



First Aid Policy

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| Date of review: Summer 2025 | Policy Manager: Business Manager |
| Review cycle: Annually | Date of next review: Summer 2026 |

1. Statement of Intent

Great Ballard School has an appointed person (Business Manager) for the Health and Safety of the School's students, employees and anyone else on the premises. This includes all teaching and non-teaching staff, volunteers, children and visitors (including contractors). The Business Manager must ensure that a risk assessment of the school is undertaken and that the appointments, training and resources for first aid arrangements are appropriate and in place. This policy applies to the whole school including EYFS.

2. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all students, staff and visitors.
- Ensure that staff and the Board of Governance 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.

3. Roles and Responsibilities

The management of first aid at Great Ballard is undertaken by the Business Manager, Hannah Ward. On a day-to-day basis, the school has employed a School Nurse as the first point of contact for all first aid and medical issues or emergencies. In addition, there are a number of staff across the school who have had first aid training and will be called upon as first responders if required (see appendix 1).

3.1 School Nurse & Designated First Aider

The School Nurse and Designated First Aider is Lindsay Young. The School Nurse is responsible for:

- Taking charge when someone is injured or becomes ill.
- Ensuring there is an adequate supply of medical materials in first aid kits and replenishing the contents of these kits.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.
- Sending students home to recover, where necessary.
- Ensuring that parents/guardians have been communicated with as appropriate.

First aiders are trained and qualified to carry out the role and are responsible for:

- Acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, conduct a DRABC primary survey, where necessary, and provide immediate and appropriate treatment.
- Completing an accident report in the Medical Centre module in iSAMS on the same day or as soon as is reasonably practicable.

A list of first aiders is included in Appendix 1 of this policy and is also displayed in both staffrooms.

3.2 The Proprietor

The Proprietor has ultimate responsibility for health and safety matters but delegates operational matters and day-to-day tasks to the Headteacher and Business Manager.

3.3 The Health & Safety Manager

The Health & Safety Manager is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of first aid personnel are present in school at all times.
- Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role.
- Ensuring all staff are aware of first aid procedures.
- Ensuring appropriate risk assessments are completed and appropriate measures are put in place.
- Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place.
- Ensuring that adequate space is available for catering to the medical needs of students.
- Completing RIDDOR reports where necessary.

3.4 Staff

Great Ballard Staff are responsible for:

- Ensuring they follow first aid procedures.
- Ensuring they know who the first aiders in the school are.
- Ensuring they know which children have known medical conditions/allergies.
- Completing accident reports for all incidents they attend (see appendix 2).
- Informing the Headteacher or Business 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 first aider or the School Nurse, as deemed appropriate.
- The School Nurse, if called, will assess the injury, conduct a DRABC primary survey if required and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives.
- If the School Nurse judges that a student is too unwell to remain at School, parents/guardians will be contacted to ask to collect their child. Upon their arrival, the School Nurse will provide a first aid update.
- If emergency services are called, the School Nurse will contact parents/guardians immediately.
- The School Nurse will complete an accident report in the Medical Centre module in iSAMS as soon as is reasonably practical after an incident resulting from an injury.
- The Health & Safety Manager will complete a RIDOOR report if necessary.

4.2 Off-site procedures

When taking students off site, staff will ensure they always have the following:

- A mobile phone.
- A portable first aid kit.
- Information about the specific medical needs of students.
- Parents'/guardians' contact details.

Risk assessments will be completed by the staff member with responsibility for organising the trip prior to any educational visit that necessitates taking students off site. A qualified first aider will be present for all trips.

5. First Aid Equipment

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

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted size
- Scissors
- Yellow paper bracelets for head injuries

- Cold compresses (in travel kits & games kits), otherwise cold compresses are stored in Finance Office and at Reception.

NB: No medication is kept in first aid kits.

First aid kits are stored in:

- Medical Room
- Reception (including kits to be taken for off site trips)
- All five minibuses
- Science labs
- Cookery room
- In Year 1 classroom for shared access between Year 1 and Year 2
- In Nursery for shared access between Nursery and Reception.
- Shine Hub
- Swimming Pool
- Pavilion
- Forest School
- Sports Office (for games, away fixtures & trips)

6. Record-keeping and reporting

6.1 Communication across the school site

Walkie talkies are stored in the Support Office and must be taken to the top field for games, to Forest School and to the swimming pool. Mobile phones are used for school trips etc for use in an emergency.

6.2 First aid and accident reporting

- An electronic accident form will be completed in the Medical Centre module in iSAMS by the School Nurse 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 the information included on the accident form.

6.3 RIDDOR reporting

The Health & Safety 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).

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries, which are:
 - Fractures, other than to fingers, thumbs and toes.
 - Amputations.

- Any injury likely to lead to permanent loss of sight or reduction in sight.
- Any crush injury to the head or torso causing damage to the brain or internal organs.
- Serious burns (including scalding).
- Any scalping requiring hospital treatment.
- Any loss of consciousness caused by head injury or asphyxia.
- Any other injury arising from working in an enclosed space which leads to hypothermia or head-induced illness or requires resuscitation or admittance to hospital for more than 24 hours.
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident).
- Where an accident leads to someone being taken to hospital.
- 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.

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

<https://www.hse.gov.uk/riddor/report.htm>

6.4 Notifying Parents/Guardians

The first responding first aider or School Nurse will inform parents/guardians of any accident or injury sustained by a student and any first aid treatment given, on the same day, or as soon as reasonably practicable.

7. Administering & Storing Medication

All medication and treatments are stored in a locked First Aid cupboard or a locked medical fridge in the medical room. Any medication or treatment administered must be recorded on iSAMS with the reason for giving it, date and time (see appendix 2).

Non-prescription medication such as Calpol, will only be given if there is permission logged for a particular child. Parents are always called first before Calpol is administered to check a) the parent/guardian is happy for Calpol to be administered and b) to check if it has already been administered by the parent/guardian earlier that day and if so, what time.

Any medicines brought in by parents must be in the original packaging, named and accompanied by a written request, which should be signed, stating what should be

administered, along with the dosage and time to be given. This will be stored in the secure medicine cupboard at Reception or in the refrigerator, if appropriate.

8. Head Injuries

If a child has sustained a head injury at school, however minor, they are given a yellow wrist band to wear so that other staff are alerted if the child is behaving unusually (see appendix 3). These are kept in first aid kits with spares at Reception. Parents/guardians are notified if their child has sustained a head injury for monitoring purposes.

Please refer to the school's Head Injury and Concussion Prevention & Management Policy.

9. Defibrillator

A Defibrillator with both child and adult pads is stored in an external cabinet fixed to the external wall of the changing rooms in the courtyard with all necessary equipment. It is regularly checked.

10. Awareness of student medical conditions

A list of all children with any medical requirements or allergies. is posted on both staff room notice boards. Each form tutor is given a list of all children in their class with any medical requirements or allergies. All teaching staff should make themselves familiar with both their class list of medical conditions but also the whole school list in the staffrooms. These are updated regularly, added to if a new pupil joins the school, or when any child's medical requirements change.

The Catering Manager has a list of all children who have any allergies or dietary requirements.

11. Training

Great Ballard aims to train as many first aiders as possible. All first aiders must have completed a training course and must hold a valid certificate of competence of show this. The School keeps a register of all trained first aiders, what training they have received and when this is valid until.

Training is arranged for staff when they need to renew their first aid training.

12. Monitoring arrangements

This policy will be reviewed by the Business Manager annually but updated beforehand as and when required.

13. Linked Policies

- Health & Safety Policy
- Head Injury and Concussion Prevention & Management Policy
- Asthma Policy

APPENDIX 1 – FIRST AIDERS

Paediatric First Aiders:

| Staff Name | Role | Training valid to |
|-------------------|---------------------|--------------------------|
| Yvonne Barr | Head of EYFS | April 2026 |
| Stefannie Wright | Pre-Prep Teacher | April 2026 |
| Kate Bresser | Pre-Prep Teacher | September 2027 |
| Jenna Morris | Nursery Room Leader | September 2028 |
| Rachael Stenning | Class Teacher | September 2028 |
| Claire du Plessis | Pre-Prep HLTA | September 2028 |

First Aiders:

| Staff Name | Role | Training valid to |
|-------------------|--------------------------|--------------------------|
| Becki Lendrum | Sports Teacher | February 2026 |
| Sally Brooks | SENDCo | September 2026 |
| Jamie Duffield | Maths Teacher | September 2026 |
| Jevan Fletcher | Science Teacher | September 2026 |
| Daniel Joseph | Deputy Head Pastoral | September 2026 |
| Lisa Lyons | Head of Music | September 2026 |
| Katie Morgan | Class Teacher | September 2026 |
| Chris New | Minibus Driver | September 2026 |
| Jess Stanley | Class Teacher | September 2026 |
| Thomas Beglin | Computer Science Teacher | September 2028 |
| Catherine Vullo | Class Teacher | September 2028 |
| Emily Wentzell | Receptionist | September 2028 |
| Joe Follows | Geography Teacher | September 2028 |
| Chloe Johnson | Class Teacher | September 2028 |
| Spencer Leclercq | Games Teacher | September 2028 |
| Joel Lodge | Science Teacher | September 2028 |
| Niamh Andersson | Games Teacher | September 2028 |

APPENDIX 2 – ACCIDENT REPORTING PROCEDURE

1. Log into iSAMS.
2. Using the waffle, go to Medical Centre.
3. Under Module Overview, click on 'Add Appointment'.
4. Choose the 'visit type' from the dropdown menu and select 'accident'.
5. Add as much information as you can about the incident in the 'Reason' box.
6. Select the location, enter dates and times.
7. Choose where the incident happened from the dropdown menu under 'Arrived From'.
8. Choose where the child departed to from the drop down menu under 'Departed To'.
9. Whether the child went back to school or left site, select the transport type from dropdown menu under 'Departed by Transport'.
10. If no medication was administered click 'save and close'.
11. If medication was administered, click 'save and dispense' and enter the details the for requests. Add as much information as you can in the notes section.

APPENDIX 3 – YELLOW WRIST BRACELETS

If a child has sustained a head injury, once they have been checked over by a first aider, the child will be given a yellow wrist band if they are well enough to go back to class.

The yellow wristband will have written on it the time and location of the incident and the first aider who responded.

The child is then to be sent to the School Nurse to be checked over if the School Nurse was not the first responder.

Staff and parents are made aware that a yellow wristband signifies a head injury and to carefully monitor the child in their care.