

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board		Last reviewed: October 2023
Policy Owner:	Operations Director		Page: 1 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

First Aid Policy

The Health and Safety (First-Aid) Regulations 1981 set out the essential aspects of first aid that employers are required to address.

First aid is the immediate treatment necessary for the purpose of preserving life and minimising the consequences of injury or illness until expert medical assistance can be obtained. First aid also includes the initial treatment of minor injuries, which will not need treatment by a medical practitioner.

It is a legal requirement to implement and maintain effective systems for ensuring the provision of adequate and appropriate first aid equipment, facilities and personnel at individual workplaces and during off-site activities, including educational visits.

The aim of first aid is to reduce the effects of injury or illness suffered at work and in school, whether caused by the work itself or not. First-aid provision must be 'adequate and appropriate in the circumstances'. This means that sufficient first-aid equipment, facilities and personnel should be available at all times, taking account of alternative working patterns, to:

- Give immediate assistance to casualties with both common injuries or illnesses and those likely to arise from specific hazards at work;
- Summon an ambulance or other professional help.

What is 'adequate and appropriate' will depend on the circumstances in each Academy setting. This includes the type of first aid training, what should be included in a first-aid box and if a first-aid room is required. Academies should carry out an assessment of first-aid needs to determine what to provide (see appendices for a First Aid Needs Assessment template).

The 1981 Regulations do not place a legal duty on employers to make first-aid provision for non-employees, however, HSE strongly recommends that non-employees are included in an assessment of first-aid needs and that provision is made for them.

Aims

- To administer first aid, and provide adequate treatment for staff and pupils/students when in need, in a competent and timely manner.
- To minimise injuries to pupils/students and staff, and others occupying Academy premises e.g. visitors.
- To communicate accidents / incidents involving pupils / students to parents when considered necessary.
- To provide supplies and facilities and trained staff to cater for the administering of first aid.
- To ensure that first aid can be facilitated for staff, visitors and pupils/students. Contractors who work on the site will provide their own first aid.

Success Indicators

The following indicators will demonstrate success in this area:

- Each Academy has a completed first aid needs assessment for its' premises, which also considers off site working, including educational visits and remote working.
- Employee first aid requirements have been assessed.
- First aid training has been provided to the required level and frequency.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 2 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

- First aid materials are provided and regularly checked.
- Appointed persons are designated and aware of their responsibilities.

Scope

The arrangements within this policy apply to all employees and academies of Staffordshire University Academies Trust.

1. First Aid Provision

The first aid provision at each Academy will be decided based on an assessment of need. Each Academy must use The Assessment of First Aid Provision Form to assess their first aid requirements against set criteria. This assessment will be reviewed annually and also where changes occur, for example, a change in first aid trained staff.

First aid provision must be adequate during all working hours. The planned leave of first aiders and appointed persons must be covered (e.g. annual leave, parental leave). If first-aiders are absent, an appointed person must be available. All academies should consider what cover is needed for unplanned and exceptional absences such as sick leave or special leave. An emergency first aider may be provided in addition to, but not replace, the required number of first aiders with the current First Aid at Work Certificate.

The individual workplace arrangements must be effectively communicated to employees and visitors, indicating how to access first aid. For shared sites, the designated staff member must co-ordinate the approach to first aid arrangements. First aid posters should be displayed around each Academy building, notifying occupants of who the designated first aid trained members of staff are and where they are located (as far as reasonably practicable). Each Academy will have a designated area for first aid to be undertaken wherever possible; building occupants must be aware of its location.

A wide range of first aid training courses and certificates are available. To decide whether a particular course or certificate is appropriate, academies should compare what is covered on the course with what the trainee may be asked to deal with. Academies should ensure that whoever they choose to provide training is suitable. HSE guidance on how to do this can be found at <https://www.hse.gov.uk/firstaid/first-aid-training.htm>.

2. Types of First Aid Personnel

A First Aider (FAW) is someone who has undergone a training course in First Aid at Work and who holds a current First Aid at Work Certificate. Their role involves:

- Undertaking first aid treatment in accordance with their training.
- Ensuring that any incident and treatment given is recorded in the appropriate Academy records.
- Report immediately to the Principal/Head Teacher, all incidents requiring the attendance of a pupil, member of staff or any person to hospital.
- Ensuring that all spillages of body fluids are cleaned up promptly and by appropriate means.
- Maintain stocks of first aid kit/boxes / liaising with the relevant staff member to ensure that first aid stocks are maintained and sufficient.
- Ensuring that appropriate documents are completed and that reportable accidents are reported as soon as possible after dealing with the immediate effects, to ensure that accident / incident investigations can be undertaken and risk assessments reviewed accordingly.
- Ensuring accidents are reported via the My Health and Safety System.
- Summoning an ambulance or other external medical services.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board		Last reviewed: October 2023
Policy Owner:	Operations Director		Page: 3 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

An Appointed Person is someone who is nominated to take charge of a situation in the absence of a qualified first aider or emergency aider. Their role includes:

- Taking charge when someone is injured or falls ill.
- Calling an ambulance (where required).
- Being responsible for first aid equipment e.g. re-stocking the first aid box.

Appointed persons are not first aiders and so should not attempt to give first aid for which they have not been trained. They may give emergency first aid where trained to do so (normally by completing the Emergency First Aid at Work Certificate).

An Emergency First Aider (EFAW) is someone who has undergone an Emergency First Aid at Work training course (of minimum one day duration) and who holds a current Emergency First Aid at Work Certificate. They are normally used in low hazard locations where the majority of people that may need first aid are members of the public and not employees. Their role involves:

- Undertaking basic emergency first aid in accordance with their training.
- Summoning the assistance of a First Aider where available.
- Summoning an ambulance or other medical services.
- Liaising with the appropriate member of staff to ensure first aid kits are fully stocked and refilled after use.
- Keeping suitable records of all treatment administered and actions taken.

Additional First Aid Requirements Early Years

The Statutory Framework for the Early Years Foundation Stage requires that at least one person who has a current Paediatric First Aid Certificate must be on the premises at all times when children are present. In addition there must be at least one person on outings who has a current paediatric first aid certificate.

Newly qualified staff with a level 2 or level 3 early years qualification, awarded after 30 June 2016, must have either a full paediatric first aid (PFA) or an emergency PFA certificate within 3 months of starting work. If they do not have this, they cannot be counted in the EYFS staff:child ratios at level 2 or level 3.

Coach Assistants/Drivers and Attendants

Coach Guides, Drivers and attendants are required to undertake Emergency First Aid training to enable them to respond to an emergency medical situation until skilled help arrives.

Mental Health First Aid

After completing the first aid needs assessment, it is recommended that academies consider supporting mental health, and this may include consideration of mental health first aid as well as physical first aid.

This will involve considering appropriate information, instruction and training for staff which can include the following, in conjunction with the Wellbeing Policy:

- Mental health awareness information and training.
- Promotion of the ThinkWell Service and MAT Mental Health and Wellbeing resource bank.
- Providing Mental Health First Aid training which teaches delegates how to recognise warning signs of mental ill health and what they can do to help while keeping themselves safe.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 4 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

3. Educational Visits

The provision of first aid during off-site visits and activities must be considered as part of the risk-benefit assessment and planning process. Academies should have in place an assessment to determine their first aid provision on site; off-site provision is an extension of this. OEAP guidance should be consulted to support academies in determining the level of first aid needed for off-site activities and learning outside of the classroom, and in accordance with the Educational Visits Policy.

The determination of the appropriate requirements should take into account:

- The nature of the activity;
- The nature of the group;
- The likely injuries associated with the activity, and the risk assessments;
- The extent to which the group will be isolated from the support of the emergency services (both in terms of distance and response time);
- The level of first aid needed during transport;
- The level of first aid needed at the venue, and the first aid facilities in place at the venue.

First aid provision must be considered and assessed for both staff and pupils/students attending a visit.

Qualified first-aiders may not be necessary for all off-site activities and visits, however, a basic level of first aid support should be available at all times. This will require that one or more of the staff leading the activity:

- Has a working knowledge of simple first aid and is competent to use the first aid materials carried with the group;
- Knows how to access, and is able to access, qualified first aid support.

For children in the Early Years Foundation Stage (EYFS), there is a statutory requirement that at least one person who has a current paediatric first aid certificate and sufficient understanding and use of English to summon help in an emergency must accompany children on outings.

Where a group of young people is subject to remote supervision, the supervisor should ensure that the group has:

- The ability to contact qualified first aid support;
- An appropriate level of competence and first aid materials to look after themselves until help arrives.

It is a legal requirement that all public service vehicles, including minibuses, must carry a first aid kit.

4. First-Aid Materials and Equipment

Once the assessment of first aid provision has been undertaken, the necessary materials, equipment and facilities must be provided and maintained in accordance with the determined need. This will involve ensuring that first-aid equipment is suitably marked, easily accessible and available in all places identified by the assessment.

Each Academy must have at least one first aid box supplied with a sufficient quantity of first-aid materials suitable for the particular circumstances, and a body spills kit. It is recommended that multiple first aid kits are kept on each site in suitable locations, with suitable quantities of body spills

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 5 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

kits, to ensure that there are sufficient resources across the site, and in the case of off site visits and activities.

Academies should also consider the requirement for travelling first aid kits which can be utilised for educational visits and learning outside of the classroom. The need for such kits should be determined by the first aid needs assessment.

There is no mandatory list of items to be included in a first-aid kit. The decision on what to provide will be influenced by the findings of the first aid needs assessment. As a guide, where work activities involve low hazards, a minimum stock of first-aid items might be:

- A leaflet giving general guidance on first aid (for example, HSE's leaflet Basic advice on first aid at work);
- Individually wrapped sterile plasters (assorted sizes), appropriate to the type of work (hypoallergenic plasters can be provided if necessary);
- Sterile eye pads;
- Individually wrapped triangular bandages, preferably sterile;
- Safety pins;
- Large, sterile, individually wrapped un-medicated wound dressings;
- Medium-sized sterile individually wrapped un-medicated wound dressings;
- Disposable gloves (hypoallergenic – latex free).

The above should be considered carefully in accordance with each Academy's first aid needs assessment, as this is a suggested contents list only. Higher risk areas such as Art, DT, Catering, PE and Science departments will need further considerations to be made and should follow departmental guidance such as CLEAPSS.

First Aiders, Emergency First Aiders and Appointed Persons must regularly inspect the contents of first-aid containers and the contents must be restocked as soon as possible after use. Sufficient supplies should be held in a back-up stock on site and academies will discard items via appropriate means of disposal after the expiry date has passed.

Where an Automated External Defibrillators (AEDs) is present, the manufacturer's instructions regarding maintenance and servicing must be followed. Batteries, leads and pads will normally have a life of between 3 and 5 years. Modern AEDs undertake self-tests and indicate if there is a problem with a warning light or sign. A process should be in place to regularly (at least weekly) check the equipment and appropriate action taken if there is an issue.

5. Training of First Aid Personnel

Employees who undertake first aid duties must be competent to carry out their role. The content and duration of training necessary will depend on the role of an individual.

Course	Intended For	Duration of Course	Recommended Refresher training	When revalidation is required	Revalidation Training

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board		Last reviewed: October 2023
Policy Owner:	Operations Director		Page: 6 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

First Aid at Work Certificate (FAW)	First Aiders	3 days	Annual basic skills update 3 hours	Before expires (3 years from date of certificate)	2 day revalidation
Emergency First Aid at Work Certificate (EFAW)	Emergency First Aiders and Appointed Persons if deemed necessary	1 day	Annual basic skills update 3 hours	Before certificate expires (3 years from date of certificate)	Repeat of original 1 day course

In certain cases, where activities might expose individuals to unusual risks e.g. remote outdoor activities, additional specifically focused training might be necessary according to the circumstances.

First aid provision must be available and adequate during operational hours; this includes, but is not limited to, out of school clubs, during holiday periods and out of hours working, off site visits.

6. Minor Injury/Illness

Parents should keep their children at home if acutely unwell or infectious, in accordance with Public Health England guidance and the Infection Control Policy. Pupils / students / staff must access First Aid should they present as ill or injured.

If the injury / illness is caused by an accident this should be recorded in the Accident Book held within the Academy. Staff are required to report accidents and injuries and these will be recorded in the relevant logbooks and systems. All teachers and support staff are expected to do all they can to secure the welfare of the pupils / students and colleagues.

On presentation to First Aid, all pupils/students and staff will be assessed by suitably qualified staff as to whether any treatment is required and their fitness to remain in school. All relevant information should be shared with First Aid to assist their ability to assess the individual's well-being and any further instruction, e.g. if a member of staff has already spoken with the pupil's parents. First aiders should also be aware of any allergies which may impact the treatment given.

If possible, the pupil/student will be encouraged to continue their school day, and where appropriate treatment can be administered. If the pupil is deemed unfit to continue their school day, and it is not possible to send them home due to being unable to contact any of the pupil's contacts, the Academy (member of the Senior Leadership Team) will make the decision on any further action that is required to safeguard the pupil/student. At the request of a First Aider or senior member of staff, an ambulance may be called in more serious cases. Under no circumstances should a child be sent home, without first consulting with the First Aid Team in instances of illness/injury.

Injuries caused by accidents / incidents must be recorded in the appropriate accident book. Academies will have locally produced forms for pupils. In some instances, for example, a head injury, this may include a form and phone call to notify parents where the pupil is not sent home.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 7 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Staff and visitor accidents should be recorded in the BI510 accident book and reported on the My Health and Safety System. Pupil/student accidents will be reported in accordance with the Accident and Incident Reporting guidance detailed within the appendices of this policy.

The appropriate member of the management team must be notified where the accident / incident requires investigation, where there is a potential that risk assessments require revising, and where this is reportable via the My Health and Safety System. The appropriate member of Academy staff must ensure that this is undertaken in a timely manner to ensure that the accident / incident is managed suitably under RIDDOR 2013 (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013). The relevant documentation will be compiled and updated following this (e.g. accident investigation reports, accident trend analysis, risk assessments).

7. More Serious Accidents / Incidents / Medical Needs

- Send for a First Aider immediately.
- Stay with the individual until a First Aider arrives.
- If necessary, remove other people from the scene. Where appropriate, the casualty may feel assured if a friend or colleague stays with them.
- Where required, call an ambulance and accompany the individual in accordance with the health and safety policy.
- Ensure the appropriate accident forms are completed, along with documented investigations, risk assessment reviews and My Health and Safety entries.

8. Dealing with Blood and Body Fluid Spills

Spillages of bodily fluids such as blood, vomit, urine and excreta should be cleaned up promptly and in accordance with the Infection Control Policy and Academy risk assessments for dealing with body fluid spills.

The following general actions must be taken by the person dealing with the spill:

- Clear the immediate area of people. Hazard signs and cordoning may be necessary, according to the circumstances.
- Disposable personal protective equipment (PPE), including gloves (latex or nitrile) or equivalent and a disposable plastic apron must be worn. Eye protection will be worn should there be a risk of splashing.
- Any split blood or other body fluids should be cleaned up, either with disposable absorbent materials and an appropriate sanitizing product, or using the body fluid spillage kit held in the relevant area of the Academy.
- Depending on the circumstances, professional deep cleaning may be required.

9. Infection Control

To minimise risk of infection whilst administering first aid, personnel must cover all exposed cuts/abrasions on their own bodies with a waterproof dressing, before administering treatment. They must also wash their hands before and after applying dressings, and wear disposable gloves.

Disposable nitrile/vinyl gloves and aprons must be worn whenever blood, or other body fluids are involved in the treatment or handled, and disposable materials, such as paper towels and sanitising powder, must be used to mop up any substances.

All disposable items must be disposed of in plastic bags in line with the Infection Control Policy's arrangements. Those disposing of such items should wear disposable gloves.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 8 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Contaminated work areas must be suitably disinfected and soiled clothing should be sent home in accordance with the Infection Control Policy.

Disposable gloves, aprons etc. should only be worn once, and receptacles used to collect body fluids (e.g. sick bowls) must also be disposable.

If contact is made with any other person's body fluids the area should be washed immediately and medical advice sought from Occupational Health via the appropriate member of Academy staff.

10. Liability

Staffordshire University Academy Trust's liability insurance policy will provide indemnity for employees acting as first aiders as defined above. First Aiders must ensure that any treatment they give is administered in accordance with the training they have received. So long as treatment is administered with good intent and in accordance with current good practice, the Trust and its insurers will support the actions of its employees in the event of a legal case relating to first aid treatment.

11. Record keeping

All records of first aid administered must be recorded, alongside details of where this occurred. Records must be kept in a location which maintains their confidentiality and prevents access to unauthorised persons. If the record is particularly sensitive, the person making the record should choose to do so in an environment which permits the documentation to be prepared confidentially, too.

The Assessment of First Aid Provision and records of first aid administration must be kept in accordance with the Retention and Records Management Policy. First aider training records must also be kept in accordance with the Retention and Records Management Policy.

12. Monitoring and reviewing this policy

First Aid provision must be reviewed by managers regularly, upon changes within the Academy which may require a review of the first aid needs assessment, when they believe the assessment to be no longer valid.

Appendix One – Assessment of First Aid Provision Form

Appendix Two – First Aid Sign

Appendix Three – Accident and Incident Reporting Guidance

Appendix Four – Accident Investigation Report Template

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 9 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Staffordshire University Academies Trust
Assessment of First Aid Provision



First Aid Risk Assessment
Assessment of First Aid Provision

Establishment/Location: Charnwood Primary Academy
Name of Assessor(s): Katie Stanley

Assessment of First Aid Factors

In order to assess the first aid requirements you should identify whether any of the following factors apply to the workplace or employees by ticking Yes or No in all cases: -

Table 1

Assessment Factor	Apply?		Impact on First Aid Provision
	Yes	No	
1		x	If the risks are significant you may need to employ first aiders. Please detail your first aid provisions below:
2		X	You will need to consider (and detail below): - specific training for first aiders - extra first-aid equipment - precise siting of first-aid equipment.
3		X	You may need to make different levels of provision in different parts of the establishment. Please detail your first aid provisions below.
4	X		You will need to check your record of accidents and cases of ill health – what type they are and where they happened. You may need to: - locate your provision in certain areas - review and update the contents of the first aid box
5	X		Special equipment supplied for visually impaired. Child with tracheotomy – 1:1 medical support provided.
6		x	One floor Same building
7		x	Remember that there needs to be first aid provision at all times that people are at work. Site supervisor and key holder on site alone. Lone working assessment completed

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board		Last reviewed: October 2023
Policy Owner:	Operations Director		Page: 10 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

8	Is your workplace remote from emergency medical services?		X	
9	Do you have employees who travel a lot or work alone?	X		Key holders may work alone. Lone worker assessment completed
10	Do any of your employees work at sites occupied by other employers or is your site used by other occupiers?		X	You will need to make joint arrangements with the other site occupiers.
11	Do you have any work experience or other trainees?	X		On occasions. Inductions are given on arrival.
12	Do members of the public visit your premises?	X		There is always a first aider present with all groups of children.
13	How many people are employed on site: - less than 5? - 5 to 49? - 50 to 100? - more than 100?	X		38 Employees 10 people are qualified first aiders.
14	Is a first aid room required?		X	There is a medical room.
15	Is a defibrillator placed in the Academy? If not, is one required?			Rocklands to install their defibrillator at the front of the school Charnwood to install their defibrillator at the rear of the school by the sports field

The following table offers suggestions on how many first aiders or appointed persons might be needed in relation to levels of risk and number of employees on site. Increased provision will be necessary to cover for absences. The table does not take into consideration any non-employees who may be affected so an allowance will need to be made in such circumstances.

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 11 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Table 2

	Type of Workplace	Numbers of First Aid Personnel Required
Lower Risk	Shops, offices, libraries, schools and similar workplaces	<p>Fewer than 50 employed at any location: at least one appointed person. (It may be appropriate to provide an Emergency First Aider (EFAW) if large numbers of the public visit the workplace.)</p> <p>50-100: at least one first aider.</p> <p>More than 100: one additional first aider for every 100 employed.</p>
Higher Risk	Light engineering and assembly work, food processing, warehousing extensive work with dangerous machinery or sharp instruments construction, chemical manufacture, work involving special hazards* such as hydrofluoric acid or confined spaces..	<p>Fewer than 5: at least one appointed person.</p> <p>5-100: At least one first aider (FAW) per 50 employees or part thereof.</p> <p>*Additional training may be needed to deal with injuries resulting from special hazards.</p>

The minimum first aid provision on any work site is:

- a suitably stocked first aid box
- an appointed person to take charge of first aid arrangements, at all times whilst people are at work
- information for all employees about what they need to do in an emergency.

Assessment of First Aid Requirements

Having regard to the factors identified in table 1 and advice contained in table 2 above, the following first aid equipment/facilities/personnel are required to be provided (includes sufficient personnel necessary to cover for absences).

	Required ✓	Number
Appointed person	✓	1
First-aider with Emergency First Aid at Work certificate with paediatric element	✓	5
First-aider with First Aid at Work certificate (Paediatric)	✓	3
First-aider with additional training (specify):	Forest School	1
	12 hour EYFS	1
First-aid boxes	✓	2
First-aid room	✓	1
Additional equipment e.g. eye wash, foil blanket (specify):		
Travelling First Aid Kits	✓	10

Have arrangements been made to appoint/train the necessary appointed persons/first aid personnel and for the required amount of first aid equipment to be supplied? **Yes**

Staffordshire University Academies Trust		Trust Policy Document
Approved by:	Trust Board	Last reviewed: October 2023
Policy Owner:	Operations Director	Page: 12 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/> Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Informing Employees

Have arrangements been made to inform employees of the first aid arrangements (ideally at their induction) and notices posted to inform staff who and where the first aid personnel or appointed persons are and where the first aid box is? **Yes/No**

Signature of Assessor(s): ...KAStanley.....

Date: ...October 2023.....Review Date...October 2024.....

Appendix Two

**Charnwood Primary Academy
Location of First Aiders and First Aid Equipment**



Nearest First Aiders are located:

NAME	LOCATION	PHONE
Cheryl Nowell	Main Office Area	01543 227560
Claire Yeats	Year 4 Classroom	01543 227560
Jonny Wilcock	Year 3 Classroom	01543 227560
Claire Chapman	Year 6 Classroom	01543 227560
Natalie Todd	EYFS	01543 227560
Amy Leighton	Year 5 Classroom/OPAL	01543 227560
Lisa Aston	EYFS	01543 227560
Annette Dolman	EYFS	01543 227560
Charlotte Close	Year 4 Classroom	01543 227560
Trish Martin	Lunchtime After School Club	01543 227560

Staffordshire University Academies Trust		Trust Policy Document
Approved by:	Trust Board	Last reviewed: October 2023
Policy Owner:	Operations Director	Page: 13 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/> Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

First Aid Equipment Located:

DESCRIPTION	LOCATION
First Aid Box	All classrooms/ Medical Room/ Portable bumbags for lunchtimes
Emergency Phone	Main Office

Appendix Three
Accident and Incident Reporting Guidance

Staffordshire University Academies Trust		Trust Policy Document
Approved by:	Trust Board	Last reviewed: October 2023
Policy Owner:	Operations Director	Page: 14 of 14
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/> Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

Accident/incident takes place	
Accident/incident is reported to first aid/academy staff to appropriately treat and record. All accidents, including minor accidents, are recorded for accident trend analysis purposes	
<u>Pupil/student</u> accidents are recorded locally in the academy accident book, and parents informed as required	<u>Staff</u> accidents are recorded locally in the BI510 book, and emergency contacts are informed as required
Post-accident – review the nature of the accident and decide whether this requires reporting on Staffordshire County Council’s My H&S system. An appropriate person must then log the accident	
If an ambulance is called, follow the academy H&S policy local arrangements	
Consider whether an accident investigation is required and undertake this accordingly, involving staff, pupils and other witnesses where relevant	
Review and amend H&S procedures and risk assessments where required. Address defects and record. Communicate amended H&S documentation with staff	

RIDDOR is the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013 and requires certain workplace accidents, occupational diseases, dangerous occurrences or near misses to be reported.

When to report an accident or incident on Staffordshire County Council’s My Health and Safety System:

- ✓ All pupil accidents that may have liability claim implications, such as those resulting from premise defects, should be reported via My H&S
- ✓ Incidents where an ambulance has been called (not for medical conditions)
- ✓ Medical conditions such as asthma attacks are not reportable even when an ambulance has been called; the exception is where it has been triggered by something such as a strenuous PE activity or dust from an onsite construction project
- ✓ Those where the parent has been advised to seek further medical advice from A&E, the local clinic, or other such medical professionals
- ✓ Those which require first aid treatment beyond basic treatments
- ✓ Accidents where an injury has only become apparent some time after the event
- ✓ Staff and visitor accidents. These should also be recorded in the statutory accident book (BI510)
- ✓ Contractor accidents which happen on site. These should also be reported by the contractor to their employer
- ✓ Dangerous occurrences, such as collapsed scaffolding, someone falling down an open man hole, ‘exploding’ boiler etc. This can also be defined as ‘an occurrence which may not have injured anyone but had the potential for serious injury’

Appendix Four
Accident Investigation Report Template

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board	Last reviewed: October 2023	
Policy Owner:	Operations Director	Page: 15 of 14	
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>

ACADEMY NAME

Accident/Incident Investigation Report

Completed by:

Date:

This report provides the findings of the investigation and may need to be updated if further information provides any developments or identifies other action points etc. The report is based on the documentation available and CCTV footage of the incident (if available).

1. Details of the Accident

**Detail time and date of the incident
Who was involved
What happened
Consequential information**

2. Background Information

Detail further information which may be useful to the report and may have affected what happened during the incident.

3. Reporting the Accident

**Detail who reported the incident and to which members of staff and when.
Detail if first aid staff were involved.**

4. Investigation

Detail when the investigation took place, who was involved, whether there were any witnesses (statements can be included in the appendix) and what was found during the course of the investigation.

5. Overview of the Investigation findings

Detail the conclusion following the investigation, an overview of the findings and the defined cause.

6. Management Procedures

Detail whether existing management procedures are sufficient to mitigate risk as far as is reasonably practicable or whether changes to practice need to be made (and what these are, inclusive of documentation).

7. Working Practices

Staffordshire University Academies Trust		Trust Policy Document	
Approved by:	Trust Board		Last reviewed: October 2023
Policy Owner:	Operations Director		Page: 16 of 14
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Students <input checked="" type="checkbox"/> Local Academy Council <input checked="" type="checkbox"/>
	Parents <input checked="" type="checkbox"/>	General Public <input checked="" type="checkbox"/>	

Detail whether existing practices are sufficient to mitigate risk as far as is reasonably practicable or whether changes to practice need to be made (and what these are, inclusive of documentation).

8. Direct and Underlying Causes of the Accident

Please detail

Underlying Causes

Please detail

9. Recommendations

Please detail

10. Conclusion

Detail what the conclusion of the investigation draws to.

Appendices

Appendix:

Statements
CCTV