

First Aid Policy

This policy is effective for all schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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Revision History:

Version	Date	Author	Summary of Changes:
3.1	Apr 25	M Premdjy / D Bonsall	Reviewed, minor changes to wording.
3.0	May 23	Exec Team	Reviewed, updated with first aid kit list to include defibrillator.
2.0	Apr 20	Exec Team	Reviewed, updated to reflect Trust name change, no other changes required.
Earlier version history is available on request.			

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First Aid Policy

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 advice from the Department for Education on [first aid in schools](#) and [health and safety 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

For schools with Early Years Foundation Stage:

- This policy is, in addition to the legislation listed above, 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](#).

This policy complies with our funding agreement and Articles of Association.

3. Roles and responsibilities

In schools with Early Years Foundation Stage provision, at least one person who has a current paediatric first aid 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, the location of the school and the opening hours of

the premises, ensuring that there is a first aider at all times the building is operational. 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 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
- Administers first aid in line with appointed person training

First aiders are trained and qualified to carry out the role ([see section 9](#)) 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
- Keeping their contact details up to date

Our school's appointed person(s) and first aider(s) are listed in [appendix 1](#). Their names will also be displayed prominently around the school.

3.2 Board of Trustees

The Board has ultimate responsibility for health and safety policy and practice across the Trust, but delegates the implementation of policy and health and safety arrangements to school principals.

3.3 The principal

The principal 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
- Ensuring that adequate space is available for catering to the medical needs of pupils

- Reporting specified incidents by completing an SO2 form. The H&S advisor at the local authority will then inform or log a RIDDOR with the HSE when necessary ([see section 8](#))

3.4 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 for all incidents they attend to where a first aider/appointed person] is not called
- Informing the principal/academy manager 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, **a member of staff from the office team** will contact parents immediately
- The first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury

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 **trip leader** prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least one first aider on school trips and visits.

For schools with Early Years Foundation Stage provision, there will always be at least one first aider with a current paediatric first aid certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

5. Calling the Emergency Services

In the case of major accidents, it is the decision of the fully trained first aider if the emergency services are to be called. Staff are expected to support and assist the trained first aider in their decision.

If a member of staff is asked to call the emergency services, they must state;

- What has happened
- The pupils name
- The age of the pupil
- Whether the casualty is breathing and/or unconscious
- The location of the school

In the event of the emergency services being called a member of staff should wait at the closest and most suitable entrance to the school (Ross Walk, Bruin Street, Ellis Avenue and Loughborough Road) **in order to attract the emergency services** and guide the emergency vehicle into the academy.

If the casualty is a pupil, their parents should be contacted immediately and provided with all the information. If the casualty is an adult, their next of kin should be called immediately. All contact numbers for pupils are stored in the main office in the pupil files and staff contact numbers are stored in the staff personnel's file in the Academy managers office. Information is also available on our MIS system Bromcom.

6. First Aid for Non-Employees

It is our policy to offer first aid assistance to visitors on our premises. Should a visitor feel unwell or have an accident, then the employee supervising their visit should call for a first aider/appointed person. If the visitor has had an accident, the employee supervising their visit is responsible for ensuring that the incident is reported in accordance with [section 8](#).

7. First aid equipment

A typical first aid kit in our school will include but not limited to 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
- All TMET schools have a defibrillator onsite

No medication is kept in first aid kits.

First aid kits are stored in:

1. **First Aid room (Bubble room)**
2. **Breakfast club kitchen**
3. **Staff room (Defibrillator)**
4. **Community room (Defibrillator)**
5. **Community wing kitchen**
6. **Lower hall**
7. **Premises room**
8. **Upstairs PPA room**
9. **Foundation Stage 1 (By the connecting gate on the wall)**
10. **Foundation Stage 2 (Sink area near FS2)**
11. **Academy Manager's room**
12. **3rd floor**

8. Record-keeping and reporting

8.1 Reporting

Where an incident occurs that falls under the requirements of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) it must be reported to the Corporate Health & Safety Team at the Local Authority by the quickest possible means, including entering it on the SO2 incident database. RIDDOR is explained in full at: www.hse.gov.uk. Please refer to the Health and Safety Executive for a full list of the types of incidents that fall under RIDDOR at: <http://www.hse.gov.uk/riddor/reportable-incidents.htm>. The Corporate Health & Safety Team will ensure that the incident is logged with the HSE.

In addition, all of the following must be reported to the Corporate Health & Safety Team by entering details using an SO2 Incident Report:

- All accidents/incidents etc. to employees/members of the public;
- All accidents/incidents to pupils/students that result in the injured person receiving or being advised to seek professional medical attention (Doctor, Nurse, Hospital, etc.);
- Any incident that it is perceived might give rise to litigation;
- Any incident that results in a person leaving the site prematurely as a result of the injury;
- Any head injury.

All other incidents must be recorded at the establishment using an appropriate log or database so that overall accident trends can be identified, allowing actions to reduce them to be devised and prioritised. The suitability and sufficiency of the local arrangements for recording accidents and

incidents not reported to the Corporate Health & Safety Team will be reviewed during Health and Safety Audits.

In the event of a record being entered, whoever is recording the incident should write what happened, when (date and time) and where it happened. The entry should be signed and dated, and inserted in pen.

8.2 First aid and accident record book

The accident file/book is located with the first aid kits. Copies of recorded accident forms/books are stored in the strong room.

- An accident form will be completed by a **first aider** 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, including all of the information included in the accident form
- A copy of the accident report form will also be added to the pupil's educational record by the administration team.

8.3 Notifying parents

The **class teacher or administration team** will inform parents of any notifiable accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

8.4 Reporting to Ofsted and child protection agencies

The **Principal** 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 **Principal** will also notify **Local Children's Safeguarding Board** of any serious accident or injury to, or the death of, a pupil while in the school's care.

Additionally, in both occasions, the Principal should notify the Executive Team.

9. 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 2).

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

For schools with Early Years Foundation Stage provision, 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.

10. Monitoring arrangements

This policy will be reviewed by the Executive Team every 2 years.

At every review, the policy will be approved by the Board of Trustees.

11. Links with other policies

This first aid policy is linked to the Health and Safety Policy, risk assessments and the policy on supporting pupils with medical conditions.

12. Appendix 1: list of appointed person(s) for first aid and/or trained first aiders

Staff member's name	Role	Contact details
Hasmita Parmar	First aider	Nursery
Manisha Bhatt	First aider	Nursery
Olivia Lopez	First aider	Foundation
Nisha Joshi	First aider	Foundation
Priyanka Harkison	First aider	Foundation
Amanda Rutter	First aider	Foundation
Joanne Mullaney (2 days)	First aider	Key stage 1
Asha Sodha	First aider	Key stage 1
Hasmita Dhamelia	First aider	Key stage 2
Pooja Panchal	First aider	Key stage 2
Tasbiha Vapiwala	First aider	Key stage 2
Alpa Modha	First aider	Key stage 2
Raxa Rana	First aider	Lunchtime support
Vasanti Patel	First aider	Lunchtime support
Jaswanti Barbar	First aider	Lunchtime support
Kruti Patel	First aider	Lunchtime support

Urvi Visana	First aider	Office
Bhadrika Raval	First aider	Foundation
Callum Read	First aider	Across the site
Yasmin Karmada	First aider	Across the site
Dina Foster	First aider	Across the site
Lucy McNamara	First aider	Across the site
Shabin Ikram	First aider	Across the site

13. Appendix 2: first aid training log

Name/type of training	Staff who attended (individual staff members or groups)	Date attended	Date for training to be updated (where applicable)
Paediatric First aid	Hasmita Parmar	28.11.22	27.11.25
Paediatric First aid	Manisha Bhatt	8.04.25	07.04.28
Paediatric First aid	Olivia Lopez	13.01.26	12.01.26
Paediatric First aid	Nisha Joshi	28.11.22	27.11.25
Paediatric First aid	Priyanka Harkison	23.04.24	23.04.27
Paediatric First aid	Amanda Rutter	23.04.24	23.04.27
Paediatric First aid	Joanne Mullaney (2 days)	05.09.25	04.09.25
Paediatric First aid	Asha Sodha	05.09.25	04.09.25
Emergency First Aid at Work	Hasmita Dhamelia	12.12.23	11.12.26
Emergency First Aid at Work	Pooja Panchal	14.03.24	14.03.27
Emergency First Aid at Work	Tasbiha Vapiwala	03.06.24	03.06.27
Emergency First Aid at Work	Alpa Modha	03.06.24	03.06.27
Paediatric First aid	Raxa Rana	05.09.25	04.09.25
Emergency First Aid at	Vasanti Patel	22.09.25	21.09.25

Work			
Paediatric First aid	Jaswanti Barbar	05.09.25	04.09.25
Paediatric First aid	Kruti Patel	26.11.24	26.11.27
Emergency First Aid at Work	Urvi Visana	14.03.24	14.03.27
HSE compliant First aid at Work	Bhadrika Raval	26.11.24	26.11.27
Paediatric First aid	Bhadrika Raval	8.04.2025	07.04.28
Emergency First Aid at Work	Callum Read	09.10.24	08.10.27
Emergency First Aid at Work	Yasmin Karmada	14.03.24	14.03.27
Emergency First Aid at Work	Dina Foster	03.06.24	03.06.27
Emergency First Aid for schools	Lucy McNamara	01.01.25	06.01.28
Paediatric First aid	Shabin Ikram	28.11.25	27.11.25