

First Aid Policy

Collège Français Bilingue de Londres (The "School")

Introduction

This policy outlines the School's responsibility to provide adequate and appropriate first aid to pupils, staff, parents and visitors and the procedures in place to meet that responsibility. The policy is reviewed annually.

Aims

- To identify the first aid need of the School in the line with the Management of Health and Safety at Work Regulations 1992 and 1999 (Amendments added 2003/2006).
- To ensure that first aid provision is available at all times while people are on school premises, and also off the premises whilst on school visits.

Objectives

- To appoint the appropriate number of suitably trained people as Appointed Persons and First Aiders to meet the needs of the School
- To provide relevant training and ensure monitoring of training needs
- To provide sufficient and appropriate resources and facilities
- To inform staff and parents of the School's First Aid arrangements
- To keep accident records and to report to the HSE as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

Personnel

The Board of Governors is ultimately responsible for the health and safety of CFBL's employees and anyone else on the premises. This includes the Head, Deputy Heads and teachers, non-teaching staff, pupils and visitors (including contractors).

They must ensure that a risk assessment of the School is undertaken and that the appointments, training and resources for first aid arrangements are appropriate and in place.

They should ensure that the insurance arrangements provide full cover for claims arising from actions of staff acting within the scope of their employ.

The Head is responsible for putting the policy into practice and for developing detailed procedures.

He/she should ensure that the policy and information on the School's arrangements for first aid are made available to parents.

Teachers and other staff are expected to do all they can to secure the welfare of the pupils.

The school Nurse is a trained First Aider.

He/she will:

- Take charge when someone is injured or becomes ill

- Look after the first aid equipment eg restocking the first aid boxes
- Ensure that an ambulance or other professional medical help is summoned or that a parent (or a member of staff) will accompany a pupil to Accident & Emergency services on a timely basis, when necessary.
- If the nurse is absent Teaching Assistants are trained in how to deal with injured pupils, until the nurse is available take charge.

The School Nurse must have completed and keep updated a training course approved by the HSE.

He/she will:

- Give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school
- When necessary, ensure that an ambulance or other professional medical help is called.

In selecting a school nurse the Head considers the person'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
- Normal duties. A first aider must be able to leave to go immediately to an emergency.

Procedures

Risk Assessment

Reviews are required to be carried out at least annually, and when circumstances alter, by the Health and Safety Officer and department heads. Recommendations on measures needed to prevent or control identified risks are forwarded to the Principals and Heads.

Re-assessment of first-aid provision

As part of the School's annual monitoring and evaluation cycle

The Heads review the School's first aid needs following any changes to children, staff, building/site, activities, off-site facilities, etc...

The HR department monitors the number of trained first aiders, alerts them to the need for refresher courses and organizes their training sessions

The HR department also monitors the emergency first-aid training received by other staff and organizes appropriate training

The School Nurse checks the contents of the first-aid boxes termly.

Providing information

The Head will ensure that staff, parents and children are informed about the School's first-aid arrangements.

The Health and Safety Officer or The School Nurse will

- Provide information packs/school procedures training for new staff as part of their induction programme
- Maintain a first-aid file, notice board and related medical documentation for when needed
- Review basic medical procedures & practices as needed in school, as requested
- Alert staff during a specific outbreak of illness in school re management & procedures in place
- Give all staff information on the location of equipment, facilities, and first-aid personnel. This will appear in the staff handbook.
- Provide regular information and updates for parents in regard to any outbreak of illness in school.

Provision

How many first-aid personnel are required?

The Head will consider the findings of the risk assessment in deciding on the number of first-aid personnel required. The School is considered to be a relatively low risk environment, but the Head and Deputy Heads will consider the needs of specific times, places and activities in deciding on their provision.

In particular, they should consider:

- Off-site PE
- School trips
- Science labs
- DT/Art rooms
- Playground
- Adequate provision in case of absence, including trips
- Out-of-hours provision e.g. clubs, events

Arrangements should be made to ensure that the required level of cover of both First Aiders and Appointed persons is available at all times when people are on school premises.

First aiders

The recommended number of certified first aiders is one per 100 pupils/staff. The HR department will keep a record of the need for staff's first aid training and organise the necessary training sessions.

Appointed persons

The School should appoint at least one First Aider as an Appointed Person per Key stage. In addition, all members of the PE, Art, Science departments plus three members of the Catering team will be Appointed Persons. In addition, basic first aid training will be provided to all members of staff.

Qualifications and Training

First Aiders will hold a valid certificate of competence, issued by an organisation approved by the HSE.

Appointed persons will undertake one-day emergency first-aid training.

Specialist training in first aid for children should be arranged in a three-year cycle.

First-aid materials, equipment and facilities

The Head must ensure that the appropriate number of first-aid containers according to the risk assessment of the site are available.

See HSE guidelines on recommended and mandatory contents.

- All first-aid containers must be marked with a white cross on a green background
- Each school bus must carry a first-aid container
- First aid container must accompany PE teachers off-site
- First aid container should be kept near to hand washing facilities.

Spare stock should be kept in school.

Responsibility for checking and restocking the first-aid containers:

- In school, the School Nurse
- On buses, the Transport Manager
- For off-site PE, a named member of the PE department

Accommodation

The school must provide a suitable room for medical treatment and care of children during school hours. This need not be a dedicated area but should be close to a lavatory and contain a washbasin.

Hygiene/Infection control

Basic hygiene procedures must be followed by staff.

Single-use disposable gloves must be worn when treatment involves blood or other body fluids. Care should be taken when disposing of dressings or equipment, particularly sharp objects (needles). These will be disposed of in appropriate sealed containers/boxes.

Reporting accidents

Statutory requirements: under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), as amended by RIDDOR 2013, some accidents must be reported to the HSE.

The school must keep a record of any reportable injury, disease or dangerous occurrence. This must include: the date and method reporting; the date, time and place of the event; personal details of those involved and a brief description of the nature of the event or disease. This record can be combined with other accident records.

The following accidents must be reported to the HSE:

Involving employees or self-employed people working on the premises:

- accidents resulting in death or specified injury (including as a result of physical violence)
- accident which prevent the injured person from doing their normal work for more than seven days
For definitions, see HSC/E guidance on RIDDOR 1995, as amended by RIDDOR 2013, and information on Reporting School Accidents (Annex A).

Involving pupils and visitors:

- accidents resulting in the person being killed or being taken from the site of the accident to hospital **and** the accident arises out of or in connection with work.
i.e. if it relates to
- any school activity, both on or off the premises
- the way the school activity has been organised and managed
- equipment, machinery or substances
- the design or condition of the premises

HSE must be notified of fatal and major injuries and occurrences without delay.

The Head is responsible for ensuring this happens, but may delegate the duty to the Health and Safety Officer, with the assistance of the school nurse.

The Head/Health and Safety Officer must complete the RIDDOR Form attached to this policy and email/fax it to the Administrator at Ringwood [Ext.203], Fax 01425 481501. The Administrator will report the incident to HSE and also to our insurers.

Record keeping

Statutory accident records: The Health and Safety Officer, with the assistance of the school nurse must ensure that readily accessible accident records, written or electronic, are kept for a **minimum of seven years**. (see DSS The Accident Book BI 510)

School's central record: This can be combined with the RIDDOR record and the Accident Book, providing all legislation requirements are met.

The Head must ensure that a record is kept of any first aid treatment given by first aiders or appointed persons. This should include:

- The date, time and place of incident
- The name (and class) of the injured or ill person
- Details of their injury/illness and what first aid was given
- What happened to the person immediately afterwards
- Name and signature of the first aider or person dealing with the incident.

The Head must have in place procedures for ensuring that parents are informed of significant incidents.

Calling an ambulance

The NHS London Ambulance Service guidelines indicate that 999 should only be called for “Life-threatening emergencies”.

The School policy in the case of injuries which are not life threatening is to call the parents who will generally collect the pupil and take them to their GP or to A&E as appropriate.

Monitoring

Accident records can be used to help the Head and Health and Safety Officers/School Nurse identify trends and areas for improvement. They also could help to identify training or other needs and may be useful for insurance or investigative purposes.

The Head should establish a regular review and analysis of accident records.

The School Nurse or School Health Officer

There is one School Nurse employed at the School. He/she cares for, treats and advises students, staff and advises parents.

In the absence of the regular School Nurse, provision will be made for appropriate cover, with staff who have the Life support/Appointed person First aid course as approved by the Health and Safety (First Aid regulation 1981).

Last reviewed by the School Nurse in January 2020

Last review by the board: 10 February 2020