

COGNITA



Prince's Gardens
PREPARATORY SCHOOL

First Aid Policy

September 2020

KEY FACTS:

- ❖ To ensure that we promote the good health of all the children in our care.
- ❖ First aid can save lives and prevent minor injuries become major ones
- ❖ The school will ensure that there are adequate facilities and appropriate equipment for providing first aid in the workplace, including for visitors, as well as for the age of children.
- ❖ Minimum first aid provision is a suitably stocked first aid container, an appointed person to take charge of first aid arrangements and for information for employees on first-aid arrangements, as well as adequately trained and experienced staff.
- ❖ This minimum provision is supplemented with a first aid needs assessment to identify any additional requirements specific to the school, to record the findings and to introduce measures to manage any risks.
- ❖ First aid provision must be available at all times whilst children are on the school premises and including school visits off site.
- ❖ Our school, staff and others have a duty to safeguard and promote the welfare of children.

1 General Statement

1.1 The definition of First Aid is as follows:

- In cases where a person will need help from a medical practitioner or nurse, treatment for the purpose of preserving life and minimising the consequences of injury and illness until help is obtained; and,
- Treatment of minor injuries which would otherwise receive no treatment, or which do not need treatment by a medical practitioner or nurse.

1.2 This policy provides an overview of the statutory requirements and how these are met in school. All safeguarding and child protection policy guidelines must be adhered to both on and off the school site, when first aid is administered.

1.3 The policy applies to all pupils including those pupils covered by the Statutory Framework for the Early Years Foundation Stage (EYFS) 2017.

1.4 The responsibility for drawing up and implementing the First aid policy is delegated to the Headmistress, including informing staff and parents. However, implementation remains the responsibility of all staff in our school in order to keep children healthy, safeguarded and protected whenever they are in our care.

2 Current Procedure

2.1 Our appointed person (First aid co-ordinator) undertakes and records an annual review. A first aid needs assessment is carried out to ensure that adequate provision is available given the size of our school, the staff numbers, our specific location and the needs of individuals. A set framework is used for this purpose.

2.2 Our first aid needs assessment includes consideration of pupils and staff with specific conditions and major illnesses, such as asthma, anaphylaxis and epilepsy, takes account of an analysis of the history of accidents in our school, as well as the identification of specific hazards. It also includes careful planning for any trips and visits, including residential and higher risk trips which always include a suitably trained first aider, in keeping with our Educational Visits policy.

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- 2.3 Our procedure outlines when to call for help when necessary, such as an ambulance or emergency medical advice from professionals/treatment, and outlines the requirements for documenting necessary treatment once applied. The main duties of a First Aider are to give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school.
- 2.4 We ensure that first aid provision is available at all times, including out of school trips, during PE, and at other times when the school facilities are used.
- 2.5 We keep a written record of all accidents or injuries and first aid treatment. This includes on all off-site day and residential trips. We inform parent(s)/carer(s) of any accident or injury on the same day, or as soon as reasonably practicable, of any first aid treatment.

3 First Aid Training

- 3.1 We carefully consider, and review annually, the training needs of our staff to ensure that suitable staff are trained and experienced to carry out first aid duties in our school. In particular, we consider the following skills and experiences:-
- Reliability, communication and disposition,
 - Aptitude and ability to absorb new knowledge and learn new skills,
 - Ability to cope with stressful and physically demanding emergency procedures,
 - Normal duties are such that they may be left to go immediately and rapidly to an emergency, and
 - Need to maintain normal operations with minimum disruption to teaching and learning.
- 3.2 First aiders in our school have all undertaken appropriate training. They have a qualification in either First Aid at work (FAW, 3 days or 18 hours) or Emergency First Aid at work (EFAW, 1 day or 4-6 hours) or Emergency Paediatric First Aid (EPFA, 1 day or 4-6 hours). EYFS paediatric first aiders hold a clearly recognised certificate or a renewal (minimum of 12 hours tuition). Before the certificates expire, first aiders need to undertake a requalification course as appropriate, to obtain another three-year certificate. In relation to the FAW/EFAW/EPFA training courses, providers will follow the current guidelines issued by Resuscitation Council (UK) October 2015.
- 3.3 Training will be updated every three years and will not be allowed to expire before retraining has been achieved.
- 3.4 The need for ongoing refresher training for staff will be carefully reviewed each year, ensuring basic skills are up-to-date. Annual three hour basic skills updates, in between formal training are recommended to keep staff up to date.

4 Key Personnel

First aid co-ordinator (appointed person) - responsible for looking after first aid equipment and facilities, as well as calling the emergency services as required	First Aid Coordinator
Responsible for maintaining First Aid Training Matrix/Log	First Aid Coordinator
Responsible for RIDDOR submissions to HSE	Facilities Manager
The following staff have completed a recognised training course in FAW	See appendix 1

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The following staff have completed a recognised training course in EFAW	See appendix 1
The following staff have completed a recognised training course in EPFA	See appendix 1
The following staff have completed the Paediatric course in first aid (EYFS requirement)	See appendix 1

5 Contents of our First Aid Box

5.1 Our minimum provision, (**not mandatory**) as recommended by HSE is to hold a suitably stocked first aid box, to nominate an appointed person (see 3.1 above), as well as the provision for staff of relevant information on first aid arrangements.

5.2 In our suitably stocked First Aid box we provide the following, or suitable alternatives:-

A leaflet giving general guidance on First Aid eg HSE leaflet 'Basic advice on First Aid at work' (INDG347 rev 1)
20 individually wrapped sterile adhesive dressings (assorted sizes)
2 sterile eye pads
4 individually wrapped triangular bandages
1 conforming bandage, 7.5cm wide
6 safety pins
6 medium sized (approximately 12cm x 12cm) individually wrapped sterile, unmedicated wound dressings
2 large (approximately 18cm x 18cm) sterile, individually wrapped unmedicated wound dressings
20 individually wrapped moist cleaning wipes
1 pair of disposable gloves
1 pair of blunt end scissors (rustless)
5 absorbent vomit bags
1 clinical waste bag
3 instant cold packs

5.3 The First Aid coordinator is responsible for examining the contents of the first aid boxes. These are checked frequently and restocked as soon as possible after use. Extra stock is held within the school and items discarded safely after the expiry date has passed. We do not keep tablets, creams or medicines.

5.4 Our first aid boxes are kept in the following places:

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First Aid Boxes are located throughout the school. Each form room has their own box. This includes all Reception and Nursery classrooms. First aid kits can also be found in the library, front office, medical room, science room, art room and music room, as well as in the PE office.

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First Aid Boxes are located throughout the school in the library, front office, medical room, science labs, art room and music room, as well as in the PE office.

- 5.5 We take great care to prevent the spread of infection in school, particularly in the event of spillages of bodily fluids which we manage effectively by washing off skin with soap and running water, out of eyes with tap water and or an eye wash bottle, wash splashes out of nose with tap water, record details of any contamination, and seek medical advice where appropriate. For further information please see our Prevention and Control of Communicable and Infectious Diseases Procedures.
- 5.6 First aiders take careful precautions to avoid the risk of infection by covering cuts and grazes with a waterproof dressing, wearing suitable powder free vinyl gloves, using suitable eye protection and aprons where splashing may occur, use devices such as face shields when giving mouth to mouth resuscitation, wash hands after every procedure. Any waste products are disposed of in yellow clinical waste bags.
- 5.7 We ensure that any third party lettings or providers, including transport, have adequate first aid provision which complies with our standards.

6 Early Years

- 6.1 The Statutory Framework for the Early Years Foundation Stage (2017) is mandatory. In accordance with this, we ensure that at least one person with a current paediatric First Aid certificate is on our premises at all times, when pupils are present. All new Nursery and Reception staff within our Early Years will undertake paediatric first aid training. This means that newly qualified staff with a childcare level two and three qualification will have a paediatric first aid certificate before they can be included in the statutory staff:child ratios in the Early Years setting. A list of all staff with paediatric first aid qualifications, will be displayed in the Early Years.
- 6.2 No outing from school is undertaken without the presence of at least one person with a paediatric first aid qualification.
- 6.3 We keep a written record of all accidents or injuries and first aid treatment, and we inform parent(s) and/or carer(s) of any accident or injury on the same day, or as soon as reasonably practicable. Parents are given a copy of the written record. Records are also stored confidentially in Medical Tracker (Accident reporting software tool). The recording is carried out in confidence at all times by the person administering first aid. Recording into Medical Tracker will trigger an email informing parents of any accident, injury or first aid treatment.
- 6.4 We must notify our local child protection agency Westminster Council of any serious accident or injury to, or the death of, any child in our care. We always act on their advice, if given to us.
- 6.5 Prescription medicines must not be administered unless they have been prescribed by a doctor, dentist, nurse or pharmacist.

7 Recording Accidents and First Aid Treatment

- 7.1 Pupils will tell their teacher or nearest staff member, or fellow pupils, when they are not feeling well or have been injured. They will let a member of staff know if another pupil has been hurt or is feeling unwell.

- 7.2 All accidents/injuries/first aid treatment are recorded immediately, including the presence of any witnesses and details of any injury or damage. Records are stored confidentially in Medical Tracker (Accident reporting software tool). Any accidents, injuries or first aid treatment administered whilst on a day or residential trip are recorded on the appropriate paper forms. Copies of these forms are given to parents on returning to school. Details are uploaded to Medical Tracker by the Facilities Manager and originals are kept on file. The recording of an accident is carried out in confidence at all times by the person administering first aid.
- 7.3 Any treatment of first aid is recorded by the person who administered first aid. We will record the date, time and place with the name of the class, of the injured or ill person. Details of the injury or what first aid was administered, along with what happened afterwards is always recorded.
- 7.4 The First Aid co-ordinator is responsible for the maintenance of accurate and appropriate accident records, including the evaluation of accidents, and regular reporting to the H&S committee for monitoring purposes.
- 7.5 We adopt the definition of Ofsted with regard to serious injuries as follows:-
- broken bones or a fracture
 - loss of consciousness
 - pain that is not relieved by simple pain killers;
 - acute confused state;
 - persistent, severe chest pain or breathing difficulties;
 - amputation;
 - dislocation of any major joint including the shoulder, hip, knee, elbow or spine;
 - loss of sight (temporary or permanent);
 - chemical or hot metal burn to the eye or any penetrating injury to the eye;
 - injury resulting from an electric shock or electrical burn leading to unconsciousness, or requiring resuscitation or admittance to hospital for more than 24 hours;
 - any other injury leading to hypothermia, heat-induced illness or unconsciousness; or requiring resuscitation; or requiring admittance to hospital for more than 24 hours;
 - unconsciousness caused by asphyxia or exposure to harmful substance or biological agent;
 - medical treatment, or loss of consciousness arising from absorption of any substance by inhalation, ingestion or through the skin; and
 - medical treatment where there is reason to believe that this resulted from exposure to a biological agent, or its toxins, or infected material.
- 7.6 We adopt the definition from Ofsted for minor injuries, of which we always keep a record, as follows:
- sprains, strains and bruising;
 - cuts and grazes;
 - wound infections;
 - minor burns and scalds;
 - minor head injuries;
 - insect and animal bites;
 - minor eye injuries; and
 - minor injuries to the back, shoulder and chest.

8 Recording Incidents and Near Misses

- 8.1 We record any **near misses** which are an event such as occurrences where not one has actually been harmed and no first aid was administered, but have the potential to cause injury or ill health. We record any incidents that occur on the premises and these may include a break in, burglary, theft of personal or school's property; intruder having unauthorised access to the premises, fire, flood, gas leak, electrical issues.

9 Hospital Treatment

- 9.1 If a pupil has an accident or becomes ill, and requires immediate hospital treatment, the school is responsible for either:
- calling an ambulance in order of the pupil to receive treatment; or
 - taking the pupil to an Accident and Emergency department
 - and in either event immediately notifying the pupils parent/carer
- 9.2 When an ambulance has been called, a first aider will stay with the pupil until the parent arrives, or accompany pupil to hospital by ambulance if required.
- 9.3 Where it is decided that pupil should be taken to A&E Department a first aider must either accompany them or remain with them until the parent/carer arrives.
- 9.4 Where a pupil has to be taken to hospital by a member of staff they should be taken in a taxi and not use their own car.

10 Prescription and Non-Prescription Medication

- 10.1 Staff will only administer prescribed medication (from a doctor, dentist, qualified nurse or pharmacist) brought in by the parent/carer, for the pupil named on the medication in line with the stated dose.
- 10.2 Medicine containing aspirin or ibuprofen will not be administered to any pupil unless prescribed by a doctor for that particular pupil.
- 10.3 We encourage pupils to manage their own asthma inhalers from a very young age. Asthma medication is always kept in the school office, which is near children's classrooms. Children are encouraged to use their inhalers independently under adult supervision. Inhalers must always be taken off site and on school trips/events. It is the responsibility of the person leading the off site activity to ensure inhalers are collected from the office and are returned when the child is back at school.
- 10.4 If pupils are to self-medicate in school on a regular basis, then a self medicator's risk assessment form will be carried out.
- 10.5 For pupils that are on Individual Healthcare Plans, parental consent will be sought regarding details of what medication they need in school, who is going to give it to them on a regular/daily basis. Refer to Supporting Pupils with Medical Conditions Policy.
- 10.6 Most antibiotics do not need to be administered during the school day and parents should be encouraged to ask the GP to prescribe an antibiotic which can be given outside of school hours, where possible. If however this is not possible then please refer to section 11 on Storage of Medicines.

- 10.7 This school keeps an accurate record of each occasion an individual pupil is given or supervised taking medication. This includes during off-site day and residential trips. Details of the supervising staff member, pupil, dose, date, time and any side effects are recorded. If a pupil refuses to have medication administered, this is also recorded and parents are informed as soon as possible. Parents/carers are notified when the pupil has been administered medicine on the same day or as soon as is reasonably practical.
- 10.8 All school staff who volunteer or who are contracted to administer medication are provided with training. The school keeps a register of staff who have had the relevant training. This school keeps an up-to-date list of members of staff who have agreed to administer medication and have received the relevant training.

11 Storage of Medication

- 11.1 Medicines are always securely stored in accordance with individual product instructions, paying particular note to temperature. Some medication for pupils at this school may need to be refrigerated. All refrigerated medication is stored in an airtight container and is clearly labelled. Refrigerators used for the storage of medication are in a secure area, inaccessible to unsupervised pupils or lockable as appropriate.
- 11.2 We will carry out a risk assessment to consider any risks to the health and safety of our school community and put in place measures to ensure that identified risks are managed and that medicines are stored safely.
- 11.3 All medicines shall be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration.
- 11.4 If a pupil is prescribed a controlled drug, it will be kept in safe custody in a locked, non-portable container and only named staff will have access. Controlled drugs must be counted in and witnessed if they are not administered by a qualified nurse or practitioner. The medication form must be signed by two people with at least one being the First Aid coordinator. The records must indicate the amount of remaining medication and logged in a controlled drug recording book.
- 11.5 Parents should collect all medicines belonging to their child at the end of the day. They are responsible for ensuring that any date-expired medication is collected from the school. All medication is sent home with pupils at the end of the school year. Medication is not stored in summer holidays. If parents do not pick up out-of-date medication or at the end of the school year, medication is taken to a local pharmacy for safe disposal.
- 11.6 We will keep medicines securely locked and only named staff will have access, apart from EpiPens, Asthma pumps and diabetes hypo kits which are kept in the office near pupils who need them. Three times a year the First Aid Coordinator will check the expiry dates for all medication stored at school.
- 11.7 Sharps boxes are used for the disposal of needles. All sharps boxes in the school are stored in a locked cupboard unless alternative safe and secure arrangements are put in place. If a sharps box is needed on an off-site or residential visit, a named member of staff is responsible for its safe storage and return to a local pharmacy or to school or the pupil's parent. Collection and disposal of sharps boxes is arranged by the school biannually. No sharps boxes are currently required in the school.

12 Defibrillators (AED)

12.1 **23 Prince's Gate**

The school has a defibrillator in the medical room by the main office.

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The school defibrillator is in the medical room on the ground floor in building 12.

- 12.2 The defibrillator is always accessible and staff are aware of the location, and those who staff have been trained to use it. They are designed to be used by someone without specific training and by following the accompanying step by step instructions on it at the time of use. The manufacturer's instructions are circulated to all staff and use promoted should the need arise.

13 Monitoring and Evaluation

- 13.1 Our school's senior leadership team monitors the quality of our first aid provision, including training for staff, accident reporting on a termly basis. Our policy will be reviewed annually, accordingly. Compliance will be reported formally to the school's termly H&S Committee. Minutes of these are submitted to the Health and Safety Manager at Cognita Regional Office. The Health and Safety Manager will report to the Cognita (UK) Regional H&S Committee meeting acting in the role as the Proprietor.
- 13.2 Reports are provided to our Safeguarding committee which includes an overview of first aid treatment to children including the identification of any recurring patterns or risks, lessons learned with the management actions to be taken accordingly including the provision of adequate training for staff.
- 13.3 As Proprietor, Cognita Schools has published a compliance training guide for schools which details preferred providers of first aid training, including approximate costs and procurement arrangements.

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Appendix 1, First Aiders: September 2020

Name	Role	Course	Date of Training	Date Certificate Expires
Leah Bancroft	Head of Art	Paediatric First Aid – 12 hours	05/07/2019	04/07/2022
Paul Barber	Reception B teacher	Paediatric First Aid – 12 hours	28/08/2019	27/08/2022
Paul Barber	Reception B teacher	First Aid at Work – 3 days	29/08/2018	28/08/2021
Mark Batten	Head of Music	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Matthew Charles	Year 3C teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Fabien Cornielle	Year 3 TA	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Victoria Croker	Year 1N teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Joe Davies	Year 4D teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Freda Donkoh	Year 1N TA	Paediatric First Aid – 12 hours	01/06/2019	31/05/2022
Agnes Edwards	Reception B TA	Paediatric First Aid – 12 hours	11/12/2019	10/12/2022
Toycan Fevzi	Reception P TA	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Abbey Fewell	Year 2F teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Samantha Gibbon	Deputy Head	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Rachel Greene	SENCO	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Joyce Greenfield	Year 2 TA	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Paula Guillen	Reception G teacher	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Alison Heath	Librarian	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Lauren Heath	Year 3H teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Amy Jachulski	Receptionist	Paediatric First Aid – 12 hours	06/09/2019	05/09/2022
Eleni Kyriakopoulou	Year 4 TA	Paediatric First Aid – 12 hours	01/06/2019	31/05/2022
Alasdair Laidlaw	Year 4L teacher & PE	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Melanie Lewis	Head of T&L	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Doug Napolitano-Cremin	Head of Science	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Chiedo Nkwocha	Year 5 and 6 TA	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Sandra Noble	Head of EAL	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Francesca Pay	Nursery P teacher	Paediatric First Aid – 12 hours	14/07/2018	13/07/2021
Eva Pipinika	Nursery P TA	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Stacey Turner	Drama teacher	Paediatric First Aid – 12 hours	07/09/2018	06/09/2021
Tina Verma	Head of Languages	Paediatric First Aid – 12 hours	13/09/2019	12/09/2022
Gary White	Head of English and 6W teacher	Paediatric First Aid – 12 hours	30/08/2019	29/08/2022
Dan Wood	Head of PE	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021
Amy Woods	Head of Humanities and 5W teacher	Paediatric First Aid – 12 hours	03/09/2018	02/09/2021

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Ownership and consultation	
Document sponsor (role)	Director of Operations - Europe
Document author (name)	Melissa Jones
Specialist Legal Advice	
Consultation	Helen Ferguson – School Nurse at Downsend

Compliance	
Compliance with	The Health and Safety at Work Act 1974 The Management of Health and Safety at Work Regulations 1999 Health and Safety (First Aid) Regulations 1981. The Education (Independent Schools Standards) Regulations 2014 Early Years Foundation Stage Statutory Framework 2017 Health and Safety Executive (HSE) – Guidelines on Regulation of the Health and Safety (First Aid) Regulations published 2013. Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

Audience	
Audience	Heads, Appointed Person (First Aid Co-ordinator)

Document application	
England	Yes
Wales	Yes
Spain	No

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Related documentation	
Related documentation	Health and Safety Policy Supporting Pupils with Medical Conditions Policy Educational Visits Policy and Guidance Safeguarding Policy: Child Protection Procedures Safeguarding: Allegations of Abuse Against Teachers and Other Staff Compliments and Complaints Prevention and control of Communicable and Infectious Diseases Procedures Serious Incident Reporting Form (SIRF)