Aid at Work for Schools	28/08/2020	27/08/2023
Ruiz Escobar	Celia	Emergency First Aid at Work	22/11/2022	21/11/2025
Tume	Lorna	Emergency First Aid at Work for Schools	03/12/2021	02/12/2024
Webber	Brogan	Emergency First Aid at Work for Schools	28/08/2020	27/08/2023