



Cabot  
Learning  
Federation



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# First Aid Policy

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Date Adopted: March 2017, Cabot Learning Federation

**History of most recent policy changes**

Date	Page	Change	Origin of Change e.g. TU request, Change in legislation
1 <sup>st</sup> March 2017	Whole document	Implementation	Implementation of Federation wide policy

## Contents

History of most recent policy changes.....	2
Contents.....	3
1 Policy Statement.....	4
2 The Legal Position.....	4
3 Risk Assessment.....	5
4 Assessing the Required Number of First Aiders .....	6
5 Responsibilities of First Aid Personnel.....	6
6 Procedures.....	7
7 Dealing with Visitors .....	7
8 Staff Training.....	7
9 First Aid Kit Contents .....	8
10 Automated External Defibrillators (AEDs) .....	9
11 Information for Employees.....	10
Appendix One.....	11

## 1 Policy Statement

- 1.1 The purpose of this policy is to ensure that appropriate First Aid arrangements are in place for pupils, staff and any visitors to [insert name of Academy]. This includes providing sufficiently trained employees for our business needs and maintaining an adequate supply of First Aid equipment.
- 1.2 The Academy will provide sufficient information to staff to enable First Aid assistance to be sought during normal working hours. Where work is regularly undertaken outside these hours, then adequate First Aid cover will be provided.

## 2 The Legal Position

- 2.1 The Cabot Learning Federation (CLF) is required to report any serious injuries, accidents, dangerous occurrences or diseases to the Health and Safety Executive (HSE) under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). Under these regulations the federation must report the following:
  - Deaths;
  - Major injuries;
  - Over 7 day injuries;
  - An accident causing injury to pupils, members of the public or other people not at work;
  - A specified dangerous occurrence, where something happened which did not result in an injury, but could have.

Note: CLF Health & Safety contractor, PCS, report RIDDOR on behalf of the CLF.

- 2.2 The federation's duty to provide First Aid at work is governed by the Health and Safety (First Aid) Regulations 1981 (amended 2013). These require each academy to carry out a risk assessment in order to determine what First Aid facilities and personnel are necessary to meet the needs of the business. The academy is also required to review this assessment periodically to ensure that current provision is adequate. In order to comply with these regulations, the academy's assessment has considered a number of factors, including the following:
  - Type of department;
  - Type of activities run by or within any given department;
  - Building/s layout;
  - Proximity of academy buildings to emergency medical services;
  - Needs of travelling and/or lone workers;
  - Provision during term time and holiday time;
  - Type of skills likely to be required by both teaching and non-teaching staff;
  - Students with medical conditions.

### 3 Risk Assessment

3.1 The Academy has assessed the risk in each department or for each activity as follows:

Department	Specific Risk/Risk Level	Level of training required (by at least one staff member) and any additional measures required
General Academic and Support Departments (low risk)	Lower risk activities (teaching, training in classroom environments)	Emergency First Aid at Work (academic staff)
D&T / Art	Higher risk activities	Emergency First Aid at Work Eye washes and burns dressings in First Aid kits plus any other items considered necessary by the Head of Department. All staff should be able to assist in an emergency until First aid support arrives.
Facilities Management incl. Grounds	Higher risk activities, lone working	First Aid at Work. Emergency First Aid at Work. Any vehicles used must carry First Aid kits and eye washes. First Aid kits must contain all necessary items for work being carried out.
Sciences	Higher risk activities	Emergency First Aid at Work Eye washes and burns dressings in first aid kits plus any other items considered necessary by the Head of Department. All staff should be able to assist in an emergency until First Aid support arrives.
Sport (on and off site)	Higher risk activities	Emergency First Aid at Work Any additional First Aid training advised or required by the relevant sporting body. Additional items within First Aid kits should include ice packs and sprays plus any other items considered necessary by the Head of Department.
Sports Centre	General public, higher risk activities	First Aid at Work and Emergency First Aid at Work Defibrillator present and staff trained annually. Ice packs plus any other items considered as necessary by the Manager.
Catering	Higher risk activities, lone working	First Aid at Work Emergency First Aid at Work. Catering vans must carry First Aid kits. First aid kit should contain burns dressings, eye washes and many additional dressings and catering plasters. The kit may also contain any other items considered necessary by the Head of Department.
Housekeeping and Portering	Lone working, working with chemicals	Emergency First Aid at Work for the on-site manager. Staff members must know where First Aid kits are held in their relevant departments. Where work may not be carried out in easy reach of a first aid kit, one must be carried with the staff member. Porterage vehicles must carry a First Aid kit.

Specific on or off-site activities/trips – medium to high risk activities	Falls, heat exhaustion, contact with water, hypothermia, road accidents	Emergency First Aid at Work Any additional First Aid Training advised or required by the relevant governing body. First Aid kits should include all relevant and additional items such as foil survival blankets and heat packs plus any other items considered necessary by the Activity Leader/Head of Department.
Lone workers (general)	Falling ill or being injured whilst alone at work.	Emergency First Aid at Work. Where work may not be carried out in easy reach of a First Aid kit, one must be carried with the lone worker.

#### 4 Assessing the Required Number of First Aiders

- 4.1 The HSE has not set out how many First Aiders are needed in an academy; but it does provide guidance about how to assess what is needed. First Aid provision must be 'adequate and appropriate in the circumstances'. Each academy must provide sufficient First Aid equipment, facilities and personnel at all times.
- 4.2 Each academy must carry out a First Aid needs assessment which considers the environment, people that may be present and any hazards and risks that may occur. The findings should be used to determine what First Aid arrangements are put in place.
- 4.3 Particular thought should be given to what will happen outside of normal operating hours, consideration of lone workers and to any events being run, such as open evenings.
- 4.4 Academies should contact a member of the central team or PCS for further advice about appointing and training First Aiders.

#### 5 Responsibilities of First Aid Personnel

- 5.1 The duties and responsibilities of First Aid Personnel are outlined below.
- 5.2 **First Aiders** (trained in either Emergency Aid or First Aid at Work) are responsible for:
  - Responding promptly to all requests for assistance if able;
  - Summoning further help if necessary;
  - Looking after the casualty until recovery has taken place or further medical assistance has arrived from the Paramedic/Ambulance staff, reporting details of any treatment provided. When an ambulance is called this will be reported to the ABM and/or Principal in order that the necessary notification can be made to PCS regarding any RIDDOR incident;
  - Accident Book completed.

When a pupil has been injured or been involved in an accident, [enter details for your Academy] will be responsible for informing parents, carer by telephone or e-mail.

5.3 **Appointed Persons** are responsible for:

- Taking charge when a person has been injured or falls ill, but not treating the person unless they have been trained to do so. Taking charge of an injured or ill person could involve calling for a first aider or for an ambulance if necessary;
- Looking after the first aid equipment and ensuring that containers are re-stocked when necessary.

## 6 Procedures

6.1 The following are general first aid related procedures to be followed by all staff:

- If an employee or pupil has been taken ill, or has had an accident, staff will call [insert reception, PA, ABM etc as appropriate] or one of the Academy First Aiders as listed on the First Aid Notice for assistance.
- Important - Staff should not attempt to give first aid treatment unless they have been trained to do so;
- All employees are insured to carry pupils and CLF employees to hospital in their cars under the federation's insurance. Car journeys to hospital will only be undertaken however if the patient is medically fit enough to be transported in this manner, with or without another employee's to assist. If in doubt, please seek advice from the Principal or ABM; or phone an ambulance;
- If access is needed to a first aid kit for personal use, staff will not remove it from its designated place;
- Any loss or damage to First Aid equipment must be reported to the appropriate appointed person (see list at the end of the policy);
- If a First Aid kit is poorly stocked, this should also be reported to the appropriate appointed person;
- All drivers of academy vehicles are expected to carry a first aid kit with them at all times (e.g. school minibus). The driver is responsible for its safe-keeping and to keep it adequately stocked.

## 7 Dealing with Visitors

7.1 It is the federation's policy to offer First Aid assistance to visitors to our premises. Should a visitor feel unwell or have an accident, then the employee supervising their visit should call for a First Aider. If the visitor has had an accident, the employee dealing with the incident is responsible for ensuring that an accident/incident report is completed and logged with the ABM [or other relevant staff member – enter details here].

## 8 Staff Training

8.1 All staff undertaking first aid duties on behalf of the academy will be given full training in accordance with current legal requirements. The federation will additionally train academic staff in emergency first aid subjects which they are likely to be exposed to when administering first aid to pupils. Staff training in the use of the Epipen and how to respond to other particular medical needs (eg asthma, diabetes) will also be provided. No training will be

considered complete unless the course is attended from start to finish and the trainer considers the attendee to be competent following the course completion.

8.2 **First Aiders** will receive the First Aid at Work course (3 day course). These persons can be called upon to attend staff, pupils and visitors to the academy.

- A small number of staff will be trained to this level and then retrained at 3 year intervals.
- These persons may also receive annual refresher training through attendance at an Emergency First Aid at Work course.

8.3 **Emergency First Aiders** will receive the Emergency First Aid at Work course (1 day course). The federation has identified this course as an extremely useful course for support staff who deal with general First Aid demands and for lone workers.

- A moderate number of non-teaching staff within departments will be trained to this level and then receive retraining at 3 year intervals.
- All teaching staff will be trained upon joining and then retrained at 3 year intervals.

8.4 **Paediatric First Aid** training will be provided for staff in early years setting (2 day course); staff will be re-trained every 3 years.

8.5 **Administration of Medicine** training will be provided for staff (half day course); this should be refreshed every 3 years.

8.6 All First Aid training will be delivered by a suitably qualified individual. Where necessary, all line managers will be expected to re-organise working hours to enable staff to attend training. The academy will do its best to ensure that sufficient notice of both initial training courses and any refreshers are given to managers to assist with this planning.

8.7 Staff who administer First Aid according to their training in the course of their employment, will be covered by employer's liability insurance.

## 9 **First Aid Kit Contents**

9.1 There is no standard list of items to be held in a First Aid kit, although there is an HSE/BS standard guidance which can be followed if suitable.

9.2 The choice and number of items in the kit need to be suitable for the risks in each department. The table beginning on the first page of this policy shows the basic risk assessment for First Aid within the academy, however, additional risks should be identified by individual departmental risk assessments and this should be used to guide the choice of contents.

9.3 As a basic guide and where there is no special risk, the minimum stock of First Aid items in a low risk department (as advised by the HSE) would be:

- A leaflet giving general guidance on first aid, e.g. HSE leaflet Basic advice on first aid at work;
- 20 plasters, of varying useful sizes;

- Two slings (preferably sterile);
- One pack of gauze swabs;
- Two sterile eye pads;
- Four individually wrapped triangular bandages (preferably sterile);
- Six safety pins;
- Six medium-sized (approximately 12cm x 12cm) individually wrapped sterile un-medicated wound dressings;
- Two large (approximately 18cm x 18cm) sterile individually wrapped un-medicated wound dressings;
- One pair of disposable gloves.

9.4 Dependent upon the department type and risks associated, each department could also consider including the following:

- A disposable ice pack;
- An eye wash;
- Scissors which can cut through thick fabric;
- Burns dressings;
- Foil survival blanket;
- A resuscitation face shield;
- Nitrile gloves (medical gloves which are more resistant to puncture);
- Adhesive tape.

***Tablets or medicines should never be kept in a first aid kit.***

9.5 A spills kit (suitable for dealing with bodily fluid spills) should also be available at each academy, and within high risk departments. This should be located with the First Aid kit.

9.6 Eye washes are not routinely kept in or near to a First Aid kit but should be used whenever a risk to eye health is present and a mains water tap is not or might not be in the immediate vicinity (in the event of mobile working). Wherever eye risks are present away from a tap, an eye wash should be provided.

9.7 Department heads, the ABM or the Health and Safety Advisor need to assess if the above list is suitable for specific areas for the risks posed by any activity or area. First Aiders are encouraged to attach a list to the outside of each First Aid kit that details the contents and the expiry date (if applicable) for each item. First Aiders should check their First Aid kit regularly to ensure that sufficient items are available.

9.8 First Aid kits need to be sited to ensure that they are available out of 'normal' hours for anyone who needs to use them. First Aid kits should also be located as close as possible to hand washing facilities.

## **10 Automated External Defibrillators (AEDs)**

10.1 Whilst not compulsory, it is the aim of the CLF to have and advertise the fact that all CLF Academies have an AED on site.

10.2 In-depth training in the use of automated external defibrillators (AEDs) is not currently part of either the Emergency First Aid at Work and First Aid at Work courses. However, HSE welcomes the presence of awareness training in these courses as it instils greater confidence

in the use of AEDs. If one is provided the Resuscitation Council UK guidance on AEDs is that this equipment is safe to use and can be readily used by untrained bystanders. An appointed person must be designated to carry out regular checks on the defibrillator to ensure it is working.

## **11 Information for Employees**

11.1 The federation acknowledges that First Aid arrangements will only operate efficiently where they are understood by both employees and others who may be working on academy premises. These include part-time and temporary staff. For this reason, information on how to summon First Aid is provided for all new staff. A list of the First Aid at Work qualified first aiders can be found [\[enter details\]](#).

11.2 A list of First Aiders is attached as Annex 1.

## Appendix One

### List of First Aiders

These persons are First Aid at Work qualified and are trained to deal with any first aid emergency for School staff, pupils or visitors:

[enter details]