



HERITAGE HOUSE SCHOOL

FIRST AID POLICY

Approved by: [FGB] **Date:** []

Last reviewed on: [January 2026]

Next review due by: [January 2027]

Adapted from The Key

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1. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, learners and visitors
- Ensure that staff and governors are aware of their responsibilities with regards to health and safety
- Provide a framework for responding to an incident and recording and reporting the outcomes

Every child has the right to the best possible health. Article 24 (health and health services) of the UN convention of the rights of the child.

2. Legislation and guidance

This policy is based on the [statutory framework for the Early Years Foundation Stage](#), advice from the Department for Education (DfE) on [first aid in schools](#) and [health and safety in schools](#), guidance from the Health and Safety Executive (HSE) on [incident reporting in schools](#), and the following legislation:

- [The Health and Safety \(First-Aid\) Regulations 1981](#), which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel
- [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept

- [Social Security \(Claims and Payments\) Regulations 1979](#), which set out rules on the retention of accident records
- [The School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and responsibilities

3.1 Appointed persons and first aiders

The school's appointed persons for First Aid at Work are Sharon Bennett and Claire Boundy, and our paediatric first aid staff are Bryony Gipson, Dee Parsons and Pete Hardwick. They are responsible for:

- Taking charge when someone is injured or becomes ill
- Making sure there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
- Making sure that an ambulance or other professional medical help is summoned when appropriate

First aiders are trained and qualified to carry out the role (see section 7) and are responsible for:

- Acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, and provide immediate and appropriate treatment
- Sending learners home to recover, where necessary
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
- Keeping their contact details up to date

Our school's First Aiders are listed in appendix 1. Their names will also be displayed prominently around the school site.

3.2 The local authority and governing board

Buckinghamshire Council has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.3 The headteacher

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

- Making sure that an appropriate number of trained first aid personnel are present in the school at all times
- Making sure that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
- Making sure all staff are aware of first aid procedures
- Making sure appropriate risk assessments are completed and appropriate measures are put in place
- Undertaking, or making sure that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- Making sure that adequate space is available for catering to the medical needs of pupils
- Reporting specified incidents to the HSE when necessary (see section 6)

3.4 Staff

School staff are responsible for:

- Making sure they follow first aid procedures
- Making sure they know who the first aiders in school are
- Completing accident reports (see appendix 2) for all incidents they attend to where a first aider is not called
- Informing the headteacher or their manager of any specific health conditions or first aid needs

4. First aid procedures

4.1 In-school procedures

In the event of an accident resulting in injury:

- The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment
- The first aider, if called, will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on the scene until help arrives
- If the injured person (or their parents/carers, in the case of learners) has not provided their consent to the school to receive first aid, the first aider will act in accordance with the alternative arrangements (for example, contacting a medical professional to deliver the treatment)
- The first aider will also decide whether the injured person should be moved or placed in a recovery position
- If the first aider judges that a learner is too unwell to remain in school, parents will be contacted and asked to collect their child. On the parents/carers' arrival, the first aider will recommend next steps to them
- If emergency services are called, the office/administration staff will contact parents immediately
- The first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury

As Heritage House School has an Early Years Foundation Stage provision, there will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times.

4.2 Off-site procedures

When taking learners off the school premises, staff will make sure they always have the following:

- A school mobile phone
- A portable first aid kit including, at minimum:
 - A leaflet giving general advice on first aid
 - 6 individually wrapped sterile adhesive dressings
 - 1 large sterile unmedicated dressing
 - 2 triangular bandages – individually wrapped and preferably sterile
 - 2 safety pins
 - 1 individually wrapped moist cleansing wipes
 - 2 pairs of disposable gloves
- Information about the specific medical needs of learners

➤ Parents' contact details

When transporting learners using a minibus or other large vehicle, the school will make sure the vehicle is equipped with a clearly marked first aid box containing, at minimum:

- 10 antiseptic wipes, foil packed
- 1 conforming disposable bandage (not less than 7.5cm wide)
- 2 triangular bandages
- 1 packet of 24 assorted adhesive dressings
- 3 large sterile unmedicated ambulance dressings (not less than 15cm x 20 cm)
- 2 sterile eye pads, with attachments
- 12 assorted safety pins
- 1 pair of rustproof blunt-ended scissors

Risk assessments will be completed by the class teacher prior to any educational visit that necessitates taking learners off school premises.

The procedure in 4.1 will be followed as closely as possible for any off-site accidents (though whether the parents/carers can collect their child will depend on the location and duration of the trip).

There will always be at least 1 first aider with a current paediatric first aid (PFA) certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

For school trips and visits for learners across the rest of the school, there will always be at least 1 first aider present on school trips and visits

5. First aid equipment

A typical first aid kit in our school will include the following:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings (assorted sizes)
- 2 sterile eye pads
- 2 individually wrapped triangular bandages (preferably sterile)
- 6 safety pins
- 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings
- 3 pairs of disposable gloves

No medication is kept in first aid kits.

First aid kits are stored in:

- Both school offices
- Each classroom
- The school kitchen
- LEAF Dining hall
- LEAF Centre FLAT
- Construction workshop

- The school Cafe
- Each School minibus

See section 4.2 for first aid equipment off the school site.

6. Record-keeping and reporting

6.1 First aid and accident record book

- An accident form will be completed by the first aider or relevant member of staff on the same day or as soon as possible after an incident resulting in an injury
- As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form at appendix 2
- For accidents involving learners, a copy of the accident report form will also be added to the learner's records by administration staff.
- Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of. Records are kept by school for 8 years.
- Accident and first aid records will also be reported to the local authority

6.2 Reporting to the HSE

The School Business Manager will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The School Business Manager will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School staff: reportable injuries, diseases or dangerous occurrences

These include:

- Death
- Specified injuries, which are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding) which:
 - Covers more than 10% of the whole body's total surface area; or
 - Causes significant damage to the eyes, respiratory system or other vital organs
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia

- Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the School Business Manager will report these to the HSE as soon as reasonably practicable and in any event within 15 days of the accident
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
 - Carpal tunnel syndrome
 - Severe cramp of the hand or forearm
 - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach
 - Hand-arm vibration syndrome
 - Occupational asthma, e.g. from wood dust
 - Tendonitis or tenosynovitis of the hand or forearm
 - Any occupational cancer
 - Any disease attributed to an occupational exposure to a biological agent
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
 - An electrical short circuit or overload causing a fire or explosion

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences

These include:

- Death of a person that arose from, or was in connection with, a work activity*
- An injury that arose from, or was in connection with, a work activity* and the person is taken directly from the scene of the accident to hospital for treatment

*An accident “arises out of” or is “connected with a work activity” if it was caused by:

- A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)
- The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or
- The condition of the premises (e.g. poorly maintained or slippery floors)

Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)
<http://www.hse.gov.uk/riddor/report.htm>

6.3 Notifying parents

The class teacher will inform parents of any accident or injury sustained by a learner, and any first aid treatment given, on the same day, or as soon as reasonably practicable using the school’s Family Information Form (see appendix 3) Parents will also be informed if emergency services are called.

7. Training

All school staff are able to undertake first aid training if they would like to.

All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The school will keep a register of all trained first aiders, what training they have received and when this is valid until (see appendix 4).

The school will arrange for first aiders to retrain before their first aid certificates expire. In cases where a certificate expires, the school will arrange for staff to retake the full first aid course before being reinstated as a first aider.

At all times, at least 1 staff member will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework. The PFA certificate will be renewed every 3 years.

8. Monitoring arrangements

This policy will be monitored and reviewed by the first aiders and Deputy Head every year

At every review, the policy will be approved by the full governing board.

The first aid provision will be reviewed by the first aiders at least annually.

9. Links with other policies

This first aid policy is linked to the:

- Health and safety policy
- Risk assessment policy
- Policy on supporting pupils with medical conditions
- Safeguarding policy
- Relationships Policy

Appendix 1: list of First Aiders

STAFF MEMBER'S NAME	ROLE	CONTACT DETAILS
Sharon Bennett	LSA/ First Aid at Work	School office-
Pete Hardwick	Driver, H&S Admin/Paediatric First Aid	External- 01494 771445 Internal- 220
Claire Boundy	LSA/ First Aid at Work	School office-
Bryony Gipson	LSA/ Paediatric First Aid	External 01494 771445 Internal 201
Dee Parsons	LSA/ Paediatric First Aid	

Appendix 2: accident report form (ASSESSNET FORM)



Incident – Injury Form

Please complete and pass on to a designated incident reporter

For use with www.assessnet.co.uk

About the Incident

Accident Centre	
When the incident occurred	/ / : (DD/MM/YYYY HH:MM)
What department is associated with the incident?	
Where did the incident happen? (i.e. customer car park)	

About the person who was injured

Name	
Street	
Town / City	
County	
Postcode	
Occupation	
Status	
Gender	Male / Female
Age (Years)	
Contact Number	
Contact Email	

About the person filling in this form

Name	
Street	
Town / City	
County	
Postcode	
Occupation	
Contact Number	
Contact Email	

About the Injury

Enter as much detail as possible

Injury Type	
Apparent Cause	
Part of body affected	

Where did the injury happen? Specify the room or place where the accident occurred	
How did the injury happen? What injuries were sustained? Give the cause if you can. In the event of any personal injury, please specify.	
What materials were used during treatment / first aid? E.g. bandages, plasters etc.	
Follow up actions Describe what has been done to prevent a recurrence	

Lost Time Analysis

Please state the number of days this person has been away from work or unable to do their normal job	Days
Includes day of incident (Mark Yes if the value above includes the day on which the incident took place)	Yes / No

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995

Section A (If the injury occurred to an Employee / Trainee / Self employed person complete this Section)

Did this injury result in a fatality	Yes / No
Did this injury result in a major injury (e.g. Fracture other than fingers or toes, Amputation, Loss of sight, Acute illness etc)	Yes / No
Did the accident cause the person to be away from work or unable to do their normal job for MORE THAN 7 days? (refer to number of days entered above)	Yes / No
Did the employee / trainee / self employed person remain in hospital for 24 hours or more?	Yes / No

Section B (If the injury occurred to a Member of the public / Volunteer / Service user complete this section)

Did this injury result in a fatality	Yes / No
Was the member of the public / volunteer taken to hospital by any means?	Yes / No

Note: If any of the above were answered Yes, then please report to RIDDOR

If this accident is RIDDOR reportable, please fill out these few sections

Was the injured person ... (Please tick one)

<input type="checkbox"/>	One of your employees?
<input type="checkbox"/>	On a training scheme? Give details
<input type="checkbox"/>	On work experience?
<input type="checkbox"/>	Employed by someone else? Give details
<input type="checkbox"/>	Self-employed and at work?
<input type="checkbox"/>	A member of the public? (Includes volunteers and service users)

Was the injury ... (Please tick one)

<input type="checkbox"/>	A fatality?
<input type="checkbox"/>	a major injury or condition?
<input type="checkbox"/>	an injury to an employee or self-employed person which prevented them from doing their normal work for more than 3 days?
<input type="checkbox"/>	an injury to a member of public which meant they had to be taken from the scene of the accident to a hospital for treatment?

Did the injured person ... (Please tick all that apply)

<input type="checkbox"/>	Become unconscious?
<input type="checkbox"/>	Need resuscitation?
<input type="checkbox"/>	Remain in hospital for more than 24 hours?
<input type="checkbox"/>	None of the above?

Appendix 3: Family Information form



Family Information



Name of Learner		Class:	Phase:
Date:	Time:		
Description			
Support for Learner			
Outcomes			
Updates			
Parents Feedback			
Response			
Signed		DSL/ SLT	Class Teacher
		Parent	



Appendix 4: first aid training log

NAME/TYPE OF TRAINING	STAFF WHO ATTENDED (INDIVIDUAL STAFF MEMBERS OR GROUPS)	DATE ATTENDED	DATE FOR TRAINING TO BE RENEWED (WHERE APPLICABLE)
First Aid at Work	Sharon Bennet Claire Boundy	Refresher 13/7/23 & 14/7/23 2/8/23	July 2026 August 2026
Paediatric First Aid	Dee Parsons Bryony Gipson Pete Hardwick	17/7/23 17/7/23 27/3/26	July 2026 July 2026 March 2029
Emergency Medicines	All staff	17/9/25	September 2026
Asthma	All staff	Various dates	Yearly
Anaphylaxis	All staff	Various dates	Yearly