

First Aid Policy

**Approved by Governor committee:
Delegated to the Principal**

**Date to be reviewed:
Annually - Spring 2025**

**Responsibility of:
The Principal**

**Date approved:
ELT Meeting - 12th March 2024**

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Statement of intent

Chelsea Academy is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, students and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the Academy in regard to all staff, students and visitors.

The Academy will take every reasonable precaution to ensure the safety and wellbeing of all staff, students and visitors.

This policy aims to:

- Ensure that the Academy has adequate, safe and effective first aid provision for every student, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- Ensure that staff and students are aware of the procedures in the event of any illness, accident or injury.
- Ensure that medicines are only administered at the Academy when express permission has been granted for this.
- Ensure that all medicines are appropriately stored.
- Promote effective infection control.

Nothing in this policy will affect the ability of any person to contact the emergency services in the event of a serious medical emergency. If staff administering first aid feel it is a serious medical emergency they should immediately seek the approval of the Principal or Vice Principal to call 999, before implementing the terms of this policy and make clear arrangements for liaison with ambulance services on the Academy site.

1. Legal framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Road Vehicles (Construction and Use) Regulations 1986
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2019) 'Automated external defibrillators (AEDs)'
- DfE (2022) 'First aid in schools, early years and further education'

The policy is implemented in conjunction with the following policies:

- Occupational Health and Safety Policy
- Supporting Students with Medical Conditions Policy
- Data Management and Protection Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Trips and Visits Policy

2. Roles and responsibilities

The Principal is responsible for:

- The development and implementation of this policy and its related procedures.
- Ensuring that all staff and parents / carers are made aware of the Academy's policy and arrangements regarding first aid.
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency.
- Ensuring that all students and staff are aware of the identities of the Academy first aiders and how to contact them if necessary.
- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits or parents consultation evenings.

The Director of Finance and Operations is responsible for:

- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the Academy specifically, have been conducted.
- Ensuring that there is a sufficient number of appointed first aiders within the Academy based upon these assessments.
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Ensuring that appropriate and sufficient first aid training is provided for staff, and ensuring that processes are in place to validate that staff who have undertaken training have sufficient understanding, confidence and expertise in carrying out first aid duties.
- Ensuring that adequate equipment and facilities are provided for the Academy site.
- Ensuring that first aid provision for staff does not fall below the required standard and that provision for students and others complies with the relevant legislation and guidance.
- Ensuring that an 'appointed person' is selected from amongst staff to take the lead in first aid arrangements and procedures for the Academy.

Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury.
- Securing the welfare of the students at school.
- Making students aware of the procedures to follow in the event of illness, accident or injury.

First aid staff are responsible for:

- Completing and renewing training as dictated by the Principal.
- Ensuring that they are comfortable and confident in administering first aid.
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures.
- Keeping up to date with government guidance relating to first aid in schools.

Schools must have at least one 'appointed person' to oversee first aid provision. The appointed person is not a first aider, and must not conduct any first aid for which they have not been trained. The appointed person should, however, be trained in emergency procedures as outlined below. More information on the role of the appointed person can be found [here](#).

The Director of Finance and Operations (DFO) as our appointed person is responsible for:

- Overseeing the Academy's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Looking after the first-aid equipment, e.g. restocking the first aid container.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.

- Partaking in emergency first aid training, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency.
 - Cardiopulmonary resuscitation.
 - First aid for the unconscious casualty
 - First aid for the wounded or bleeding.
 - Maintaining injury and illness records as required.

3. First aid provision

The Academy will routinely re-evaluate its first aid arrangements, at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the Academy premises, the size of the school, the needs of any vulnerable individuals onsite, and the nature and distribution of students and staff throughout the Academy.

The Academy will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified in the assessment of needs, the Academy will maintain the following minimum provision of first aid items:

- A leaflet giving general advice on first aid
- Individually wrapped sterile adhesive dressings, of assorted sizes
- Sterile eye pads
- Individually wrapped triangular bandages, preferably sterile
- safety pins
- Medium-sized individually wrapped sterile unmedicated wound dressings
- Large-sized individually wrapped sterile unmedicated wound dressings
- 2 pairs of disposable gloves

All first aid containers will be identified by a white cross on a green background.

The appointed person will ensure that the contents of first aid boxes are routinely examined, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.

First aid boxes are located in the following areas:

Floor	Room	Location
Lower Ground	Activity Hall	Mounted on wall in safe location
Lower Ground	First Aid room	Mounted on wall in safe location LG09
Ground Floor	Front reception desk	Mounted on wall in safe location
Ground Floor	Front reception desk	AED On wall
Ground Floor	Main Admin office	In cupboard behind first sign G.06
Ground Floor	Student Services	Mounted on wall in safe location G19
Ground Floor	Food Tech Classroom	Mounted on wall in safe location G38
Ground Floor	Main Kitchen	Mounted on wall in safe location G20
GroundFloor	Technology Room	Mounted on wall next to G49
GroundFloor	Tech Corridor	Mounted on wall beside G46
GroundFloor	Technology Workroom	Mounted on wall in safe location G43
Ground Floor	Academy Bus	HL19 JBE

Ground Floor	Academy Bus	HX59 KFZ
1st Floor	Science room 1	Mounted on wall in safe location 1.06
1st Floor	Science room 2	Mounted on wall in safe location 1.10
2nd Floor	Art room	Mounted on wall in safe location 2.20
2nd Floor	Prep room 1	Mounted on wall in safe location 2.04
2nd Floor	Science room 4	Mounted on wall in safe location 2.07
3rd Floor	Science room 7	Mounted on wall in safe location 3.08
3rd Floor	Science room 8	Mounted on wall in safe location 3.12
4th Floor	Prep Room 2	Mounted on wall in safe location 4.05
4th Floor	Science room 9	Mounted on wall in safe location 4.08
4th Floor	Science room 10	Mounted on wall in safe location 4.12
PLANT ROOM	PLANT ROOM	Mounted on wall in safe location LG24

4. First aiders

The main duties of first aiders will be to administer immediate first aid to students, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.

The Academy will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation, and that refresher training and retesting of competence is arranged for first aiders within the Academy before certificates expire.

The Academy will be mindful that many standard first aid at work training courses do not include resuscitation procedures for children, and will consequently ensure that appropriate training is secured for first-aid personnel where this has not already been obtained.

First aiders will ensure that their first aid certificates are kept up-to-date through liaison with the Director of Finance and Operations.

The first aid appointed person will be responsible for maintaining supplies.

First aid notices will be clearly displayed throughout the Academy with information on the names and locations of first aiders to ensure that students and staff know who they must contact in the event of illness or injury.

The current first aid appointed person(s) are:

Name	Contact	Date of first aid qualification
St Johns Ambulance trained		
John Silverman		JSN trains and volunteers with St John's Ambulance - ongoing
Three day certified		
Janani Walipitiya		July 2021 - retrained: December 2023
Bridget Bakumba		December 2023
Milly Owen		March 2022
Emergency First Aid certified		
Alex Rowe		8 November 2021
Luke Pritchard		8 November 2021

Andrea Lowe		8 November 2021
Adeola Akanni		8 November 2021

During core school hours, the Academy will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover to all areas of the Academy. Outside of core hours activity leaders will follow the controls and guidance contained within the before and after school first aid risk assessment.

The Academy ensures that the two designated members of staff employed to work at Student Services are trained first aiders. Any other staff members will be made aware that agreeing to become a first aider for the Academy is strictly on a voluntary basis and that they should never feel pressured to take on this role.

When selecting first aiders, the Academy will follow the criteria laid out in government guidance, considering:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Availability to respond immediately to an emergency.

5. Automated external defibrillators (AEDs)

The Academy has procured an AED through the NHS Supply Chain, which is located behind Reception.

Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device. A general awareness briefing session, to promote the use of AEDs, will be provided to staff on an annual basis.

6. Accommodation

The Academy's first aid room will be suitable to use as and when it is needed, and any additional medical accommodation will be available in accordance with the Academy's first aid needs assessment.

- The first aid room will be used to enable the medical examination and treatment of students and for the short-term care of sick or injured students.
- The first aid room includes a wash basin and is situated near a toilet.
- The first aid room will not be used for teaching purposes.
- The first aid room will:
 - Be large enough to hold an examination or medical couch.
 - Have washable surfaces and adequate heating, ventilation and lighting.
 - Be kept clean, tidy, accessible and available for use at all times when employees are at work.
 - Have a sink with hot and cold running water.
 - Be positioned as near as possible to a point of access for transport to hospital.
 - Display a notice on the door which advises the names, locations and, if appropriate, the contact details of first aiders.

7. Emergency procedures

If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.

If called, a first aider will assess the situation and take charge of first aider administration. If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.

Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, or the individual has become seriously unwell, a responding staff member should immediately seek the approval of the Principal or Vice Principal to call 999

Where necessary, a trained staff member will administer emergency help and first aid to all injured persons. The purpose of this is to keep the victim alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims.

Where the seriously injured or unwell individual is a student, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid.
- Where an ambulance is required, a staff member accompanies the student in the ambulance and calls the student's parent as soon as possible to inform them of the course of action taken. The staff member remains with the student at the hospital until a parent or carer arrives.
- Where an ambulance is not required, but medical attention is needed, the parent or carer is called and asked to collect the student and take to a hospital or doctor.
- The Academy will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or, if they are fit to be moved, by removing injured persons from the scene.
- Responding staff members will see to any students who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These students will be escorted from the scene of the incident and comforted. Younger or more vulnerable students may need parental support to be called immediately.

Once the above action has been taken, details of the incident will be reported promptly to:

- The Principal.
- The parents / carers of the victim(s).

8. Reporting accidents and record keeping

In the event of incident or injury to a student, a parent or carer will be informed as soon as practicable. In the event of a serious injury or an incident requiring emergency medical treatment, the responding member of staff will telephone the student's parent / carer as soon as possible. Parents / carers will be informed in writing of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop.

A list of contacts can be found on each student's record on Edulink, which is accessible to all staff.

The appointed person will ensure that records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given in the accident book – this will include:

- The date, time and place of the incident.
- The name and class of the injured or ill person.
- Details of the injury or illness and what first aid was given.
- Details of what happened to the person immediately afterwards, e.g. whether they were sent home or went back to class.
- The name and signature of the first aider or person dealing with the incident.

The DFO will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

Staff at Student Services will complete the Academy First Aid tracker

9. Offsite visits and events

Before undertaking any offsite visits or events, the teacher organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

The Academy will take a first aid kit on all offsite visits which contains at a 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.

Additionally, the Academy will ensure that the minibus has a first aid box readily available and in good condition which contains:

- 10 antiseptic wipes, foil packed.
- 1 conforming disposable bandage that is not less than 7.5cm wide.
- 2 triangular bandages.
- 1 packet of 24 assorted adhesive dressings.
- 3 large sterile unmedicated ambulance dressings that are not less than 15x20cm.
- 2 sterile eye pads, with attachments.
- 12 assorted safety pins.
- 1 pair of non-rusted blunt-ended scissors.

For more information about the Academy's educational visit requirements, please see the Trips and Visits Policy.

10. Storage of medication

Medicines will be stored securely and appropriately in accordance with individual product instructions, save where individual students have been given responsibility for keeping such equipment with them. Medicines will be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration, and properly labelled, showing the name of the patient, the date of prescription and the date of expiry of the medicine.

Medicine brought in by students will be disposed of by Student Services when they are no longer required or have expired.

An emergency supply of medication will be available for students with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.

Parents will advise the Academy when a child has a chronic medical condition or severe allergy so that an Individual Health Care Plan (IHCP) can be implemented and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis. Further information regarding the development of IHCPs can be found in the Academy's Supporting Students With Medical Conditions policy.

Students will have any medication stored and, where appropriate administered, in accordance with their IHC plans and the Academy's Supporting Students With Medical Conditions policy.

11. Illnesses and allergies

When a student becomes ill during the Academy day, their parent will be contacted and asked to pick their child up as soon as possible.

Students will be asked to wait in Food for Thought under the supervision of the Student Services team whilst they wait for their parent to pick them up.

Where a student has an allergy, this will be addressed via the arrangements set out in the student's IHC plan.

The Academy will manage any emergencies relating to illnesses and allergies in accordance with the Emergency procedures section of this policy.

12. Consent

Parents will be asked to complete and sign a medical condition form when their child is admitted to the Academy, which includes emergency numbers, alongside details of allergies and chronic conditions – Parents will be periodically reminded that they can update this information directly in Edulink.

Staff will not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the student in mind – guidelines will be issued to staff in this regard.