



THE LINKS PRIMARY SCHOOL

FIRST AID

Date of Next Review: December 2024

Responsible Officer(s): Head of School

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Statement of intent

The Links Primary School is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, pupils and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the school in regard to all staff, pupils and visitors.

The school will take every reasonable precaution to ensure the safety and wellbeing of all staff, pupils and visitors.

This policy aims to:

- Ensure that the school has adequate, safe and effective first aid provision for every pupil, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- Ensure that staff and pupils are aware of the procedures in the event of any illness, accident or injury.
- Ensure that medicines are only administered at the school when express permission has been granted for this.
- Ensure that all medicines are appropriately stored.
- Promote effective infection control.

Nothing in this policy will affect the ability of any person to contact the emergency services in the event of a medical emergency. For the avoidance of doubt, staff should dial 999 in the event of a medical emergency and make clear arrangements for liaison with ambulance services on the school site.

1. Legal framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Road Vehicles (Construction and Use) Regulations 1986
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2019) 'Automated external defibrillators (AEDs)'
- DfE (2021) 'Statutory framework for the early years foundation stage'
- DfE (2022) 'First aid in schools, early years and further education'

The policy is implemented in conjunction with the following school policies:

- Health and Safety Policy
- Administering Medication Policy
- Infection Control Section in H&S Policy
- Supporting Pupils with Medical Conditions Policy
- Records Management Policy
- Allergen and Anaphylaxis Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Lone Working Section in H&S Policy
- Educational Visits and School Trips Policy

2. Roles and responsibilities

The governing board is responsible for:

- The overarching development and implementation of this policy and all corresponding procedures.
- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the school specifically, have been conducted.
- Ensuring that there is a sufficient number of appointed first aiders within the school based upon these assessments.
- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits or parents' evenings.
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Ensuring that appropriate and sufficient first aid training and refresher training is provided for staff, and ensuring that accurate records of the training are maintained
- Ensuring that adequate equipment and facilities are provided for the school site.

- Ensuring that first aid provision for staff does not fall below the required standard and that provision for pupils and others complies with the relevant legislation and guidance.
- Ensuring that an 'appointed person' is selected from amongst staff to take the lead in first aid arrangements and procedures for the school.

The headteacher is responsible for:

- The development and implementation of this policy and its related procedures.
- Ensuring that all staff and parents are made aware of the school's policy and arrangements regarding first aid.
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency.
- Ensuring that all pupils and staff are aware of the identities of the school first aiders and how to contact them if necessary.

Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury.
- Securing the welfare of the pupils at school.
- Making pupils aware of the procedures to follow in the event of illness, accident or injury.

First aid staff are responsible for:

- Completing and renewing training as dictated by the governing board.
- Ensuring that they are comfortable and confident in administering first aid.
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures.
- Keeping up to date with government guidance relating to first aid in schools.

[Schools must have at least one 'appointed person' to oversee first aid provision. The appointed person should be trained in emergency procedures as outlined below]

The appointed person is responsible for:

- Overseeing the school's first-aid arrangements.
- Looking after the first-aid equipment, e.g. restocking the first aid container.
- Ensuring that procedures are in place to call for an ambulance or other professional medical help when appropriate.
- Partaking in emergency first aid training, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency.
 - Cardiopulmonary resuscitation.
 - First aid for the unconscious casualty.
 - First aid for the wounded or bleeding.

Maintaining injury and illness records as required.

3. First aid provision

The school will routinely re-evaluate its first aid arrangements, at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the school premises, the size of the school, the needs of any vulnerable individuals onsite, and the nature and distribution of pupils and staff throughout the school.

The school will have suitably stocked first aid boxes in line with any known needs. As a minimum, these first aid items will be maintained:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings, of assorted sizes
- 2 individually wrapped triangular bandages, preferably sterile
- Tape
- 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large-sized individually wrapped sterile unmedicated wound dressings
- 3 pairs of disposable gloves

All first aid containers will be identified clearly.

The appointed person will routinely examine the contents of first aid boxes, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.

First aid boxes are in the following areas:

- [The school office](#)
- [The staff room](#)
- [In every classroom](#)
- [The first aid table](#)
- [Minibus](#)

4. First aiders

The main duties of first aiders will be to administer immediate first aid to pupils, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.

The school will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation, and that refresher training and retesting of competence is arranged for first aiders within the school before certificates expire.

The school will be mindful that many standard first aid at work training courses do not include resuscitation procedures for children, and will consequently ensure that appropriate training is secured for first-aid personnel where this has not already been obtained.

First aiders will ensure that their first aid certificates are kept up-to-date through liaison with the School appointed medical lead.

Each first aider is responsible for ensuring all first aid kits are properly stocked and maintained and any inadequate supply is immediately reported. The first aid appointed

First Aid at Work Trained Staff		
Name	Expiry Date	Location
Emily Nolan	November 2026	The Links Primary School

person will be responsible for maintaining supplies.

First aid notices will be clearly displayed throughout the school with information on the names and locations of first aiders to ensure that pupils and staff know who they must contact in the event of illness or injury.

The current first aid appointed person(s) are:

Paediatric First Aid Trained Staff		
Rosie Carnell	March 2024	The Links Primary School
Rebecca Kay	March 2024	The Links Primary School
Emergency First Aid Trained Staff		
Becci Jones	September 2025	The Links Primary School
Jane Beecher	September 2025	The Links Primary School
Kathryn Barr	September 2025	The Links Primary School
Becky Kay	September 2025	The Links Primary School
Julia Hutchinson	September 2025	The Links Primary School
Katherine Barron	September 2025	The Links Primary School
Abigail Cain	September 2025	The Links Primary School
Sam McLoughlin	September 2025	The Links Primary School
Andrea Mitchell	September 2025	The Links Primary School
Emily Nolan	September 2025	The Links Primary School
Rosie Carnell	September 2025	The Links Primary School
Angela Seymour	September 2025	The Links Primary School
Rachel Frame	September 2025	The Links Primary School
Julie Montgomery	September 2025	The Links Primary School

Kay Salt	September 2025	The Links Primary School
Sally Ann Ritchie	September 2025	The Links Primary School
Phillipa Smith	September 2025	The Links Primary School
Katy Ellington	September 2025	The Links Primary School

The school will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover.

[EYFS only] In line with government guidance, and taking into account staff to child ratios, the school will ensure that there is at least one member of staff with a current and full Paediatric First Aid (PFA) certificate on the premises and available at all times when pupils are present, and accompanying pupils on any and all outings taken.

All staff members will be made aware that agreeing to become a first aider for the school is strictly on a voluntary basis and that they should never feel pressured to take on this role.

When selecting first aiders, the school will follow the criteria laid out in government guidance, considering the individual's:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Availability to respond immediately to an emergency.

The school will ensure that first aid training courses cover mental health in order to help them recognise the warning signs of mental ill health and to help them develop the skills required to approach and support someone, while keeping themselves safe. Pupils will be supported in accordance with the school's Social, Emotional and Mental Health (SEMH) Policy.

5. Automated external defibrillators (AED's)

The school has procured an AED, which is located in the school office.

Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device. A general awareness briefing session, to promote the use of AEDs, will be provided to staff on an annual basis, and usually during the first INSET session of the academic year. Use of the AED will be promoted to pupils during PSHE lessons.

6. Accommodation

The school's first aid room will be suitable to use as and when it is needed. If required, additional medical accommodation will be made available.

The first aid room will be used to enable the medical examination and treatment of pupils and for the short-term care of sick or injured pupils.

Schools will maintain a list of qualified first aiders and contact details.

7. Emergency Procedures

If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.

If called, a first aider will assess the situation and take charge of first aider administration. If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.

Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, or the individual has become seriously unwell, a responding staff member will call 999 immediately.

Where necessary, a trained staff member will administer emergency help and first aid to the injured persons. The purpose of this is to keep the victim alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims.

Where the seriously injured or unwell individual is a pupil, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid.
- Where an ambulance is required, a staff member accompanies the pupil in the ambulance and calls the pupil's parent as soon as possible to inform them of the course of action taken. The staff member remains with the pupil at the hospital until a parent arrives.
- Where an ambulance is not required, but medical attention is needed, the pupil is taken to a hospital or doctor in a staff car, accompanied by at least two staff members – one to drive the car, and one who is a first aider, to sit with the pupil in the back seat and attend to their medical needs. The pupil's parent is called as soon as possible to inform them that this course of action has been taken, and at least one of the staff members remains with the pupil at the hospital or doctor's office until a parent arrives.
- The school will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or, if they are fit to be moved, by removing injured persons from the scene.
- Responding staff members will see to any pupils who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These pupils will be escorted from the scene of the incident and comforted. Younger or more vulnerable pupils may need parental support to be called immediately.

Once the above action has been taken, details of the incident will be reported promptly to:

- The headteacher.
- The parents of the victim(s).

8. Reporting accidents and record keeping

In the event of incident or injury to a pupil, a parent will be informed as soon as practicable. Parents will be informed in writing of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop.

A list of emergency contacts will be kept on SIMS.

The appointed person will ensure that the accident reporting procedures are followed which includes records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given – this will include:

- The date, time and place of the incident.
- The name and class of the injured or ill person.
- Details of the injury or illness and what first aid was given.
- Details of what happened to the person immediately afterwards, e.g. whether they were sent home or went back to class.
- The name and signature of the first aider or person dealing with the incident.

The headteacher will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

All records will be filed and stored in line with the Records Management Policy.

9. Offsite visits and events

Before undertaking any offsite visits or events, the teacher organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

The school will take a first aid kit on all offsite visits which contains as a minimum:

- A leaflet giving general advice on first aid.
- 6 individually wrapped sterile adhesive dressings.
- 1 large sterile unmedicated dressing.
- 2 triangular bandages individually wrapped and preferably sterile.
- Tape.
- Individually wrapped moist cleansing wipes.
- 2 pairs of disposable gloves.

Additionally, the school will ensure that all large vehicles and minibuses have a first aid box readily available, in good condition and is stocked to the above minimum level.

For more information about the school's educational visit requirements, please see the Educational Visits and School Trips Policy.

10. Storage of medication

Medicines will be stored securely and appropriately in accordance with individual product instructions, save where individual pupils have been given responsibility for keeping such equipment with them. Medicines will be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration, and properly labelled, showing the name of the patient, the date of prescription and the date of expiry of the medicine.

Medicine brought in by pupils will be returned to their parents for safe disposal when they are no longer required or have expired.

An emergency supply of medication will be available for pupils with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.

Parents will advise the school when a child has a chronic medical condition or severe allergy so that an IHP can be implemented and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis. A disclaimer will be signed by the parents in this regard.

[New] Pupils will have any medication stored and, where appropriate administered, in accordance with their EHC plans and the school's Administering Medication Policy.

11. Illnesses and allergies

When a pupil becomes ill during the school day, their parent will be contacted and asked to pick their child up as soon as possible.

A quiet area will be set aside for withdrawal and for pupils to rest while they wait for their parent to pick them up. Pupils will be monitored during this time.

Where a pupil has an allergy, this will be addressed via the school's Allergen and Anaphylaxis Policy.

[New] The school will manage any emergencies relating to illnesses and allergies in accordance with the Emergency procedures section of this policy.

12. Consent

Parents will be asked to complete and sign a medical consent form when their child is admitted to the school, which includes emergency numbers, alongside details of allergies and chronic conditions – these forms will be updated at the start of each school year.

Staff will not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the pupil in mind – guidelines will be issued to staff in this regard.

13. Monitoring and review

This policy will be reviewed annually by the governing board, and any changes will be communicated to all members of staff.

Staff will be required to familiarise themselves with this policy as part of their induction programme. Staff will be informed of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel.

The next scheduled review date for this policy is December 2024.

Appendix 1: Assessment of first-aid needs checklist

The minimum first-aid provision for each work site is:

- a suitable stocked first-aid container
- a person appointed to take charge of first-aid arrangements

This checklist will help you assess whether you need to make any additional provision

Aspects to consider	Impact on first-aid provision
1 What are the risks of injury and ill health arising from the work as identified in your risk assessments	The risk is generally low but varies around the site. The risk is slightly raised in PE, Science and DT subjects and therefore kits and training for First aiders reflect this
2 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? 	<p>The risk is raised in</p> <ul style="list-style-type: none"> • DT: Machinery and tools • Science: chemicals, burners and gas • HE: Tools and ovens • School Kitchens <p>Specialist training is undertaken by some staff in these areas</p>
3 Are there parts of your establishment where different levels of risk can be identified?	As above. But as buildings are separate, it is important that First aiders and access to kits is spread according to need
4 Are large numbers of people employed on Site?	There are approx. 1550 pupils and 120 staff on a daily basis. However, it is a generally low risk environment
5 What is your record of accidents and cases of ill health? What type are they and where did they happen?	A record is kept of all first aid that is administered in student services. There is an accident book and relevant paper is completed. A summary of accidents is produced for the H & S report.
6 Are there inexperienced workers on site, or staff with disabilities or special health problems?	There are enough First aiders to accommodate the needs of staff and pupils. There are currently no staff with specific disabilities. The pupils with specific disabilities and special health issues, have a specific risk assessment EHCP or individual health care plan
7 Are the premises spread out, e.g. are there several buildings on the site or multi-floor buildings?	Premises are spread out and on multiple floors. The distribution of kits and first aiders reflects this.
8 Is there shift work, out-of-hours or lone working undertaken?	There is no such working on site without proper provision
9 Is your workplace remote from emergency medical services?	No: Access to two major hospitals is available.
10 Do you have staff who travel a lot or work alone?	N/A
11 Do any of your staff work at sites occupied by other employers?	N/A
12 Do you have any work experience trainees?	N/A but student teachers will be covered by our provision
13 Members of the public visit your premises?	There is a safeguarding leaflet which does cover brief first aid information for visitor. Visitors would be rarely unaccompanied. Risk is very low
14 Do you have staff with reading or language difficulties?	N/A

Appendix 2: NICE Head Injury Advice

The Links Primary School

Information for parents, guardians and carers.

Your child sustained a minor knock to the head whilst participating in a school activity today.

A trained first aider has examined the injury and spoken to your child. Having carried out this assessment, it was established that hospital treatment was not required at this stage.

However, in the case of most head injuries, although it is unlikely that your child will have further problems, you should keep watch for any of the following signs, which may be important:-

- Vomiting (being sick)
- Drowsiness – that goes on for longer than 1 hour when they would normally be wide awake
- Loss of balance or problems walking
- Unconsciousness, or lack of full consciousness (ie problems keeping eyes open)
- Difficulty waking the child
- Problems with understanding or speaking
- Weakness in one or more arms or legs
- Problems with their eye sight
- Painful headache that won't go away
- Seizures
- Clear fluid coming out of their ears or nose
- Bleeding from one or both ears.

If your child presents with any of the above, we advise you seek medical advice as soon as possible, either from your own Doctor, your local A&E dept., or via the NHS telephone helpline on Tel No 111.

This information applies to children, young people and adults who have a head injury.

It does not apply to superficial injuries to the eye or face.

Name of child

Teacher

Date

The James Cook University Hospital
Marton Road
Middlesbrough
TS4 3BW

Tel : 01642 850850

University Hospital of North Tees
Hardwick Road
Stockton on Tees
TS19 8PE

Tel 01642 617167

Appendix 3: Procedure for incidents involving injury and illness

