



“Growing together, reaching higher”

FIRST AID POLICY

May 2017

Date of last review:	May 2017	Review period:	2 Years
Date of next review:	May 2019	Owner:	Saiqa Andleeb David Powell

POLICY INFORMATION

Named personnel with designated responsibility for

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2015/16	Herminder Channa	Saiqa Andleeb David Powell		Julie Griffiths

Policy Review Dates

Review Date	Changes Made	By Whom
May 2016	Policy created	Julie Griffiths
May 2017	Policy reviewed	Saiqa Andleeb David Powell

Ratification by LGB

Academic Year	Date of Ratification	Chair of Governors
September 2016		Julie Griffiths

Dates of staff training for this academic year (if applicable)

Academic Year 2016/17		
Date	Course Title	Staff

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1. INTRODUCTION

First Aid can save lives and prevent minor injuries becoming major ones. Under the Health and Safety Legislation, Ark Boulton Academy ensures that there are adequate and appropriate equipment and facilities for providing first aid in the workplace.

Although there is no requirement to take account of non- employees, the purpose of this policy is to ensure that there is appropriate first aid provision for employees, pupils and visitors at all times while people are on site and whilst on off site visits.

The academy promotes awareness of health and safety issues to prevent, where possible, potential hazards or accidents. However, if accidents do occur, there will be qualified staff following clearly defined procedures to treat injuries with the aim of reducing the impact of the accident and if necessary to save life.

This policy should be read in conjunction with the Health & Safety Policy and the following Ark guidance:

- Allergy Policy.
- Infection Control.
- Administration of Medicines.

2. LEGISLATION

- [Health and Safety \(First Aid\) Regulations 1981](#)
- [Statutory Framework for the Early Years Foundation Stage](#)
- [DfE First aid in schools](#)
- [Education \(School Premises\) Regulations 1999](#)

3. POLICY STATEMENT

Ark Boulton Academy ensures that it will:

- Undertake a first aid risk assessment (see Appendix 1 – page 10).
- Appoint an appropriate number of suitably trained personnel as first aiders (list attached).
- Ensure sufficient first aid facilities and resources are available (locations provided).
- A record of accidents is maintained (attached template).
- A report is made annually to the Local Governing Body and Ark Central.
- Ensure that suitable and sufficient information and training is provided to staff.
- Keep accident records and will report to the HSE as required under the Reporting Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995.
- This policy will be reviewed every two years.

4. ARK BOULTON ACADEMY AREAS OF RESPONSIBILITY

- Determine through an assessment the first aid requirements for the school.
- Ensure sufficient first aid trained staff are available on-site.
- Ensure that suitable first aid arrangements are in place when off-site.
- Ensure that staff nominated to provide first aid receive recognised training.
- Ensure appropriate first aid material, equipment and facilities are provided.
- Inform staff and pupils of first aid arrangements.
- Ensure that all first aid equipment and facilities are well maintained.
- Ensure that suitable records of first aid treatment are kept.

5. DETERMINING FIRST AID NEEDS

The Health and Safety (First Aid) Regulations do not oblige schools to provide first aid for anyone other than their own staff, but guidance recommends that organisations, such as schools, which provide a service for others should include these other persons in their risk assessments and provide for them.

First-aid provision must be available at all times while people are on school premises, and also off the premises whilst on school visits.

In determining appropriate provision overall, Ark Boulton Academy has taken into account the following factors:

- The size and location of the establishment and the distribution of employees and pupils.
- Distance emergency services would need to travel to site.
- The establishments' history of accidents.
- Provision for absence of first aiders due to sickness, holiday cover etc.
- Staff accompanying a visit.
- Nature of the off-site activities e.g. off-site and sporting activities.
- Hazards and risks encountered in the workplace.
- Staff and pupils with special medical conditions or disabilities.
- Provision outside normal hours e.g. extended services.

6. TYPE AND NUMBER OF FIRST AID STAFF

The Health and Safety (First-Aid) Regulations 1981 require an employer to provide an adequate number of suitable persons who are able to render first-aid to employees if they are injured or become ill at work. There are two levels of provision:

- **Emergency First Aid at Work (EFAW):** This level will be relevant when qualified first aid person/s is required but the work environment is deemed to be lower risk (such as an office).
- **First Aid at Work (FAW):** This level will be relevant when qualified first aid person/s is required but where the work environment is deemed to be higher risk.

It is recommended that schools provide persons qualified to the higher level of 'first aid at work' (FAW).

The following chart has assisted the establishment in determining what level and how many first aid personnel are required:

Hazard Level	Number of employees and/or pupils	Level of first aid provision required
Low hazard (e.g. office, shops, libraries, schools)	Less than 25	At least one appointed person
	25-50	At least one person trained in EFAW
	More than 50	At least one person trained in FAW for every 100 persons (or part thereof)

7. SELECTION, QUALIFICATIONS AND TRAINING

The selection of staff to become first aid qualified personnel has taken into account a number of factors including:

- Reliability, disposition and communication skills.
- Aptitude and ability to absorb new knowledge and skills.
- Ability to cope with stressful and physically demanding emergency procedures.

In the event of difficulty in recruiting volunteers, willingness to serve as a first aider is made a selection criterion for staff appointed to any relevant post in the establishment.

A person is only 'suitably qualified' if they have undergone training and have qualifications from a provider that is approved by the Health and Safety Executive. Courses are as follows:

- The FAW is a full three-day course in first aid at work.
- The EFAW is one-day course in emergency first aid at work.

A three-year certificate will be issued to those who successfully complete an FAW or EFAW course.

Re-qualification training for both courses is required after the three-year period.

During any three-year certification period, HSE strongly recommend that first aid personnel undertake annual (3 hour) basic skills update training.

Ark Boulton Academy's designated First Aiders are listed below:

List of First Aid Staff & School Nurse			
School nurse	Selene Haslem		
Name	Location	FAW or EFAW	Expiry date of certificate
Marina Javaid	C Block		24/6/16 to 2019
Asif Patel	D Block		24/6/16 to 2019
Naila Ahmad	D Block		24/6/16 to 2019
Suleman Sadiq	D Block		24/6/16 to 2019
Luke Tyler	D Block		24/6/16 to 2019
Naomi Gayle	D Block		24/6/16 to 2019
Karen Sperring	E Block		24/6/16 to 2019
Sonia Sondhi	D Block		17/03/17 to 2020
Patricia Hudd	D Block		17/03/17 to 2020
Nazneen Saddique	D Block		17/03/17 to 2020
Jacqueline Smith	D Block		17/03/17 to 2020
Manzoor Ahmed	D Block		17/03/17 to 2020

Manjit Singh	D Block		17/03/17 to 2020
Dave Crutchley	D Block		17/03/17 to 2020
Suleman James	D Block		17/03/17 to 2020
Lisa Huckstep	D Block		17/03/17 to 2020

8. OFF-SITE FIRST AID REQUIREMENTS

Before undertaking any off-site activities, the head teacher or the group leader, in conjunction with the school 'Learning outside the Classroom' coordinator, makes an assessment on what level of first aid might be needed.

Minimum first-aid provision comprises of a suitably stocked travel first-aid kit and a person appointed to be in charge of first-aid arrangements. The academy also takes into consideration the following, particularly for more complex activities:

- The numbers in the group and the nature of the activity.
- The risk and type of injury that might be incurred and how effective first aid would be in those circumstances.
- Provision of first aid at the accommodation/site being visited.
- The availability of an ambulance service, and the distance to a hospital with accident and emergency facilities.

9. FIRST AID EQUIPMENT AND FACILITIES

The academy has a suitable number of first aid boxes properly marked, kept in the following locations:

Locations
EG12 Site Office
DG1 Reception
EG10 Kitchen
DF11 Food Tec
DF6 Art
DF14 Art
DS5 Science Prep
DG4 Student medication box
DG4 Inhalers Store
DF3 First Aid Room
DF3 Sharps & Body Fluids Waste Bin
Mini Bus LDV
Mini Bus Peugeot

There is no mandatory list of items that should be included in a first aid container although the Health and Safety Executive do make recommendations for contents the Academy may wish to refer to British Standard BS 8599 which provides further information on the contents of workplace first-aid kits.

It is recommended that we don't keep tablets and medicines in the first-aid box.

The Academy's first-aid procedures identify the person responsible for examining the contents of first-aid containers. These are checked frequently and restocked as soon as possible after use (Dave Powell, Premises Manager).

Although there is no specified review timetable, many items, particularly sterile ones, are marked with expiry dates. They are replaced by the dates given and expired items disposed of safely. In cases where sterile items have no dates, it is advisable to check with the manufacturers to find out how long they can be kept. For non-sterile items without dates, it is a matter of judgement, based on whether they are fit for purpose.

The Education (School Premises) Regulations require the academy to have a suitable room that can be used for medical or dental treatment when required and for the care of pupils during school hours. Schools should consider using this room for first aid purposes.

Location- School Nurse Room.

10. INFORMATION FOR STAFF AND PUPILS

The academy is responsible to inform all staff of the first-aid arrangements. This should include the location of equipment, facilities and first-aid personnel, and the procedures for monitoring and reviewing the school's first-aid needs.

To keep all staff and pupils informed there are displays of first-aid notices all around stairwells and corridors in the academy. The information is clear and easily understood. Notices have been displayed in a prominent place, preferably at least one in each building if the school is on several sites.

First-aid information is included in all induction programmes which helps ensure that new staff and pupils are told about the first-aid arrangements.

This information is also found in staff handbook.

11. FIRST AID TREATMENT RECORD KEEPING

A record is kept of any first aid treatment given. The record should include:

- Date, time and place of the incident.
- Name and job of the injured or ill person.
- Details of the injury/illness and what first aid was given.
- What happened to the person immediately afterwards (for example went back to work, went home, went to hospital).
- Name and signature of the first-aider or person dealing with the incident.

Below is a template of the accident book which needs to be filled in.

12. FIRST AID TREATMENT RECORDS, MEDICATIONS AND ADDITIONAL TREATMENT



Located in room EG12

First aid at work does not include giving tablets or medicines to treat illness. The only exception to this is where aspirin is used when giving first aid to a casualty with a suspected heart attack in accordance with currently accepted first-aid practice. It is recommended that tablets and medicines should not be kept in the first-aid container.

If an individual need to take their own prescribed medication, the first-aider's role is generally limited to helping them do so and contacting the emergency services as appropriate. For further information on medication see Ark guidance "Administration of Medicines".

13. APPENDIX 1 – FIRST AID RISK ASSESSMENT

Academy	Ark Boulton		
Address	Golden Hillock Rd, Birmingham B11 2QG		
Risk Assessment undertaken by	Signed	Print name	
	David Powell	David Powell	
Date	28/04/2017	Review By: (no later than 12 months)	04/2018

Baseline Assessment	
Do employees have easy access to suitably stocked and signed first aid boxes?	Yes
Has a person been appointed to take charge of first aid arrangements?	Yes David Powell
Are suitably worded notices displayed within the premises detailing how to contact a first aider and where the first aid kit(s) are kept?	Yes
How many adults are there? (allow for visitors/contractors)	200
How many children over 8 are there?	835
Total:	1035
How many children under 8 are there?	0
HSE Guidelines:	
If there are children under 8 there needs to be a paediatric first aider available at all times	
HSE guidelines for low risk:	
<25 at least 1 appointed person	
26-50 at least 1 first aider trained in Emergency First Aid at Work	
>50 at least 1 first aider trained in First Aid at Work for every 100 employed (or part thereof)	
Assuming that schools fall into the “low” risk category	
a. How many appointed persons are required?	16
b. How many EFAW first aiders are required?	16
c. How many FAW first aiders are required?	8
d. How many Paediatric first aiders are required?	1

Other aspects to consider	Notes	Impact on First Aid Provision	Action to be taken
What are the risks of injury and ill health arising from work as identified in your risk assessment?	Generally low risk.	If the risks are significant you may need to designate an additional first-aider/s.	None required.
Are there any specific Risks, E.g. working with: <ul style="list-style-type: none"> • Hazardous substances. • Dangerous tools. • Dangerous machinery. • Dangerous loads or animals. 	Yes: <ul style="list-style-type: none"> • Chemicals. • Wood machines. • Grounds maintenance equipment. • Access equipment. 	You will need to consider: <ul style="list-style-type: none"> • Specific training for first aiders. • Extra first aid equipment. • Precise arrangements of first aid equipment. 	None required
Are there parts of your establishment where different levels of risk can be identified?	Yes: <ul style="list-style-type: none"> • Science. • CDT. • Kitchens. • PE. • Premises. 	You will probably need to make different levels of provision in different parts of the establishment.	Trained EFAW in each department: Yes.
Do members of the public visit the site?	Yes.	You may need to designate a first aider to deal with the higher probability of an accident.	Included in baseline assessment.

Where is your record of accidents and cases of ill health? What type are they and where did they happen?	All accident books are kept in Room EG12. All accidents occur on site or on trips.	You may need to: <ul style="list-style-type: none"> • Locate provision in certain high risk areas. • Review the contents of the first aid box. 	
Inexperience, disability, special educational needs.	Yes.	You will need to consider: <ul style="list-style-type: none"> • Special equipment. • Local positioning of equipment. 	
Are the premises spread out? E.g. spread out over several buildings or multi floor site.	Yes.	You will need to consider provision in each building or on several floors.	Minimum 1 per floor per building.
Is there shift work or out of hours working?	Cleaning staff and maintenance staff.	There needs to be provision of first aid cover at all times of work.	At least 1 FAW from premises/cleaning staff.
Is your workplace remote from the emergency services?	Nearest A&E is 2.3 miles away: Heartlands Hospital, Bordesley Green East, Birmingham, B9 5SS>	You will need: <ul style="list-style-type: none"> • To inform the local medical services of your location. • Consider special arrangements with the emergency services. 	Good practice to let them know.

<p>Do you have any employees who travel regularly or work alone?</p>	<p>No one works alone except site staff. Yes to employees travelling regularly.</p>	<p>You will need to:</p> <ul style="list-style-type: none"> • Consider issuing personal first aid kits. • Conduct training for staff. • Issue personal communicators to staff. 	
<p>Do any of your employees work at sites occupied by other employers?</p>	<p>No.</p>	<p>You should make arrangements with other site occupiers to ensure adequate provision of first aid. A written agreement between employers is strongly recommended.</p>	
<p>Do you have sufficient provision to cover absence of first aiders or appointed persons?</p>	<p>Yes.</p>	<p>You should consider:</p> <ul style="list-style-type: none"> • What cover is needed for annual leave and other planned absences. • What cover is needed for unplanned, exceptional circumstances. 	
<p>Do you have any work experience trainees? Do you have employees (or clients) with reading or language difficulties?</p>	<p>No to work experience trainees. Yes, we have employees (or clients) with reading or language difficulties.</p>	<p>First aid provision must cover them. You will need to make special arrangements to give them first aid information.</p>	

<p>Do you undertake offsite trips?</p> <p>Does a particular department do regular offsite trips?</p>	<p>Yes.</p>	<p>First aid trained personnel should accompany offsite trips as per the DfE guidelines: www.teachernet.gov.uk/visits</p> <p>Consider provision of a first aider within the department.</p>	<p>Should be covered if staff are FAW trained as proposed above.</p>
<p>Do you have out of hours activities such as before and after school clubs, sports activities></p>	<p>Yes.</p>	<p>There needs to be provision of first aid cover at all times.</p>	<ul style="list-style-type: none"> • Premises staff. • PE staff. • Responsibility of group.
<p>Does the baseline assessment continue to meet your first aid needs?</p>	<p>Yes.</p>	<p>If not, what additional resource is required?</p>	

14. RECORD OF FIRST AID PROVISION

First Aid Personnel	Required (Y/N)	Number/Location
First Aid at Work	Yes	EG12
Emergency First Aid at Work	Yes	EG12
Appointed Person	Yes	EG12
Paediatric First Aid	Yes	EG12
Any other specific training	No	None
First Aid Equipment and Facilities	Required (Y/N)	Number/Location
First Aid Container	Yes	15 around the academy
Additional Equipment	No	None
Travelling First Aid Kit	Yes	Mini
First Aid Room	Yes	DF3
First Aid record book	Yes	EG12