

Changes from original policy following feedback / changes in legislation

Change	Reason Reviewer / Legislation	Date
10 .1 changed review to every two years	Reviewer	February 2024
Removed table of first raiders as constantly updated in the schools	Reviewer	February 2024
Added "3.1 Details of all current first aiders are clearly displayed in all the school sites and staff and pupils are made aware of who the first aiders are."	Reviewer	February 2024
No changes needed upon review		December 2025



First Aid Policy

Date Approved	January 2026
Date of Next Review	January 2028

Statement of intent

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

Inclusive Education Trust will take every reasonable precaution to ensure the safety and wellbeing of all staff and students. Details of such precautions are noted in the following policies:

- Health and Safety Policy
- Behaviour Policy
- Safeguarding Policy
- Supporting students with medical needs

The Chief Executive Officer has overall responsibility for ensuring that all schools in the Trust have adequate and appropriate first aid equipment, facilities and personnel, and for ensuring that the correct first aid procedures are followed.

Any accident is recorded on oshens which is Surrey County Council reporting website.

1. Legal framework

- 1.1. This policy has due regard to statutory legislation, including, but not limited to the following:
 - The Health and Safety (First Aid) Regulations 1981 and approved code of practice and guidance
 - Health and Safety at Work etc. Act 1974 and subsequent regulations and guidance

2. Aims

- 2.1. All staff should read and be aware of this policy, know who to contact in the event of any illness, accident or injury, and ensure this policy is followed in relation to the administration of first aid.
- 2.2. All staff will use their best endeavours, at all times, to secure the welfare of the students.
- 2.3. Anyone on the premises is expected to take reasonable care for their own and others' safety.
- 2.4. The aim of this policy is to:
 - Ensure that the schools' have adequate, safe and effective first aid provision in order 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 all 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 schools when express permission has been granted for this.
 - Ensure that all medicines are appropriately stored.
 - Promote effective infection control.
- 2.5. Nothing in this policy should affect the ability of any person to contact the emergency services in the event of a medical emergency. For the avoidance of doubt, staff should dial 999 for the emergency services in the event of a medical emergency before implementing the terms of this policy, and make clear arrangements for liaison with ambulance services on the schools' site.
- 2.6. To achieve the aims of this policy, the schools will have suitably stocked first aid boxes. Where there is no special risk identified, a minimum provision of first aid items would be:
 - Individually wrapped sterile adhesive dressings (assorted sizes);
 - Two sterile eye pads;
 - Four individually wrapped triangular bandages (preferably sterile)
 - Six safety pins;

- Six medium sized (approximately 12cm x 12cm) individually wrapped sterile unmedicated wound dressings;
 - Two large (approximately 18cm x 18cm) sterile individually wrapped unmedicated wound dressings;
 - One pair of disposable gloves.
 - Equivalent or additional items are acceptable.
- 2.7. The lead first aider is responsible for examining the contents of first aid boxes. These should be checked frequently and restocked as soon as possible after use. Items should be discarded safely after the expiry date has passed.
- 2.8. First aid boxes are located in the main office and kitchen areas:

3. First aiders

- 3.1. Details of all current first aiders are clearly displayed in all the school sites and staff and pupils are made aware of who the first aiders are.
- 3.2. The main duties of first aiders are to give immediate first aid to students, staff or visitors and to ensure that an ambulance or other professional medical help is called, when necessary.
- 3.3. First aiders are to ensure that their first aid certificates are kept up-to-date through liaison with the HR manager.
- 3.4. Each classroom's first aiders have a responsibility to ensure all first aid kits are properly stocked and maintained. The first aid appointed person(s) will be responsible for maintaining supplies.
- 3.5. The current first aid appointed person(s) at each site are listed in appendix 1 and displayed in the school.

4. Emergency procedure in the event of an accident, illness or injury

- 4.1. If an accident, 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.
- 4.2. If called, a first aider will assess the situation and take charge of first aid administration.
- 4.3. In the event that the first aider does not consider that he/she can adequately deal with the presenting condition by the administration of first aid, then he/she should arrange for the injured person to access appropriate medical treatment without delay.
- 4.4. Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, one or more of the following actions will be taken:
- Administer emergency help and first aid to all injured persons. The purpose of this is to keep the accident victim(s) alive and, if possible, comfortable, before professional medical help can be called. Also, in some situations, action now can prevent the accident from getting more serious, or from involving more victims.
 - Call an ambulance or a doctor, if this is appropriate – after receiving a parent's clear instruction, take the accident victim(s) to a doctor or to a hospital. Moving the victim(s) to medical help is only advisable if the person doing the moving has sufficient knowledge and skill to make the move without making the injury worse.
 - Make sure that no further injury can result from the accident, either by making the scene of the accident safe, or (if they are fit to be moved) by removing injured persons from the scene.
 - See to any children who may have witnessed the accident or its aftermath and who may be worried, or traumatised, in spite of not being directly involved. They will need to be taken away from the accident scene and comforted. Younger or more vulnerable children may need parental support to be called immediately.
- When the above action has been taken, the incident must be reported to:
 - The Head of Centre
 - The parents/carers of the victim(s)

5. Reporting to parents

- 5.1. In the event of incident or injury to a student, at least one of the student's parents must be informed as soon as practicable.
- 5.2. Parents must be informed in writing of any injury to the head, minor or major, and be given guidance on action to take if symptoms develop.
- 5.3. In the event of serious injury or an incident requiring emergency medical treatment, the student's class teacher will telephone the student's parents as soon as possible.
- 5.4. A list of emergency contact details is kept at reception/admin office.

6. Visits and events off-site

- 6.1. Before undertaking any off-site 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 event and persons involved. This will be reviewed by the school business manager before the event is organised.

7. Storage of medication

- 7.1. Medicines are always securely stored in accordance with individual product instructions, save where individual students have been given responsibility for keeping such equipment with them.
- 7.2. All medicines shall 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.
- 7.3. All medicines will be returned to the parent to arrange for safe disposal when they are no longer required.
- 7.4. An emergency supply of medication should be available for students with medical conditions that require regular medication.
- 7.5. Parents should advise the school when a child has a chronic medical condition so that staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy and diabetes. A disclaimer will be signed by the parents in this regard.

8. Illness

- 8.1. When a child becomes ill during the day, the parents/carers will be contacted and asked to pick their child up from school as soon as possible.
- 8.2. A quiet area will be set aside for withdrawal and for students to rest while they wait for their parents/carers to arrive to pick them up. Students will be monitored during this time.

9. Consent

- 9.1. Parents will be asked to complete and sign a medical consent form when their child is admitted to the school, which includes emergency numbers, details of allergies and chronic conditions, and consent for the administration of emergency first aid – these forms will be updated periodically.
- 9.2. Staff do not act 'in loco parentis' in making medical decisions as this has no basis in law – staff always aim to act and respond to accidents and illness based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the child in mind – guidelines are issued to staff in this regard.

10. Monitoring and review

- 10.1. This policy is reviewed every two years by the CEO in conjunction with the trust board, any changes made to this policy will be communicated to all members of staff.
- 10.2. All members of staff are required to familiarise themselves with this policy as part of their induction programme.

