



First Aid Policy 2025 – 2026

APPROVED

Statement of Policy

The Academy will ensure that First Aid is given to students, staff, visitors, parents, carers, volunteers, agency staff and any persons engaged in supporting the Academy's activities, if they become ill or are injured under the jurisdiction of the Academy, on or off the site.

Such First Aid is provided to:

- Preserve life
- Limit the effects of the condition; and promote recovery

Aim

To ensure that all staff associated with the Academy are clear in terms of First Aid procedures. Any person who's injured or becomes ill within the Academy receives appropriate First Aid.

Procedures

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 illnesses, by the administration of tablets or medicines, falls outside the definition of First Aid.

It is the responsibility of the Principal to work with Goodwin Development Trust to establish:

- The First Aid need across the Academy by risk assessment
- Identify employees who are willing to undertake First Aid training and annual refresher training
- Provide adequate First Aid equipment and facilities
- Inform employees and site facilities managers of the location of the First Aid personnel and equipment available to them in their working environment
- Ensure the First Aiders maintain their First Aider or Appointed Person status by attending tri-annual refresher training
- Minimum standards for the provision of First Aid coverage will comply with the relevant legislation
- Students can self-refer directly to a First Aider or be referred by a member of the staff



should

- A student who is concerned about an injury that occurred outside the Academy should be dealt with as per normal illness (i.e. parents/carers contacted)
- First Aiders will assess each situation and recommend a course of action. If a child is either going home or to the hospital the First Aider or designated member of staff will speak to the parents/carers to explain the situation
- First Aiders will contact home immediately in any case of head injury
- If an injured student needs to go home, the First Aider will inform the Principal, the School and the parent/carer
- If an ambulance is required, it does not have to be a First Aider who accompanies the student, any member of staff can fulfil this task, but consent by parents/carers should be gained
- Staff who use their own transport to convey a sick child should only do so if properly insured and in line with the guidance in the staff handbook

999 calls can be made by any staff member

Any member of staff accompanying an ambulance may order a taxi to return to the Academy if other alternatives are not immediately available. A receipt should be obtained, and the cost will be refunded

Staff using their own vehicles should claim expenses

The Principal will ensure that the candidates for First Aid training are physically and educationally suited and are willing to undergo training and act as qualified First Aiders. The Principal will 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.

Reporting Accidents

First Aid assistance is available on-site to assist with any accidents.

All accidents to staff, students and visitors must be reported and recorded under Health and Safety regulations. Accidents are also recorded electronically.

Certain accidents must be reported to the Health and Safety Executive under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). The Health and Safety Manager will ensure that the Health and Safety Executive is informed of reportable incidents.



First Aid means the following:

- Cases where a person will need help from a medical practitioner or nurse, treatment to preserve life and minimise 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 First Aider's Role includes:

- The administration of First Aid up to, but not exceeding the level of their training
- Ensuring that any incident and treatment given is recorded in a suitable local register
- Reporting immediately to the Principal, by telephone, all incidents requiring the attendance of a student, member of staff or any person at the hospital
- Ensuring that all spillages of body fluids are cleared up promptly, following the appropriate guidelines
- Maintaining stocks in First Aid kit or box at the appropriate level and ensuring, in liaison with others, that appropriate documentation is completed and that reportable accidents are reported to the line manager as soon as possible after dealing with the immediate effects
- The First Aider's Responsibilities include:
 - Ensuring their own recommended immunisations are up to date and reporting any illness or injuries which would preclude their abilities to administer First Aid to their line management to arrange alternative cover
 - Attending refresher training (yearly)
 - Any First Aid training must be carried out in line with Health and Safety Executive (HSE) requirements and by registered and approved providers
 - 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
 - Provide refresher training, and assess and certify students as competent to approved H&SE standards
- The management of First Aid provision and the relevant arrangements will be part of the health and safety audits conducted. If Trade Union Representatives have concerns over the provision of First Aid coverage, they should raise them with the Principal
- 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 Academy, such as a student, 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 an Academy officially designated First Aider with a current valid First Aid at

Work

Certificate and have attended relevant refresher training

- They are an Academy officially designated Appointed Person with a current valid Appointed Persons Training Certificate and have attended relevant refresher training and the relevant protective equipment is used
- The First Aider or Appointed Person is adhering to protocols and acting within the limitations of their training
- The First Aider or Appointed Person is acting in good faith

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

- + is adhering to protocols
- + is acting within the limitations of their training
- + is acting in good faith

Qualified First Aiders Roles and Responsibilities

A complete list of Qualified First Aiders is displayed in each site entrance/reception

If the patient is unable to move/mobile, please call reception, state URGENT, and the receptionist will contact the First Aider who will attend the locality.

The Duty First Aider will record all incidents in the appropriate First Aid log.