



St. Illtyd's Catholic High School

First Aid Policy

December 2024

Role	Name(s)
Head of Centre	David B Thomas
SLT Lead	David Thomas
Date adopted by Governing Body	23 rd January 2025
Review date	January 2026

1. Introduction

This document has been prepared to provide guidance on the policy and procedures for dealing with First Aid at St Illtyd's Catholic High School. The requirements for the statutory provision of First Aid have been taken into account.

The Health and Safety [First Aid] Regulations 1981 require employers to provide trained persons and equipment to deal with First Aid emergencies and ill health occurring at work. Facilities must be provided to ensure that First Aid is rendered to employees, visitors, pupils, volunteers, agency staff and contractors if they become ill or are injured at work or whilst under the jurisdiction of the school.

2. Purpose

First Aid is provided to:

- preserve life;
- limit the effects of the condition; and
- promote recovery

First Aid should be provided where a person will need further medical treatment until such help arrives, and for the treatment of minor injuries. It should be noted that the treatment of minor illnesses, by the administration of tablets or medicines, falls outside the definition of First Aid.

3. Definitions

- A First Aider is a person who has attended, successfully completed and has a valid certificate for the 4 day 'First Aid at Work' training.
- Appointed person means a person who has attended, successfully completed and has a valid certificate for the 'Appointed Persons' training for Emergency First Aid.
- Employer means the Governing Body of St Illtyd's Catholic High School.
- Service User means a person or organisation using the school.

First Aid means the following:

- For/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 such help is obtained
- Treatment of minor injuries which would otherwise receive no treatment or do not need treatment by a medical practitioner or nurse.

The responsibility of the Employer is to:

- establish the First Aid need by risk assessment
- identify suitable employees who are willing to undertake First Aid training and annual refresher training
- provide adequate First Aid equipment and facilities
- inform employees and site managers of the location of First Aid personnel and equipment available to them in their working environment.
- ensure the First Aiders maintain their First Aid or Appointed Person status by attending refresher training.

The responsibilities above have been delegated to the Headteacher or his/her representative to discharge them in the appropriate manner.

There is a register to maintain an up-to-date record of personnel trained in First Aid which is used to inform the Headteacher and PA to SLT when staff require refresher/re-qualification training.

4. Procedure

Identification of Suitable Employees

The Headteacher must ensure that the candidates for First Aid training are physically and educationally suited and are willing to undergo training and act as a qualified First Aider. The Headteacher must ensure that candidates are fully briefed on the role and requirements of being a First Aider. They must understand the health risks associated with rendering First Aid and be prepared to receive appropriate health and immunisation advice.

Roles and Responsibilities of First Aiders and Appointed Persons

First Aiders and Appointed Persons will:

- ensure that their qualification are always up to date;
- ensure that first aid cover is available throughout the working hours of the school week;
- always attend a casualty when requested to do so, and treat the casualty to the best of their ability in the safest way possible. This includes wearing gloves where any loss of blood or body fluid is evident, calling for help from other First Aiders or Emergency Services and responding to such calls to help fellow First Aiders at an incident and/or provide support during the aftermath;
- act as a person who can be relied upon to help when the need arises;
- ensure that first aid kits are adequately stocked and always to hand;
- insist that any casualty who has sustained a significant head injury is seen by professionals at the hospital, either by dialling 999 or by asking parents to pick up a child to take them to hospital, ensuring that parents are aware of all head injuries promptly;
- ensure that a child who is sent to hospital by ambulance is either:
 - accompanied in the ambulance at the request of paramedics;
 - followed to a hospital by a member of staff to act 'in loco parentis' if a relative cannot be contacted;
 - met at hospital by a relative;

[The First Aider need not be the member of staff to accompany the casualty to hospital, however an appropriate person should be sent. Liaison must be made with the Deputy Headteacher to ensure that the absence is noted and cover is provided if necessary]

- keep a record of each pupil attended to, the nature of the injury and any treatment given, in the book provided in School Office. In the case of an accident, the Accident Forms must be completed by the appropriate person and provided to the Assistant Headteacher Premises ;
- ensure that everything is cleared away using gloves, and every dressing etc. be put in a yellow bag for contaminated/used items and sealed tightly before disposing of the bag in a bin. Any bloodstains on the ground must be washed away thoroughly. No contaminated or used items should be left lying around.

Staff trained and qualified to give First Aid within the school can be found in Appendix 1.

Appointed Persons are those qualified to provide Emergency First Aid only. The list of available staff is listed in Appendix 1.

The First Aiders' responsibilities include:

- ensuring their own recommended immunisations/injections are up to date
- reporting any illness or injuries which would preclude their abilities to administer First Aid to local management to arrange alternative cover
- attending refresher training when required

THE GOVERNING BODY will:

- provide adequate First Aid cover as outlined in the Health & Safety [First Aid] Regulations 1981;
- monitor and respond to all matters relating to the health and safety of all persons on school premises;
- ensure all new staff are made aware of First Aid procedures in the school.

THE HEADTEACHER AND LEADERSHIP TEAM will:

- ensure that relevant staff always obtain the history relating to a pupil not feeling well, particularly in the cases of headaches, to ensure that no injury has caused the pupil to feel unwell;
- ensure that in the event that an injury has caused a problem, the pupil must be referred to a First Aider for examination;
- at the start of each academic year, ensure that the first aid team is provided with a list of pupils who are known to be asthmatic, anaphylactic, diabetic, epileptic or have any other serious illness;
- ensure that relevant staff have a file of up to date medical consent forms for every pupil in each year and ensure that these are readily available for staff responsible for School trips/outings.

TEACHERS will:

- familiarise themselves with the first aid procedures in operation and ensure that they know who the current First Aiders are;
- be aware of specific medical details of individual pupils when publicised by Heads of Year, the Inclusion Manager or ALNCo;
- ensure that their pupils are aware of the procedures in operation;
- never move a casualty until they have been assessed by a qualified First Aider unless the casualty is in immediate danger;
- send for help to Reception as soon as possible either by a person or telephone, ensuring that the messenger knows the precise location of the casualty. Where possible, confirmation that the message has been received must be obtained;
- reassure, but never treat, a casualty unless staff are in possession of a valid Emergency Aid in Schools Certificate or know the correct procedures; such staff can obviously start emergency aid until a First Aider arrives at the scene or instigate simple airway measures if clearly needed;

- send a pupil who has minor injuries or feels generally 'unwell' to the Wellbeing Hub, if they are able to walk where a First Aider will see them; this pupil may be accompanied;
- ensure that they have a current medical consent form for every pupil that they take out on a School trip which indicates any specific conditions or medications of which they should be aware;
- have regard to personal safety.

OFFICE & WELLBEING STAFF will:

- call for a qualified First Aider, unless they are one themselves, to treat any injured pupil;
- support the First Aiders in calling for an ambulance or contacting relatives in an emergency;
- NOT administer paracetamol or other non-prescribed medications.

Responsibilities of the Training Provider

Any First Aid training must be carried out in line with Health and Safety Executive [HSE] requirements, and by registered and approved providers.

The role of the training provider is to:

- provide advice and information relating to First Aid at Work, including any changes in regulations or employer requirements;
- provide First Aid training in line with the Health and Safety [First Aid] Regulations 1981;
- provide refresher training;
- assess and certify pupils as competent to approved HSE standards.

Additional Information

The management of First Aid provision and the relevant arrangements will be part of health and safety audits conducted. If Trade Union Safety Representatives have concerns over the provision of First Aid cover, they should raise them with the Headteacher.

Indemnity and Insurance

Where an employee acting in the course of their employment administers First Aid assistance to another employee or other person in the charge of the School, such as a pupil, they will be indemnified by the liability insurance for a claim of negligence relating to injury or loss caused by their actions, provided that:

- they are a School designated First Aider with a current valid First Aid at Work Certificate and have attended relevant refresher training;
- they use relevant protective equipment as appropriate;
- the First Aider is adhering to protocols and acting within the limitations of their training;
- that the First Aider is acting in good faith.

Use of an 'Epi Pen'

Members of staff who have been trained in the use of the 'Epi Pen' whether by a parent, user or medical staff, will also be covered provided that:

- the member of staff is adhering to protocols and acting within the limitations of their training;
- that the member of staff is acting in good faith.

5. Monitoring, Evaluation and Review

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the School.

6. First Aid Equipment

There are six First Aid kits located within the school building, and one in the School minibus. Each First Aider has his/her own First Aid kit for rapid access in an emergency.

All First Aid kits/boxes are identified by a white cross on a green background and contain the following minimum items:

- 1 guidance card
- 20 sterile dressings,
- 20 individually wrapped sterile adhesive dressings - small, medium and large [blue detectable in food preparation areas]
- 2 Sterile eye pads
- 4 Triangular bandages
- 6 Safety pins
- 6 medium sized, individually wrapped sterile, unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings
- 1 pair of disposable gloves

The contents of first aid boxes must be maintained by first aiders and should be replenished as soon as possible after use. Expiry dates of first aid materials must be checked and items beyond this date should be discarded. The contents of first aid boxes must be examined frequently.

The following should be available in the vicinity of the first aid box (if not within the box):

- Scissors
- Adhesive tape
- Disposable aprons
- Disposable glove (not latex)
- Individual wrapped moist wipes
- Spill kit and/or bleach (stored and handled in a safe a proper manner with an appropriate COSHH assessment)
- Plastic bags

There must be no medication within the First Aid kit/box, and administration of medication in a First Aid situation is not part of the First Aider's role.

Body fluid spill kits are available and should be used as soon as possible to clear any spills of this nature. Follow up cleaning using bleach [Sodium Hypochlorite], or one of the available proprietary combined soak and disinfectant products, should be carried out. Clinical disposal bags are also provided as part of the spill kits.

7. Selecting a Person to be Trained as a First Aider

A person should be selected on the basis of their reliability, willingness to become a First Aider, disposition for dealing with sick or injured persons and good communication skills. Their aptitude and ability to absorb new knowledge, and their ability to cope with stressful and physically demanding emergency situations is essential.

Essential Physical Requirements

- Have the ability to bend down and kneel on the floor and bend over to administer First Aid including resuscitation
- Have no muscular or skeletal injuries to prevent completing First Aiders' tasks
- Have the ability to move in awkward places [e.g. confined spaces]
- Have the ability to administer ventilation [breaths] over a period of ten minutes
- Have no medical condition that will prevent them from giving treatment to casualties

Educational Ability

- Ability to absorb new knowledge
- Accept responsibility
- Pass written and practical assessment

Chair of Governors: _____ Date: _____

Headteacher: _____ Date: _____

Appendix 1

Designated First Aid Trained Staff

- | | |
|-------------------|------------------------|
| ➤ Rebecca Kaye | Assistant Head of Year |
| ➤ Lynne Macintosh | Assistant Head of Year |
| ➤ Samantha Kelly | Assistant Head of Year |
| ➤ Reanne Chapman | Assistant Head of Year |
| ➤ Wendy Shanahan | Assistant Head of Year |
| ➤ Tracey Evans | Admin Officer |
| ➤ Luisa May | Admin Officer |
| ➤ Charlene Manley | Receptionist |
| ➤ Peter Hill | Estates Manager |
| ➤ Michael Fleming | Estates Officer |

Appointed Persons for Emergency First Aid only

- | | |
|------------------|-----------------|
| ➤ David Richards | History Teacher |
| ➤ Nathan Walsh | PE Teacher |