

## **First Aid Policy**

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**Withington Girls' School**

**September 2025**

## First Aid Policy

### 1 Policy Statement

- 1.1 **Scope:** This is the First Aid Policy of Withington Girls' School (**School**). This policy applies to the whole School and has been authorised by the Board of Governors, is addressed to all members of Staff and is available to parents on request. This policy can be made available in large print or other accessible format if required.
- 1.2 The arrangements within this policy are based on the results of a risk assessment carried out by the School in regards to all Staff, pupils and visitors.
- 1.3 This policy applies at all times when the pupil is in or under the care of the School, that is: in or at school, on School-organised trips; at a school sporting event. This policy shall also apply to pupil at all times and places in circumstances where failing to apply this policy may: affect the health, safety or well-being of a member of the School community or a member of the public; or have repercussions for the orderly running of the School.
- 1.4 This policy is drafted in accordance with: the Education (Independent School Standards) Regulations 2014 (SI 2014/3283), the Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR), the Education and Skills Act 2008. Equality Act 2010, Reporting of Injuries, Diseases and Dangerous Occurrence Regulations 2013, the Health and Safety at Work etc. Act 1974 and subsequent regulations and guidance including the Health and Safety (First Aid) Regulations 1981 (SI 1981/917), the *First Aid at work: Health and Safety (First Aid) Regulations 1981 approved code of practice and guidance*.
- 1.5 This policy has regard to the following guidance and advice: *Automated external defibrillators (AEDs): a guide for schools* (DfE, August 2023), *Guidance on the use of emergency salbutamol inhalers in schools* (Department of Health, March 2015), *Guidance on the use of adrenaline auto-injectors in schools* (Department of Health, September 2017), *Guidance on first aid for schools* (DfE, February 2022), *Incident reporting in schools (accidents, diseases and dangerous occurrences): guidance for employers* (Health and Safety Executive (HSE) EDIS1 (revision 3), October 2013), *First aid at work: the Health and Safety (First-Aid) Regulations 1981 guidance on Regulations* (2013), *Workplace first aid kits. Specification for the contents of workplace first aid kits*, BS 8599-1:2019, (2019), *Mental health and behaviour in schools* (DfE, November 2018) and *Promoting children and young people's mental health and wellbeing* (DfE, March 2024), *Allergy guidance for schools* (DfE, updated September 2024) and *The Schools Allergy Code* (The Allergy Team, 2024).
- 1.6 The following School policies, procedures and resource material are relevant to this policy: Data Protection Policy, Administration of Medicines and Supporting Pupils with Medical Conditions Policy, procedures in the event of illness, procedures in the event of accident or injury, procedures regarding hygiene and infection control and the School's risk assessment policy.

### 2 Policy aims:

- 2.1 Through the operation of this policy we aim:
  - to ensure the School has adequate, safe and effective First Aid provision in order for every pupil, member of Staff and visitor to be well looked after in the event of any illness, accident or injury;

- to provide a safe environment where Staff and pupils are aware of and know how to respond in case of any illness, accident or injury, where Staff are well trained and where facilities and resources for First Aid are well maintained;
  - to ensure that First Aid is administered in an effective, timely and competent manner;
- 2.2 to ensure high standards of First Aid, training is provided to Staff, and updated at least every three years;
- to maintain accurate records of accidents and injuries and follow regulations on reporting to the Health and Safety Executive; and
  - to provide a whole school culture of openness, safety, equality and protection.
- 2.3 Nothing in this policy should 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 for the emergency services in the event of a medical emergency before implementing the terms of this Policy and make clear arrangements for liaison with ambulance services on the School site.

### 3 Definitions

- 3.1 Where the following wording or phrases are used in this policy:
- 3.1.1 Reference to **Emergency Contact** means the member of staff who is named as Emergency Contact for a particular off-site trip.
- 3.1.2 References to **EFAW** means Emergency First Aid at Work.
- 3.1.3 References to **First Aid** means the treatment of minor injuries which do not need treatment by a medical practitioner or nurse as well as treatment of more serious injuries prior to assistance from a medical practitioner or nurse for the purpose of preserving life and minimising the consequences of injury or illness. For the avoidance of doubt, First Aid does not include giving any tablets or medicines, the only exception being given aspirin in accordance with accepted First Aid practice to treat a suspected heart attack.
- 3.1.4 References to **FAW** means First Aid at Work.
- 3.1.5 References to **First Aiders** mean the members of Staff who have completed an approved First Aid course and hold a valid certificate of competence in FAW or EFAW or an approved alternative qualification which has been identified in place of FAW or EFAW which meets the requirements of the First Aid Guidance.
- 3.1.6 References to **First Aid Guidance** is the guidance identified at paragraph 1.5 above.
- 3.1.7 References to **First Aid Personnel** means First Aiders or Appointed Persons or both.
- 3.1.8 References to **RIDDOR** are to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (SI 2013/1471).

- 3.1.9 References to **Staff** means any person employed by the School, volunteers at the School and self-employed people working on School premises.
- 3.1.10 References to **School Nurse(s)** mean Ellie Wood-Kemp, School Health Lead, and Jackie Campbell, School Nurse, who are primarily located in the School's Health Centre
- 3.1.11 The **Health Centre** is used for the provision of medical or dental treatment, including First Aid, when required, and contains essential First Aid facilities and equipment. As far as is possible, the School reserves this room exclusively for giving medical or dental treatment. This is located opposite the dining room and is clearly signposted. This is used for the provision of medical or dental treatment, including First Aid, when required.

## 4 Responsibilities

- 4.1 The Board of Governors, as the proprietor of the School, has overall responsibility for all matters which are the subject of this policy.
- 4.2 The Headmistress has formal oversight of the administration of First Aid within the School, including ensuring that Staff have the appropriate and necessary First Aid training as required and that they have appropriate understanding, confidence and expertise in relation to First Aid.
- 4.3 The Headmistress may delegate duties as appropriate to the School Nurse, the Chief Financial and Operations Officer (CFOO) and other Staff who have received training in accordance with this policy. In particular:
- 4.3.1 The Headmistress, through the Chief Financial and Operations Officer (CFOO), delegates to the School Nurse the day-to-day responsibility for ensuring that there is adequate First Aid equipment, facilities and First Aid Personnel available to the School and on site at all times;
- 4.3.2 The CFOO in conjunction with the School Nurse will regularly review the School's systems and management of First Aid and medical welfare, including any trends in accidents, injuries and illnesses at the School in order to identify whether a change in welfare practice is needed to ensure that the School's First Aid provision is appropriate; and
- 4.3.3 The Headmistress delegates to the School Nurse responsibility for collating medical consent forms and important medical information for each pupil and ensuring the forms and information are accessible to Staff as necessary.

## 5 Procedure in the event of an accident or injury – What to Do

- 5.1 **Responsibility:** If an accident occurs, then the member of Staff in charge should be consulted. That member of Staff will assess the situation and decide on the next course of action, which may involve calling immediately for an ambulance. If necessary, the School Nurse should be called (in cases of emergency number 123 can be called – the School Nurse's number is at the top of the First Aiders Contacts List, Appendix 1) as soon as is possible, First Aiders can also be called, if necessary, and should be called if the School Nurse is not available immediately and, as far as possible, ensuring that the casualty is not left alone. However minor the injury, the School Nurse should always be informed, even if not called.

- 5.2 All Staff are expected to have made themselves familiar with the guidance provided in the online section 'Medical Information' in the WGS Staff Onenote which gives guidance in how to respond to medical emergencies.
- 5.3 In the event that a First Aider is called but does not consider that they can adequately deal with the presenting condition by the administration of First Aid, then they should arrange for the injured person to access appropriate medical treatment without delay. This may involve calling for the School Nurse or for an ambulance or making arrangements to transport the injured person to A & E or access other appropriate medical services.
- 5.4 **Calling an ambulance:** If an ambulance is called then the School Nurse or First Aider in charge should make arrangements for the ambulance to have access to the accident site. Where necessary GPS co-ordinates should be provided and arrangements should be made for the ambulance to be met and should follow the 'Procedure for Contacting Emergency Services' (Appendix 4).
- 5.5 Staff should always call an ambulance where there is a medical emergency and/or serious injury.
- 5.6 Examples of medical emergencies may include:
- a significant head injury
  - fitting, unconsciousness or concussion
  - difficulty in breathing and/or chest pains
  - exhaustion, collapse and/or other signs of an asthma attack
  - a severe allergic reaction
  - a severe loss of blood
  - severe burns or scalds
  - the possibility of a serious fracture
  - cardiac arrest
  - heart attack
  - respiratory arrest.
- 5.7 Arrangements should be made to ensure that any pupil is accompanied in the ambulance, or followed to hospital, by a member of Staff if it is not possible to contact the pupil's parent(s) (or legal guardian(s)) in time.
- 5.8 **First Aid Lists:** Lists of First Aiders with contact numbers and locations of First Aid Supplies (First Aid Kits) are displayed in the Staff Room, Staff Offices, School Office, Reception, School Nurse's room, Kitchen. See Appendix 1 and 2 for further details.

## 6 Medicines administration

- 6.1 First Aid does not include giving tablets or medicines and the School will not keep medication in a first aid kit. Whilst some pupils will have long-term and complex medical conditions or carry their own medication (for example, an inhaler for asthma or adrenaline for intramuscular use in anaphylaxis) the only role for a First Aider is generally, limited (where appropriate) to helping pupils who need to take their own medication to do so.

- 6.2 Some pupils may need to have access to life saving prescription drugs in an emergency, the details will be recorded in the pupil's individual healthcare plan (IHCP) and identified staff members will be aware of what to do.
- 6.3 Further details regarding the administration of medicines is found in the School's Administration of Medicines and Supporting Pupils with Medical Conditions Policy.

## **7 Sharing Information on Pupils**

- 7.1 Staff should never provide pupils with an absolute assurance of privacy and should explain to pupils at the outset the importance of sharing information about any medical conditions and treatment with others on a "need-to-know basis".
- 7.2 The School promotes ongoing communication with parents in order to ensure that the specific medical needs of all pupils in our care are known and met. However the School balances this against the wishes of pupils who are Gillick competent to consent to, or withhold their consent in relation to treatment without involving their parents. The School will balance the pupil's wishes against the School's overarching duties to safeguard pupils' health, safety and welfare and to protect pupils from suffering significant harm.
- 7.3 Parents are requested to provide written consent for the administration of First Aid, medical treatment and medication. This requirement will not prevent a child of sufficient understanding and intelligence to understand fully what is proposed, from giving or withholding consent to medical treatment or from seeking advice or treatment in confidence. In such circumstances, Staff will explain to pupils the importance of sharing information on a "need-to-know" basis as set out at paragraph 7.1 above.
- 7.4 **Medical Information:** All Staff have access to online Medical Information which includes: how to respond in an emergency situation; when and how to call for an ambulance; guidance on dealing with particular medical conditions; dealing with body fluid spillages; use of the defibrillator; locations of first aid supplies. Staff are expected to make themselves familiar with this guidance which is also reinforced at appropriate intervals in Staff INSET.
- 7.5 Relevant information about pupils known to have particular medical conditions is posted on the Medical Board in the Staff Room and circulated to Staff as needed. Names and photographs of pupils with serious medical issues requiring specific EFAW are also posted in the School Office, Junior School Office, Staffroom, Food Technology areas and in the Kitchen as appropriate. Staff and First Aiders will be informed of any changes to these lists but are also expected to consult these lists regularly. The information in the Staff Room, reinforced in Staff INSET, includes specific guidance on dealing with particular medical conditions.
- 7.6 **Information about Pupils' Conditions:** The School Nurse will be responsible for reviewing pupils' confidential medical records and providing essential medical information regarding allergies, recent accidents or illnesses, or other medical conditions which may affect a pupil's functioning at the School to the Headmistress, class teachers and First Aiders on a "need-to-know" basis.
- 7.7 A pupil's medical information should be kept confidential however, where the School considers it necessary to safeguard or promote the pupil's welfare or to avert a perceived risk of serious harm to pupils or to other persons at the School, and it is considered proportionate to the need and level of risk, information may still be shared

with Staff, parents, medical professionals and external agencies (such as the Local Safeguarding Partner, LSP) on a "need-to-know" basis .

7.8 Where appropriate, individual pupils will be given responsibility for keeping emergency medication and equipment (such as Adrenaline Auto - Injectors) with them and this will be reviewed on a regular basis. In other cases, the equipment will be kept, suitably labelled, in the School Nurse's office and, if appropriate the School Office.

7.9 **Other policies:** Separate policies cover the administration of medicines and management of particular medical conditions such as Asthma, Diabetes and Epilepsy. The Health and Safety Policy and, where appropriate, departmental risk assessments, draw attention to potential hazards in the teaching of particular subjects and particular working areas.

## **8 Procedures for pupils with medical conditions such as severe allergies, asthma, epilepsy, diabetes etc**

8.1 The designated Allergy Lead is Sr Ellie Wood-Kemp, School Health Lead. She oversees the School's allergy protocols and ensures that pupils with allergies are supported in accordance with their IHCPs and the School's allergy management procedures.

8.2 The information held by the School will include details of pupils who need to have access to asthma inhalers, AAI, injections or similar and this information should be circulated to teachers and First Aiders.

8.3 Where appropriate, individual pupils will be given responsibility for keeping such equipment with them and this will be reviewed on a regular basis. In other cases, the equipment will be kept, suitably labelled, at the Health Centre and, if appropriate, the School Office.

8.4 The School has guidance and protocols in place to deal with common medical conditions such as anaphylaxis, asthma, epilepsy and diabetes. Copies of the guidance and protocols are available in the Medical Information section of the WGS Staff onenote.

8.5 **Asthma:** the School adopts the Inhalers Guidance in respect of the use of emergency salbutamol inhalers and holds stock salbutamol inhalers which can be used when a pupil is not able to access his or her own inhaler.<sup>1</sup>

8.6 **Anaphylaxis:** the School adopts the *Guidance on the use of adrenaline auto-injectors (AAIs) in schools* and holds spare / back up devices which can be used when a pupil is not able to access his or her own AAI.<sup>2</sup> or if an individual requires one.

## **9 Procedure in the event of illness**

9.1 Pupils may visit the Health Centre during break or lunch. If a pupil is unwell during lessons then they should consult the member of Staff in charge who will assess the situation and decide on the next course of action. Where necessary, the pupil will be

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<sup>1</sup> Recommended but not compulsory see: <https://www.gov.uk/government/publications/emergency-asthma-inhalers-for-use-in-schools>

<sup>2</sup> Recommended but not compulsory see: <https://www.gov.uk/government/publications/using-emergency-adrenaline-auto-injectors-in-schools>

accompanied to see the Health Team in the Health Centre. The Health Team will provide the First Aid as required and decide on the next course of action.

- 9.2 Staff may visit the Health Centre to discuss pupil health as and when necessary, but appropriate cover must be arranged.

## **10 First Aid provision in the School**

- 10.1 All Staff are informed who is a First Aider through the publication and display of First Aider lists (Appendix 1) and should make themselves responsible for knowing where the First Aid Kits are located (lists published in Appendix 2 of this policy and in Medical Information section of WGS Staff Onenote).
- 10.2 The main duties of First Aiders are to give immediate First Aid to pupils, Staff or visitors when needed and to ensure that an ambulance or other professional medical help is called when necessary. First Aiders are to ensure that their First Aid certificates are kept up to date through liaison with the Operations & Educational Visits Coordinator.
- 10.2 **Ratios:** The Headmistress is responsible for ensuring that the School has as an adequate number of First Aid Personnel on site at all times.
- 10.3 **There is always at least one First Aider on each School site when children are present.**
- 10.4 First Aiders include members of the PE Department, members of the Office Staff, Science Staff, Duke of Edinburgh Staff, several members of the support Staff and all members of the Premises Staff (see attached list at Appendix 1).
- 10.5 The Operations & Educational Visits Coordinator organises courses for Staff and keeps up to date records of Staff First Aid training. Anyone who wishes to take a course should make a request to the Operations & Educational Visits Coordinator. The CFOO has oversight of all Staff training.
- 10.6 Staff will have annual refresher training and First Aiders undergo updated training at least every three years to maintain their qualification.
- 10.7 All staff should read and be aware of this policy, know who to contact in the event of any illness, accident or injury and ensure this policy is followed in relation to the administration of First Aid. All Staff will use their best endeavours, at all times, to secure the wellbeing and welfare of the pupils.

## **11 Risk assessment**

- 11.1 The CFOO has overall responsibility for ensuring that the School's first aid needs are adequately risk assessed and for ensuring that the relevant findings are implemented, monitored and evaluated.
- 11.2 Day to day responsibility to carry out medical risk assessments will be delegated to the School Nurse who has been properly trained in, and tasked with, carrying out the particular assessments required.
- 11.3 Factors which may be taken into account in assessments may include:

11.3.1 required First Aid provision for Staff, pupils and others;<sup>3</sup>

- any specific first aid, medical or health needs that may affect the School community or its members e.g. if those with specific medical conditions or known allergies;
- the hazards and risks associated with the School's operations and activities;
- any changes to the School's activities or operations;
- any relevant history of accidents;
- the remoteness of the School site from emergency medical services;
- annual leave and other absences of First aiders.

## **12 First Aid Kits (Boxes/ Bags)**

- 12.1 First Aid Kits (Boxes/Bags) are marked with a white cross on a green background. The content of the First Aid Kits (Boxes/ Bags) will be appropriate for use with children and will be determined by the School's First Aid needs assessment and will usually be stocked in accordance with the DfE's First Aid Guidance or in accordance with *Workplace first aid kits. Specification for the contents of workplace first aid kits*, BS 8599-1:2019, January 2019.
- 12.2 First Aid Kits are located around the School site and are as near to hand washing facilities as practicable. See Appendix 2 for further details.
- 12.3 If First Aid Kits (Boxes/Bags) are used, they should be taken to the Health Team who will ensure that the First Aid box is properly re-stocked. The Health Team will examine the First Aid Kits (Boxes/Bags) at this point and otherwise regularly in order to dispose of items safely once they have reached their expiry date.
- 12.4 All requirements for the First Aid Kits (Boxes/Bags) are supplied by the Health Team and are regularly stocked at request of individual departments.
- 12.5 The School also have two emergency anaphylaxis kits which contains spare inhalers, adrenaline auto injectors (AAIs) and which are located in the main school office and the Health Centre.

## **13 First Aid on Off-Site Activities, Trips and Visits**

- 13.1 First Aid kits for any off-site activities are kept in the Health Centre.
- 13.2 The Staff organiser of any off-site trip or visit must ensure they assess what level of first aid provision is needed and identify any additional items that may be necessary for specialised activity<sup>4</sup>. The organiser must also ensure they follow the guidance given in the School's Educational Visits Policy and consider First Aid requirements in the trip Risk Assessment. (See Educational Visits Policy.)
- 13.3 During the planning for the trip or visit, the Staff organiser must contact the Health Team to discuss appropriate requirements and individual pupil needs. The School Health Team will then provide appropriate First Aid Kits (Boxes/Bags).

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<sup>3</sup> Recommended that the School has regard to Regulation 3 of the Health and Safety (First-Aid) Regulations 1981 and Appendix 3 of the First Aid Guidance.

<sup>4</sup> This does not apply to work placements as work experience students are employed by the placement provider

- 13.4 On completion of the visit or trip the Staff organiser must return the First Aid Kits (Boxes/Bags) and inform the Health Team and/or CFOO of any medical incidents or accidents on the first day back in School. In the case of any serious medical incidents or accidents, the Emergency Contact must be informed at the time.
- 13.5 **Minibuses:** The School's minibuses should have a prominently marked First Aid Kit (Box/Bag) on board which is readily available for use and which is maintained in a good condition. The First Aid box should be stocked in accordance with part 2 of schedule 7 of the Road Vehicles (Construction and Use) Regulations 1986 (SI 1986/1078) which are set out in Annex 3 of the Department for Transport's Section 19 and 22 permits and obligations guidance.

## **14 First Aid in the physical education department**

- 14.1 **Location of first aid equipment:** The department is responsible for providing First Aid boxes and bags for the relevant sporting areas within the School. There are first aid kits outside, one on the astro and one in the store cupboard by the hard courts. The fixed positions of First Aid kits are as follows:
- 14.1.1 PE Office
  - 14.1.2 Reception
- 14.2 There are several bags which can be used by Staff and team managers for home and away fixtures.
- 14.3 A wheelchair is available in the PE area (under the stairs to the fitness suite) and blankets are available in the Health Centre.
- 14.4 **Away Fixtures:** For away fixtures a medical bag should be taken with the travelling team. If an incident occurs medical treatment should be sought from the visiting school First Aid Personnel. If necessary, the pupil should be taken to the nearest casualty by a member of Staff. Treatment and after-care should then be followed up by the School Nurse. Any incident of treatment must be reported to the School Nurse and the CFOO on return to School.

## **15 Reporting**

- 15.1 In the event of an accident, injury or illness requiring First Aid the relevant First Aider should complete a Records of First Aid form, as set out in Appendix 5 and add to Schoolbase.
- 15.2 All injuries, accidents and illnesses, however minor, must be reported to the Health Team and they are responsible for ensuring that the accident report forms and books are filled in correctly and that parent(s) or guardian(s) and the CFOO and Health and Safety Executive (HSE) are kept informed as necessary.
- 15.3 Where the accident, injury or illness could give rise to potential safeguarding concerns, the School's child protection and safeguarding policies and procedures will be followed as appropriate. Staff are particularly reminded to be alert to indicators of sexual violence and female genital mutilation where in each case there are specific reporting procedures under the School's safeguarding and child protection policy.
- 15.4 **Reporting to parents:** In the event of serious accident, injury, or illness, parents or guardian(s) must be informed as soon as practicable. The member of Staff in charge

at the time will decide how and when this information should be communicated, in consultation with the Headmistress if necessary.

15.5 Parents are required to disclose to the School any relevant information about their daughter's health or medical conditions. This information is requested before the pupil enters the School and formally once a year before the start of the Autumn Term and parents are asked to inform us of any changes in the interim. We will inform parents of any significant First Aid events concerning their daughter.

15.6 Schools are legally required under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) 2013 to report the following to the HSE:

#### 15.6.1 Accidents involving Staff

- (a) work related accidents resulting in death or "specified" injury (including as a result of physical violence) must be reported immediately (major injury examples: any loss of consciousness caused by head injury or asphyxia; amputation); or
- (b) work related accidents which prevent the injured person from continuing with his / her normal work for more than seven days; or
- (c) cases of work related diseases that a doctor notifies the School of (for example: certain poisonings; lung diseases; infections such as tuberculosis or hepatitis; occupational cancer); or
- (d) certain dangerous occurrences (near misses - reportable examples: bursting of closed pipes; electrical short circuit causing fire; accidental release of any substance that may cause injury to health).

#### 15.6.2 Accidents involving pupils or visitors

- (a) accidents where the person is killed or is taken from the site of the accident to hospital and where the accident arises out of or in connection with:
  - (i) any School activity (on or off the premises);
  - (ii) the way a School activity has been organised or managed (e.g. the supervision of a field trip);
  - (iii) equipment, machinery or substances; and / or
  - (iv) the design or condition of the premises.

15.6.3 More information on how and what to report to the HSE, can be found in *Incident reporting in schools (accidents, diseases and dangerous occurrences)* (EDIS1 (revision 3)) and at <http://www.hse.gov.uk/riddor/resources.htm>. It is also possible to report online via the following link: <http://www.hse.gov.uk/riddor/index.htm>.

15.7 **Reporting to others:** The School will ensure that it complies with any other reporting obligations triggered by the accident, injury or illness including, but not restricted to, making a report to the School's relevant insurers, to the Charity Commission and/ or to other relevant statutory agencies and/ or regulators.

## **16 The Automated External Defibrillator (AED)**

- 16.1 The AED is located in the main entrance area. A list of those trained is in Appendix 3 of this policy and is displayed next to the AED.
- 16.2 The AED should only be used where a person is in cardiac arrest. It should not be used where a person is conscious, breathing and / or his or her heart is still beating.
- 16.3 If a person is suffering from a cardiac arrest, the first person on the scene should immediately call the emergency services and commence CPR. If possible, a First Aider who is trained in the use of AEDs should be called for. However, AEDs are designed to be used by any person by following the step by step instructions on the AED.
- 16.4 The person administering the AED should ensure that the area around the casualty is clear before administering the AED. He or she should then stay with the casualty until the emergency services arrive.

## **17 Hygiene and Infection Control**

- 17.1 If a spillage of blood or other bodily fluids occurs, the School Nurse must be informed. The Health Team will then arrange for the proper containment, clear up and cleansing of the spillage site.
- 17.0 Where there is a risk that the person who requires First Aid, has, or is suspected of having a respiratory infection such as COVID-19<sup>5</sup> the First Aider will follow current health protection guidance and will wear appropriate PPE<sup>6</sup>. They will then arrange for the proper disposal of PPE and cleaning of the contaminated area.
- 17.1 All Staff should take precautions to avoid infection and to follow basic hygiene procedures (such as regular hand washing).
- 17.2 The First Aider should take the following precautions to avoid risk of infection:
- cover any cuts and grazes on their own skin with a waterproof dressing;
  - wear suitable single use disposable gloves when dealing with blood or other bodily fluids;
  - use suitable eye protection and a disposable apron where splashing may occur;
  - use devices such as surgical face masks or face shields, where appropriate, when giving mouth to mouth resuscitation; and
  - wash hands after every procedure.
- 17.3 If the First Aider suspects that they or any other person may have been contaminated with blood and other bodily fluids which are not their own, the following actions should be taken without delay:

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<sup>5</sup> See UKHSA guidance Living safely with respiratory infections, including COVID-19

<sup>6</sup> Currently The use of personal protective equipment (PPE) in education, childcare and children's social care settings, including for aerosol generating procedures (AGPs) can be found in chapter 2 of the UKHSA guidance: *Health protection in education and childcare settings*

- wash splashes off skin with soap and running water;
- wash splashes out of eyes with tap water or an eye wash bottle;
- wash splashes out of nose or mouth with tap water, taking care not to swallow the water;
- record details of the contamination; and
- report the incident to the School Nurse and take medical advice if appropriate.

17.4 If you suffer an injury from a sharp which may be contaminated:

- encourage the wound to gently bleed, ideally holding it under running water
- wash the wound using running water and plenty of soap
- don't scrub the wound while you are washing it
- don't suck the wound
- dry the wound and cover it with a waterproof plaster or dressing
- seek urgent medical advice (for example from your occupational health service) as effective prophylaxis (medicines to help fight infection) are available
- report the injury to the Health Lead/ Line Manager.

17.5 The school has a number of spillage clean up kits located at key areas across the school including outside the Health Centre, the cleaning office and the site service office.

17.6 The Cleaning Department, under the direction of the Cleaning Services Supervisor, is responsible for cleaning any spillage from bodily fluids and will follow the procedure above. Cleaning Staff are required to use personal protective equipment (gloves and a mask) when carrying out this cleaning.

17.7 If a member of the cleaning department is not available, the responsibility falls to the Site Services Manager and his team and will follow the procedure above. This will be mainly during the hours of 9.30 am to 11 am, Monday to Friday, when there are no cleaners working at the School and from 6 pm until the School closes.

## **18 Mental health**

18.1 The School promotes the mental health and wellbeing of pupils and Jen Baylis, Deputy Head Pastoral, has strategic oversight for the School approach to mental health and in accordance with appropriate guidance and training resources, will support the School to help improve the wellbeing and mental health of pupils, students and staff.

18.2 The School has provided training to Jen Baylis to identify and understand symptoms and be able to support pupils, students and staff who might be experiencing a mental health issue. Whilst education staff are well placed to observe pupils day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one, only appropriately trained professionals should attempt to make a diagnosis of a mental health conditions. School staff are not mental health professionals and should any staff member have concerns regarding a pupil's mental health or wellbeing, they should report these

concerns to Jen Baylis. Jen Baylis will share any concerns with the pupil's parents and where appropriate, direct them to appropriate support services.

## **19 Staff Training**

- 19.1 The School ensures that regular guidance and training is arranged on induction and at regular intervals thereafter so that staff and volunteers understand what is expected of them by this policy and have the necessary knowledge and skills to carry out their roles.
- 19.2 The level and frequency of training depends on role of the individual member of Staff.
- 19.3 The School maintains written records of all Staff training.
- 19.4 All Staff will be informed of what to do in an emergency, which will include reference to who the designated First Aiders are and the identity of those who are trained to administer emergency medication, such as AAls.
- 19.5 Staff who are First aiders will undergo updated training at least every three years to maintain their qualification.

## **20 Education**

- 20.1 Age-appropriate concepts of basic First Aid are generally taught as part of the personal, social, health and economic education curriculum.
- 20.2 This can include explaining to pupils how to judge how they, or someone they know, needs First Aid or support and where they can seek help if they have concerns and details on which adults both in School (e.g. First Aiders/ the School Nurse) and externally can help.

## **21 Record Keeping**

- 21.1 All records created in accordance with this policy are managed in accordance with the School's policies that apply to the retention and destruction of records.
- 21.2 Where there are specific record keeping requirements under this policy, these are set out below:
- 21.3 **School Accident Book:** All injuries, accidents, illnesses and 'near misses' requiring First Aid or medical care which take place at school or while pupils are away from school and under the care of members of Staff must be recorded on an Accident Form by the member of Staff present at the time of the incident. Accident Forms are accessed via the Accident Book on SchoolBase. The date, time and place of the event or illness must be noted with the personal details of those involved with a brief description of the nature of the event or illness and what First Aid or medical care was given.
- 21.4 The Accident Book is kept electronically on Schoolbase and 'Near Misses' are reported via an Accident Form within the Accident Book. On saving, all completed forms are automatically emailed to the School Nurse. Incidents recorded in the Accident Book are collated and analysed at the end of each term by the School Health Lead. The findings are then presented and discussed at each Health and Safety meeting.

- 21.5 **Accident Report Form:** The School Nurse will ensure that an accident report form has been completed by the member of staff present at the time for every serious or significant accident that occurs on or off the School site if in connection with the School's activities. Accident report forms will be kept in the online School Accident Book on SchoolBase. Records will be retained in accordance with the School's normal practices. Where there is a risk of claim, records will normally be retained for at least three years or if the person injured is a minor (under 18), until they are 21.
- 21.6 **Accident to Staff causing personal injury:** The School Nurse will advise staff to fill in an accident report form in respect of any accident causing personal injury to Staff. The Headmistress will take reasonable steps to investigate the circumstances of such accidents once she receives notice of it. If it is found that there are discrepancies between the information reported and the Headmistress's findings these should also be recorded on the form. These records will be kept by the Human Resources Department for at least three years or if the person injured is a minor (under 18), until they are 21.
- 21.7 The information created in connection with this policy may contain personal data. The School's use of this personal data will be in accordance with data protection law. The School has published privacy notices on its website which explain how the School will use personal data.

## 22 Version control

Date of adoption of this policy, by or on behalf of the Board of Governors	September 2025
Date of last review of this policy	Summer 2025
Date for next review of this policy	Summer 2026
Policy owner (SLT)	Julia Johnston
Policy owner (Board of Governors)	Jane Allred