

Aspire - Collaborate - Explore

'Together we learn – United we achieve'



First-Aid Policy
2025-26

TOWNVILLE ACADEMY

Head teacher: Caroline Burden

Adopted date: September 2025

Review date: September 2026



Contents

1. Aims	2
2. Legislation and guidance	2
3. Roles and responsibilities	3
4. First aid procedures	4
5. First aid equipment	5
6. Record-keeping and reporting	6
7. Training	8
8. Monitoring arrangements	8
9. Links with other policies	8
Appendix 1: list of appointed persons(s) for first aid and/or trained first aiders	8
Appendix 2: accident report form	Error! Bookmark not defined.
Appendix 3: first aid training log	9

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](#), guidance from the Health and Safety Executive (HSE) on [incident reporting 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

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.

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 layout and 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.

3.1 Appointed person(s) and first aiders

The school's appointed [person(s) are

[Caroline Burden – Level 3 Paediatric First Aider](#)

[Adele Curnow – Level 3 Paediatric First Aider](#)

[Jamie-Leigh Williams - Level 3 Paediatric First Aider](#)

[Joanne Wray - Level 3 Paediatric First Aider](#)

[Gemma Stones - - Level 3 Paediatric First Aider](#)

[Emilia Henton - Level 3 Paediatric First Aider](#)

[Muna Abduhrahman \(Masood\) - Level 3 Paediatric First Aider](#)

[Stacy Jones - Level 3 Paediatric First Aider](#)

[Laura Goodwin - Level 3 Paediatric First Aider](#)

[Claire Sharp - Level 3 Paediatric First Aider](#)

[Gemma Howcroft - Level 3 Paediatric First Aider](#)

Additional trained first aiders are:

Jacqueline Raven, Kirstie Licence, Faye Crossley - First aid for lunchtime supervisors

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. [Adele Curnow; office, playground, trip bags. Jamie-Leigh Williams; EYFS classrooms and Breakfast Club room. Joanne Wray – KS1 classrooms.](#)
- 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 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 appointed persons and/or 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)

3.4 Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders and/or appointed person(s) in school are
- Completing accident reports (see appendix 2) for all incidents they attend to where a [first aider/appointed person] 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 Headteacher or delegated person 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.

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 including, at minimum:

The following are based on the HSE's recommendation for a minimum travelling first aid kit:

- 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 × 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 school trip lead and checked by the Headteacher 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.

5. First aid equipment

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

The following is based on the HSE's recommendation for a minimum first aid kit

- 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
- 10 disposable single use ice packs.

No medication is kept in first aid kits.

First aid kits are stored in: **the lunchtime first aid area and in the main office.**

Additional, smaller first aid kits are kept in the medical cupboards in each classroom, typical contents of these kits are:

- 10 individually wrapped sterile adhesive dressings (assorted sizes)
- 2 medium sterile individually wrapped unmedicated wound dressings
- 3 safety pins
- 3 pairs of disposable gloves
- 3 disposable single use ice packs

6. Record-keeping and reporting

6.1 First aid and accident record book

An accident form 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 an injury

As much detail as possible should be supplied when reporting an accident, this is completed on Medical Tracker and is automatically added to the pupils file.

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 [Check whether your insurer requires accident records to be retained for a longer period of time and amend this point accordingly if necessary]

6.2 Reporting to the HSE

The Headteacher 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 Headteacher will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School staff: reportable injuries, diseases or dangerous occurrences

These 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) which:

Covers more than 10% of the whole body's total surface area; or

Causes significant damage to the eyes, respiratory system or other vital organs

Any scalping 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

Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the [job title of relevant member of staff] will report these to the HSE as soon as reasonably practicable and in any event within 15 days of the accident

Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:

Carpal tunnel syndrome

Severe cramp of the hand or forearm

Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach

Hand-arm vibration syndrome

Occupational asthma, e.g. from wood dust

Tendonitis or tenosynovitis of the hand or forearm

Any occupational cancer

Any disease attributed to an occupational exposure to a biological agent

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

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences

These include:

Death of a person that arose from, or was in connection with, a work activity*

An injury that arose from, or was in connection with, a work activity* and the person is taken directly from the scene of the accident to hospital for treatment

*An accident "arises out of" or is "connected with a work activity" if it was caused by:

A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)

The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or

The condition of the premises (e.g. poorly maintained or slippery floors)

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 [Administrator as delegated by a relevant staff member] will inform parents of any head bump accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable. Parents will also be informed if emergency services are called.

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 Headteacher & Trustee Board every year.

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 persons(s) for first aid and/or trained first aiders]

Caroline Burden – Level 3 Paediatric First Aider
 Adele Curnow – Level 3 Paediatric First Aider
 Jamie-Leigh Williams - Level 3 Paediatric First Aider
 Joanne Wray - Level 3 Paediatric First Aider
 Gemma Stones - - Level 3 Paediatric First Aider
 Emilia Henton - Level 3 Paediatric First Aider
 Muna Abduhrahman (Masood) - Level 3 Paediatric First Aider
 Stacy Jones - Level 3 Paediatric First Aider
 Laura Goodwin - Level 3 Paediatric First Aider
 Claire Sharp - Level 3 Paediatric First Aider
 Gemma Howcroft - Level 3 Paediatric First Aider
 Jacqueline Raven, Kirstie Licence, Faye Crossley - First aid for lunchtime supervisors

NAME OF PERSON ATTENDING THE INCIDENT			
SIGNATURE		DATE	

Appendix 3: first aid training log

NAME/TYPE OF TRAINING	STAFF WHO ATTENDED (INDIVIDUAL STAFF MEMBERS OR GROUPS)	DATE ATTENDED	DATE FOR TRAINING TO BE RENEWED (WHERE APPLICABLE)
Paediatric First Aid	Caroline Burden Adele Curnow Jamie-Leigh Williams Joanne Wray Gemma Howcroft Gemma Stones Emilia Henton Muna Abduhrahman (Masood) Stacy Jones Laura Goodwin Claire Sharp	18/09/24 2/7/24 2/7/24 27/3/25 23/6/25 16/7/25 16/7/25 16/7/25 16/7/25 16/7/25 16/7/25 16/7/25	18/9/27 2/7/27 2/7/27 27/3/28 23/6/28 16/7/28 16/7/28 16/7/28 16/7/28 16/7/28 16/7/28 16/7/28
First Aid for Lunchtime Supervisors	Faye Crossley Kirstie License Jacqueline Raven Gemma Ditch	July 24	July 25

NAME/TYPE OF TRAINING	STAFF WHO ATTENDED (INDIVIDUAL STAFF MEMBERS OR GROUPS)	DATE ATTENDED	DATE FOR TRAINING TO BE RENEWED (WHERE APPLICABLE)
Asthma	19/9/24	All staff (minus JH and TB)	19/9/24
Anaphylaxis: EpiPen training.	19/9/24	All staff (minus JH and TB)	19/9/24