



Truro and Penwith
Academy Trust

First Aid Policy

Helston Community College

Review Summary

Approved By:	Trust Board
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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](#), 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. This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school's primary first aiders 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

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

- Completing an accident report on the Accident Register/Safesmart on the same day, or as soon as is reasonably practicable, after an incident
- Keeping their contact details up to date

School first aiders can be listed using the form in appendix 1. Their names should also be displayed prominently around the school.

3.2 The TPAT CEO and Board of Trustees

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. The Trust will regularly monitor the accidents via reports provided by the Head of Health, Safety & Estates.

3.3 TPAT Health and Safety Team

The Trust's H&S Team will monitor accidents and incidents reported on Safesmart, look for trends and RIDDOR any accidents as required (See Section 6). The Trust's Head of Health, Safety and Estates will liaise with the HSE or any other enforcement agencies if triggered by an accident or incident at a Trust school.

3.4 The Headteacher

The Headteacher is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of trained first aid personnel are present in the school at all times (See Appendix 3)
- 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

3.5 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 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 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 the Senior Leadership Team or one of the Healthcare Champions will contact parents immediately
- The first aider will complete an accident report form/log on Safesmart on the same day or as soon as is reasonably practical after an incident resulting in an injury. The report will include as much detail as possible, such as weather conditions, surface condition, witnesses (statements to be collected) etc. and must include the address of the injured person.
- Details entered on Safesmart must be updated once the outcome of the injury is known, i.e. if they went to hospital, what the outcome of the hospital visit was and the date they returned to school.

4.2 Off-site procedures

First Aid kits will be taken on all off-site activities, along with individual pupil's medication such as inhalers, epi-pens etc. Staff who are first aid trained will accompany all off-site visits and for some trips with additional risks or hazards, a Paediatric First Aider may also attend.

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 lead teacher 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. As required by the statutory framework for the Early Years Foundation Stage for any EYFS trips this person will hold a current Paediatric First Aid Certificate.

5. First aid equipment

5.1 A typical first aid kit in a school will include 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

No medication is kept in first aid kits.

First aid kits are stored in:

- The medical room
- Reception
- Faculty areas
- The school halls
- The school kitchens

5.2 Asthma Pumps/Epi-pens

Schools purchase asthma pumps/epi-pens to use in an emergency where parental consent has been given. School equipment would be administered where the child's own resources were unavailable. Pupils who require asthma pumps and Epi-pens are required to have two working pumps or Epi-pens in school in their classroom. If these should fail, the school equipment will be utilised, having secured parental agreement previously on initial notification of the pupil's need for critical medication. Any such events will be recorded in the Asthma Pump/EpiPen folder located in the medical Room.

6. Record-keeping and reporting

6.1 First aid and accident record book

- An accident will be recorded by the first aider on the same day or as soon as possible after an incident resulting in an injury on the Accident Register/Safesmart (see Appendix 4 for details of which injuries should be reported on Safesmart)
- Details when reporting an accident will include the date, time of accident/incident, child's name, a brief summary of the accident and action taken.
- A copy of the accident report will also be added to the pupil's educational record by the School Office Administrative staff
- Records held in the Accident Register 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.

6.2 Reporting to the HSE through Safesmart

The Trust will report any accidents that are RIDDOR reportable to the HSE. HSE guidance on reporting incidents in schools can be found in the [HSE information sheet](#)

Reportable injuries, diseases or dangerous occurrences 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)
- 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
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident)
- Where an accident leads to someone being taken to hospital
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident)

Physical Assault/Injury

Staff should complete an accident form if they or a pupil, staff or parent/carer have been physically assaulted or injured by another pupil. The form should include a timeline leading to the assault, any triggers and resulting behaviours.

Near Miss Events

Near-miss events that do not result in an injury, but could have done should be recorded via the Safesmart accident reporting system.

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

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/carers

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

7. Training

The Headteacher will ensure that the school has adequate first aid trained staff based on the needs of the school following risk assessment.

- The school will keep a register of all trained first aiders, what training they have received and expiry date, this is recorded on the Single Central Register.
- Staff are encouraged to renew their first aid training when it is no longer valid.
- The Headteacher will ensure that there are enough staff trained in paediatric first aid in early years to ensure cover for absence. This meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years.

8. Contractors working on site

All contractors working on site, whether cleaning staff or tradesmen, must be made aware of the first aid procedures on site including who they should notify if there is an accident. See Management of Contractors Policy

9. Monitoring arrangements

This policy will be reviewed by the Trust every three years or following a change in legislation/school procedure. At every review, the policy will be approved by the Local Governing Board Committee.

10. Links with other policies

This first aid policy is linked to the

- Health and Safety Policy
- Management of Contractors Policy

APPENDIX 1: List of trained first aiders

Name	Role	Campus	Ext	Course	Expires
Dave Semmons	Media Technician	SS	300	EFA/Safety Outdoors	01.05.2024
Lucy Hosking	TA	NS		EFA [3 day]	31.03.2025
Luke Hattam	Cover Supervisor	NS	348	EFA	15.06.2024
Pippa Hemsworth	Science Tech	NS	330	EFA [3 day]	31.03.2025
Sam Phillips	Heads PA	NS	239	EFA	15.06.2024
Caroline Sleeman	Science Tech	NS	330	EFA	30.03.2025
Andy Brown	Science Tech	NS		EFA	14.12.2024
Miles Davey	PE Teacher	NS		EFA	10.10.2024
Heidi Bone	Cleaner	NS & SS		EFA	14.12.2024
Shawna Ford	Champion	NS		EFA [3 day]	31.03.2025
Hollie Shannon	Healthcare Champion	NS	279	EFA [3 day]	31.03.2025
Kerry Treloar	PE Teacher	NS		EFA	30.03.2025
Suzi Wood	Healthcare Champion	NS	322	EFA (3 day)	24.11.2025
Claire Stringer	Champion	NS & SS		EFA (3day)	24.11.2025
Lauren Crawley	Science Tech	NS	330	EFA (3 DAY)	24.11.2025
Lara Cameron	PSA	NS	278	EFA	24.11.2025
Kieran Ryan	Post 16	Post 16/SS		EFA	14.03.2026
Florence Hawksworth	Geography	SS		EFA	14.03.2026
Andrew Oates	Senior Assistant Head & DSL	NS & SS	274	EFA	07.02.2026
Mel Mugford	Assistant Head	SS & NS	312	EFA	07.02.2026
Peter Carpenter	Assistant Head	NS & SS	270	EFA	07.02.2026
Will Gilbert		NS		EFA	20.07.2026
Laura Hocking		NS		EFA	20.07.2026
Chloe Smith		NS		EFA	20.07.2026
Matt Reay		NS		EFA	20.07.2026
Heidi Greig		NS		EFA	20.07.2026
Ben Quick		NS		EFA	20.07.2026
Adrian Allen		NS		EFA	20.07.2026
Thomas Studd		NS		EFA	20.07.2026
Sarah-Jane Marsden		NS		EFA	20.07.2026
Andrew Birkett		NS		EFA	20.07.2026

APPENDIX 2: Assessment of first aid needs checklist.

Issues to consider	Impact on first aid provision	Notes
Hazards: The findings of the risk assessment(s) should be taken into account, along with parts of the workplace that may have different work activities or hazards, and may require different levels of first aid provision.		
Are the hazards low level, such as those found in offices?	<ul style="list-style-type: none"> An appointed person takes charge of first aid arrangements. Suitable first aid is available on all sites. 	
Are there higher-level hazards such as dangerous machinery, hazardous substances, or work involving confined spaces?	<ul style="list-style-type: none"> First-aiders are on site. Appropriate training is delivered for first-aiders to deal with injuries resulting from special hazards; Appropriate first aid equipment is available; First aid boxes are available. A first aid room is available; Emergency services are informed if necessary. 	
Does the level of risk vary in different parts of the establishment/building/site?	<ul style="list-style-type: none"> The provision of first aid available in each building/department is based on the highest level of risk, 	
Employees		
How many people are working on site, or in the establishment/building?	<p>Due to the high level of staff, students and people on site there is:</p> <ul style="list-style-type: none"> An appointed person to take charge of first aid arrangements. Adequate numbers of first-aiders. Additional first aid equipment. A first aid room. 	
Are there any inexperienced staff, or trainees on site?	<ul style="list-style-type: none"> All employees have Health and Safety training as part of their induction. 	
Are there any staff with disabilities, or particular health problems?	<ul style="list-style-type: none"> Provision of additional first aid equipment is adjusted to meet the individual needs of permanent or temporarily staff. 	

Issues to consider	Impact on first aid provision	Notes
Non-employees		
Do members of the public visit your premises?	<p>Due to the high level of students and people on site, there is:</p> <ul style="list-style-type: none"> • An appointed person to take charge of first aid arrangements. • Adequate numbers of first-aiders. • Additional first aid equipment. • A first aid room <p>Should non-employees have disabilities or particular health problems, there is:</p> <ul style="list-style-type: none"> • Sufficient first aid equipment. • Adequate first aid boxes. • Appropriate training is carried out by a number of first aiders to deal with disabilities or particular health issues, for example the use of an epi-pen for administration. 	Under the Regulations, there is no legal duty to provide first aid for non-employees but the HSE strongly recommends that non-employees be considered in the first aid provision.
Accident and ill health record		
<p>What is the record of previous accidents or incidents of ill health?</p> <p>What injuries and illnesses have occurred and where did they happen?</p>	<ul style="list-style-type: none"> • There is an electronic first aid record which is completed daily, it records all instances of first aid given. • There is a Health and Safety Governor who monitors accidents and a Health and Safety Trust Lead. • Accidents and near misses, are recorded appropriately either with the Trust, through Smartlog, or the Local Authority depending on the type and severity of the incident. 	
Working arrangements		
Do staff work out of normal office hours or work shifts?	<ul style="list-style-type: none"> • There is adequate first aid provision at all times people are at work. 	
Do staff travel to other sites, work remotely or work alone?	<ul style="list-style-type: none"> • Lone workers are able to seek assistance, whether it be first aid or otherwise via our emergency button on work stations. • Radios are available at all sites. • If staff are called to the site after the College is closed staff are aware that they need to alert a colleague. • The College uses the services of Kestrel Guards. • Mobile phones are provided to appropriate staff who are lone working. 	

Does the work involve travel to other sites or locations with members of the public (clients, service users or pupils)?	<ul style="list-style-type: none"> Any groups leaving the site on a trip are accompanied by a first aider; A first aid kit and appropriate medical equipment are taken on all trips. The medical needs of the people travelling in the group are considered, particularly if they have a medical care plan. 	
Do staff work at sites of other organisations?	<ul style="list-style-type: none"> Other organisation(s) that staff visit to work at have adequate first aid provision; Staff work at other sites within the Trust which has sufficient first aid provision in place. 	
Is there sufficient first aid provision to cover absences of first-aiders, or appointed persons?	<ul style="list-style-type: none"> There is ample first aid provision to account for cover for annual leave or other planned absences or illnesses. There are arrangements in place to cover unplanned and exceptional absences. 	
Overall Risk Rating based on information in table above (circle as appropriate):		<div> <div>High</div> <div>Medium</div> <div>Low</div> </div>
Maximum number of persons on site, including non-employees:	1700	
Number of 3-day trained first-aiders:	7	Number of Emergency first-aiders: 7
Number of First Aid boxes:	35	Number of Travelling/Mobile first aid kits: One per bus
Names of people responsible for maintaining the first aid boxes and kits: Holly Shannon and Suzi Wood, Healthcare Champions	Names of people responsible for organising refresher training: Holly Shannon and Suzi Wood, Healthcare Champions	
Signed:	Date: 28 February 2024	Date of Review: 28 February 2024

APPENDIX 3 - HSE Guide to the category and number of first-aid personnel to be available at all times while people are at work

1. From your risk assessment, what degree of hazard is associated with your work activities?	2. How many employees do you have?	3. What first-aid personnel do you need?	4. What injuries and illnesses have previously occurred in your workplace?	5. Have you taken account of the factors below that may affect your first-aid provision?
Low-hazard eg offices, shops, libraries	Fewer than 25	At least 1 appointed person	<ul style="list-style-type: none"> • Ensure any injuries or illness that may occur can be dealt with by the first-aiders you provide • Where first-aiders are shown to be unnecessary, there is still a possibility of an accident or sudden illness, so you may wish to consider providing qualified first-aiders 	<ul style="list-style-type: none"> • Inexperienced workers or employees with disabilities or particular health problems • Employees who travel a lot, work remotely or work alone • Employees who work shifts or out-of-hours • Premises spread out across buildings/floors • Workplace remote from the emergency services • Employees working at sites occupied by other employers • Planned & unplanned absences of first-aiders/appointed person • Members of the public who visit the workplace
	25–50	At least 1 EFAW trained first-aiders		
	More than 50	At least 1 FAW trained first-aiders for every 100 employed (or part thereof)		
Higher hazard eg light engineering and assembly work, food processing, warehousing, extensive work with dangerous machinery or sharp instruments, construction, chemical manufacture	Fewer than 5	At least 1 appointed person		
	5–50	At least 1 EFAW or FAW trained first-aiders, depending on the type of injuries that may occur		
	More than 50	At least 1 FAW trained first-aiders for every 50 employed (or part thereof)		

APPENDIX 4 – What to record on Safesmart

The following accidents or incidents **must** be reported on Safesmart **within 5 working days**:

- ✓ All deaths and any act of physical violence. (Deaths must immediately be reported to TPAT Head of Health, Safety and Estates or Chief Executive Officer.)
- ✓ Any injury which resulted in the individual (student/staff/parent/contractor/visitor) being taken straight to hospital/doctor/emergency dentist.
- ✓ Any injury which resulted in the individual (student/staff/parent/contractor/visitor) being taken home and then going to hospital/doctor/emergency dentist (even if a few days have passed).
- ✓ All head injuries **must** be reported.
- ✓ All staff injuries must be reported.

Within 72 hours, any submitted reports must be updated with the outcome of any hospital visits/ when they returned to school etc.