



Robert Clack School of Science

First Aid Policy 2026 - 2027

Approved by Executive Headteacher:

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Signed by Chair of Governors:

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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](#) and [Early years foundation stage: coronavirus disapplications](#) guidance, advice from the Department for Education on [first aid in schools](#), [health and safety in schools](#) and [actions for schools during the coronavirus outbreak](#), 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 School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and responsibilities

In schools with Early Years Foundation Stage provision, at least 1 person who has a current paediatric first aid (PFA) certificate must be on the premises at all times.

During coronavirus: you must use your 'best endeavours' to ensure 1 person with a full PFA certificate is on site when children aged 2 to 5 are present. If after taking all possible steps in your power you're still unable to secure a staff member with a full PFA certificate, you must carry out a written risk assessment and ensure someone with a current first aid at work or emergency PFA certification is on site at all times when these children are.

Beyond this, in all settings – and dependent upon an assessment of first aid needs – employers must usually have a sufficient number of suitably trained first aiders to care for employees in case they are injured at work. However, the minimum legal requirement is to have an 'appointed person' to take charge of first aid arrangements, provided your assessment of need has taken into account the nature of employees' work, the number of staff, and the location of the school. The appointed person does not need to be a trained first aider.

Section 3.1 below sets out the expectations of appointed persons and first aiders as set out in the 1981 first aid regulations and the DfE guidance listed in section 2. If you don't have an appointed person you will need to re-assign the responsibilities listed below accordingly.

During coronavirus: employers should discuss their updated risk assessment with first aiders and appointed persons for their input and so they are confident about providing the right assistance.

3.1 Appointed person(s) and first aiders

The school's appointed first aiders 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 first aiders are displayed prominently around the school.

3.2 The local authority and governing board

LBBD has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.4 The headteacher

The headteacher is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of trained first aid personnel 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)

3.5 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 (see appendix 2) 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 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 office staff will contact parents immediately
- The first aider/relevant member of staff will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury

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

During coronavirus: we will use our 'best endeavours' to ensure 1 person with a full PFA certificate is on site when children aged 2 to 5 are present. If, after taking all possible steps in our power, we're still unable to secure a staff member with a full PFA certificate, we will carry out a written risk assessment and ensure someone with a current first aid at work or emergency PFA certification is on site at all times when these children are.

During coronavirus: first aiders will follow Health and Safety Executive (HSE) guidance for [first aid during coronavirus](#). They will try to assist at a safe distance from the casualty as much as possible and minimise the time they share a breathing zone. Treating any casualty properly will be the first concern. Where it is necessary for first aid provision to be administered in close proximity, those administering it will pay particular attention to sanitation measures immediately afterwards including washing their hands.

4.2 Off-site procedures

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

- A school mobile phone
- A portable first aid kit
- Information about the specific medical needs of pupils
- Parents' contact details

Risk assessments will be completed by the visit organizer prior to any educational visit that necessitates taking pupils off school premises.

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.

During coronavirus: we will use our 'best endeavours' to ensure 1 person with a full PFA certificate accompanies children on outings when children aged 2 to 5 are present. If, after taking all possible steps in our power, we're still unable to secure a staff member with a full PFA certificate, we will include this in our written risk assessment and ensure someone with a current first aid at work or emergency PFA certification accompanies these children on the outing. Outings will only be undertaken if it is safe to do so. We will take account of any government advice in relation to educational visits during the coronavirus pandemic.

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

During coronavirus: we will take account of any government advice in relation to educational visits during the coronavirus pandemic.

5. First aid equipment

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

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses
- Burns dressings

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room

6. Record-keeping and reporting

6.1 First aid and accident record book

- A small accident slip will be completed by the first aider/relevant member of staff on the same day or as soon as possible after an incident resulting in a minor injury, for bumped heads in EYFS the child is provided with a sticker.
- For more serious injuries the accident incident form in appendix 2 should be completed. As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form at appendix 2. These will then be submitted to the LBBD.
- 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.

6.2 Reporting to the HSE

The LBBD 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 relevant member of staff will report these to the Health and Safety Executive 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 relevant 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 relevant member of staff 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 relevant member of staff will also notify local safeguarding agencies 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.

Staff are encouraged to renew their first aid training when it is no longer valid.

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 and is updated at least every 3 years.

During coronavirus: if PFA certificate requalification training is prevented for reasons associated with the pandemic, the validity of current PFA certificates (expiring on or after 1 October 2020) can be extended to 31 March 2021 at the latest. We will do our best to arrange requalification training at the earliest opportunity. If staff members' certificates do need to be extended, we will encourage them to access online resources to refresh their knowledge of paediatric first aid procedures while waiting for face-to-face training.

8. Monitoring arrangements

This policy will be reviewed every year.

At every review, the policy will be approved by the governing board (finance committee).

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: accident report form

Accident/Incident Report Form

Please call 020 8724 5233 for a Larger Font



Any serious accident/incident must be reported immediately to your manager and to HR Services on 020 8724 5233.

This form is to be used for all types of hazardous incidents including work related illness, disease, violence and aggression, race/hate and motor vehicle accidents. When completed your manager should submit the form via the HR Portal

https://lbbd.sharepoint.com/sites/HRSD/SitePages/Request_picker.aspx?Cat=9. (ideally within 24 hours).

Should access to above link not be available, please contact HR Services on 020 8724 5233.

Note: General Data Protection Regulations 2018. Data is stored and used in accordance with the council's privacy notice which can be viewed at <https://www.beta.lbbd.gov.uk/general-privacy-notice>. All requests for personal information should be sent to the Data Protection Officer at: dpo@lbbd.gov.uk

Part A – To be completed by or on behalf of the person involved.

Please print in block capitals and complete all relevant sections.

1. Injured/involved person

Full Name (Print):		Address: (Include post code)	
Date of birth:			
Male/Female:		Contact number(s):	

Department:		Job Title:	
Division:		Non employee status:	
Section/School:		Relating to the above, please choose from: member of public/visitor, service user, residential care user, tenant, pupil/student, agency/contractor (give name of company)	
Employee/Non Employee:			

2. Where and when did it happen

Site address: (Including postcode)		Where at the site:	
		Date:	
		Time (24 hour clock):	

3. What happened

Please give a brief description of what happened:	
If a fall from height, how high was the fall?	(To the nearest metre)

4. Injury Details

Injury Type: e.g. fracture/bruise/burn/cut		Part of body: Left/right or upper/lower	
If the injury or condition changes please notify HR Services on 020 8724 5233			

5. Treatment

Taken directly to hospital: (yes/no)		First aid given: (yes/no)	
		Name of first aider:	
Outcome of any hospital visit if known:		Treatment given:	

6. Witness Details

Name:		Address: (include postcode)	
Contact number:			
Email address:			

Person completing part A

Name (block capitals):		Date:	
Signature or email address if sending via email:		Contact Number(s):	

Part B – To be completed by Manager/Supervisor/Head Teacher.

Please ensure senior management are notified of serious accidents, incidents or dangerous occurrences.

Please print in block capitals and complete all relevant sections. Please give as much information as possible. It is important that information is captured at the time of investigation.

1. Investigation

Are you satisfied that the incident occurred at the date, time and location stated in part A?		Was the involved person authorised to be doing this?	
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2. Risk assessment, procedures, safe systems of work

Is there a suitable and sufficient risk assessment?		Is there a current safe system of work such as code of practice, procedure, etc?	
If no you may need to consider developing a risk assessment or reviewing the assessment if one is already in place. Please give details:		Please yes please state name of the safe system of work such as procedure, operation manual, etc and the date it was given:	Name: Date issued:

3. Employees – to be completed only if the involved person is an employee including agency

Has instruction/training been given for the task/equipment, give details?		Was personal protective equipment being used please give details? Such as gloves, safety goggles.	
Did the injured person finish their shift?		Did the injured person report to work the following day? If not and if known how long will they be absent from work?	
If the employee is absent from work for 7 days or more (including non working days) you must contact HR Services on 020 8724 5233.			

4. Violence and Aggression – to be completed only if a violent or aggressive incident. Violent and aggressive incidents also need to be sent to Security - SecurityAccessandID@lbbd.gov.uk.

Give details of the support offered, including if referred for Counselling and when:		Do you feel this incident needs to be addressed by the LBBd security section?	
Name of the perpetrator:		Did the police arrive?	
Were the police involved?		Time of call:	
Crime reference number?		Time of arrival:	

5. When was the incident reported

Date:		To whom:	
Time:		Their role:	

6. Investigation finding – this section must be completed.

State your existing control measures and further actions required to prevent reoccurrence: Include whether or not any defects were identified including to the environment or equipment.	
Weather condition if incident occurred outside:	

Person completing part B			
Name (block capitals):		Date:	
Signature or email address if sending via email:		Contact Number(s):	