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# **TALENT EDUCATION TRUST**

## **First Aid Policy**

**Approved by:** Governing Body

**Date:** 30/9/2025

**Last reviewed on:** 1/10/2024

**Next review due by:** 30/9/2026

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Date	Change or amendment to policy
31/7/2024	<p>Section 6: added first ai/ accident recording arrangements for staff and visitors.</p> <p>Section 8. monitoring arrangements – the policy will be reviewed annually rather than biannually. The policy will be reviewed by the full board of trustees, not the health and safety committee.</p> <p>Appendix 1: Removed Raquel Correia as a first aider. Added Naoual Lamaani as a first aider.</p> <p>Add Appendix 2: first aid log-book and recording</p>
31/7/2025	<p>Updated list of First Aiders.</p> <p>Included most recent training 3/11/2025 Inset – for all support staff</p>

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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 the Statutory Framework for the Early Years Foundation Stage, advice from the Department for Education on first aid in schools and health and safety 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

This policy complies with our funding agreement and articles of association.

### **3. Roles and responsibilities**

#### **3.1 Appointed person(s) and first aiders**

The school's appointed paediatric first aiders. 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 report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
- Keeping their contact details up to date

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





### **3.2 The governing board**

The governing board (board of Trustees) 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 first aiders and paediatric first aiders 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 in school are
- Completing accident reports- accident recording book for children's accidents - for all incidents they attend to where a first aider is not called
- 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 Principal will contact parents immediately
- The first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury (accident log book for all accidents, CPOMS if ambulance has to be called)

There will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times.

#### **4.2 Off-site procedures**

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

- A first aid back pack with children's medication, first aid equipment and emergency contact details (these bags are kept in the school office)
- 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 x 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 Trip leaders (class teachers) prior to any educational visit that necessitates taking pupils off school premises. These will need to be approved by Marta Correia, Principal in advance to the trip/visit taking place.





There will always be at least 1 first aider with a current paediatric first aid (PFA) certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

There will always be at least 1 first aider on school trips and visits.

## **5. First aid equipment**

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

- A leaflet giving general advice on first aid
- 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 (at the desk)
- Classrooms
- Outdoor / play areas

## **6. Record-keeping and reporting**

### **6.1 First aid and accident record book**

- An accident form in 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
- As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form.
- A copy of the accident report form will be kept at school and another given to the parents/carers.
- 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.
- If a member of staff or visitor has an accident at work, this needs to be recorded in the accident book in the school office.





## 6.2 Reporting to the HSE

The Principal 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 Principal will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences 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)
  - Any scalding 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
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident)
- Where an accident leads to someone being taken to hospital
- 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

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 Teacher/ Teaching Assistant or staff member 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.





#### **6.4 Reporting to Ofsted and child protection agencies**

The Principal will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

The Principal will also notify Wandsworth Child Protection team of any serious accident or injury to, or the death of, a pupil while in the school's care.

### **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 3).

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.

At all times, at least 1 staff member will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework. The PFA certificate will be renewed every 3 years.

### **8. Monitoring arrangements**

This policy will be reviewed by the Principal every year.

At every review, the policy will be approved by the Full Governing Body.

Changes will be added in between as needed.

### **9. Links with other policies**

This first aid policy is linked to the:

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





### Appendix 1: list of appointed first/paediatric first aiders

STAFF MEMBER'S NAME	ROLE	CONTACT DETAILS	TRAINING
Andreia Santos	Teaching assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Jessica Fernandes	Teaching assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Susan Spinola	Admin assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Naoual Lamaani	Teaching assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Lauren Regan	Teaching assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Regan McDonald	Teaching assistant/ Fitness for Schools	0203 417 0905	3 <sup>rd</sup> November 2025
Phoebe A	Teaching assistant	0203 417 0905	3 <sup>rd</sup> November 2025
Fatima Rodrigues	Club assistant / cleaner	0203 417 0905	3 <sup>rd</sup> November 2025
Irondina Gomes	Club assistant	0203 417 0905	3 <sup>rd</sup> November 2025

### Appendix 2: Accident report form / booklet

Each class has a medical box containing an accident log book (date of issue/ date completed). There is also an accident log book in every first aid bag as the children have external recreation and sports provision.

The accident books look like this:





Accident logs include the below information and reporting arrangements:

School Accident / Illness Report Slip			
Report Issued by:		Pupil's Name:	
		Date:	Time: Class:
Location and details of accident/incident/illness:			
<input type="checkbox"/> Head injury <input type="checkbox"/> Asthma <input type="checkbox"/> Bump/Bruise <input type="checkbox"/> Cut/Graze <input type="checkbox"/> Headache/High temperature	<input type="checkbox"/> Vomiting/Nausea <input type="checkbox"/> Sprain/Twist <input type="checkbox"/> Nosebleed <input type="checkbox"/> Stomach pain/Upset tummy <input type="checkbox"/> Mouth injury/Toothache/Loose or missing tooth	<input type="checkbox"/> TLC applied <input type="checkbox"/> Collected from school <input type="checkbox"/> Parent/Carer contacted <input type="checkbox"/> Unable to contact parent <input type="checkbox"/> Well enough to stay in school after first aid	<b>IMPORTANT: Please consult your doctor or local hospital if your child suffers any drowsiness, vomiting, impaired vision or excessive pain after returning home.</b>
Details of treatment and additional comments:		Authorised signature:	

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