



First Aid Policy

The Positive Impact Group

Effective Date

June 2026

Review Date

June 2027



Policy Statement

Positive Impact Primary Academy is committed to providing emergency first aid provision, in order to deal with accidents and incidents affecting staff, pupils and visitors. The setting will take every reasonable precaution to ensure the safety and wellbeing of all staff, pupils and visitors.

This policy has been produced in accordance with The Positive Impact Primary Academy's Health and Safety Policy to ensure that all health and safety issues relating to the provision of First Aid at work are adequately managed. The Positive Impact Primary Academy is committed to protecting the health, safety, welfare and wellbeing of its employees and others who may be affected. It is essential, therefore, that everyone who works for or undertakes work on behalf of The Positive Impact Primary Academy adheres to the requirements of this policy. The application of this policy will ensure that, so far as is reasonably practicable, The Positive Impact Primary Academy meets all relevant statutory requirements regarding the general provision of first aid and duty of care.

Nothing in this policy will 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 in the event of a medical emergency before implementing the terms of this policy and make clear arrangements for liaison with ambulance services on site.

Policy Aims

This policy aims to:

- Ensure that the school has adequate, safe and effective first aid provision for every pupil, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- Ensure that staff and pupils are aware of the procedures in the event of any illness, accident or injury.
- Ensure that medicines are only administered at the school when express permission has been granted for this.
- Ensure that all medicines are appropriately stored.
- Promote effective infection control.

Legal Framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2000) 'Guidance on first aid for schools'
- DfE (2019) 'Automated external defibrillators (AEDs)'

The policy is implemented in conjunction with the following policies:

- Health and Safety Policy
- Positive Relationship and Behaviour Policy
- Safeguarding and Child Protection Policy

Definitions and Terminology

First Aid at Work

This is the application of treatment for the purpose of preserving life and minimising the consequences of injury and illness, until medical help/treatment is obtained, where necessary.

- People at work can suffer injuries or become ill. It doesn't matter whether the injury or illness is caused by the work they do or not; it is important to give them immediate attention and call an ambulance in serious cases. First aid at work covers the arrangements we need to make to ensure this happens. It can save lives and prevent minor injuries from becoming major ones.
- It is important to remember that accidents and illness can happen at any time. First-aid provision needs to be always available when people are at work. It does not include giving tablets or medicines to treat illness as stated in The Positive Impact Primary Academy's 'Administration of Medicines' Policy.

First Aid Needs Assessment

This is an assessment undertaken by managers to identify what first aid provision is required. It must be identified by an assessment because the provision is dependent on the circumstances within that workplace/ premise and the activities undertaken.

Emergency First Aider

A person holding a valid certificate in 'Emergency First Aid at Work' (EFAW) issued by an organisation whose training and qualifications are approved by the Health and Safety Executive (HSE). A certificate will be issued with details of the level of competence and will be valid for 3 years. Subject to risk assessment, in low-level risk environments or where service delivery needs may be better supported, this will involve attendance on a 1-day (6 hours) Emergency First Aid at Work training course, which includes ongoing assessment throughout the day, but no practical assessment.

First Aider

A person holding a valid certificate in 'First Aid at Work' (FAW) issued by an organisation whose training and qualifications are approved by the Health and Safety Executive (HSE). This will involve attendance on a 3-day (18 hours) training course, which includes a practical assessment. A certificate will be issued with details of the level of competence and will be valid for 3 years. A 2-day (12-hour) requalification course, including a practical assessment, must be taken before the certificate expiry date to demonstrate continuing competence.

The FAW training includes EFAW and also equips the first aider to apply first aid to a range of specific injuries and illnesses.

Roles and Responsibilities

Directors, Managers and Line Managers must ensure that a first aid needs assessment is undertaken to ensure that first aid arrangements are adequate and appropriate in the circumstances. This means that enough suitably trained staff are available to:

- Give immediate help to casualties with injuries or illness that may occur at work, and call an ambulance or for other professional help.
- Suitable persons are available to provide first aid cover in accordance with the requirements of this policy and specific risk assessments made within individual departments.

- First aiders and Emergency First Aiders receive appropriate training to carry out their duties.
- First Aiders re-qualify before the expiry date of their Certificate, when still required to carry out this function.
- Inform employees about the first aid arrangements for their place of work on day one as part of their induction (this will include the location of equipment and personnel).
- Display at least one first aid notice, in a prominent place, to inform employees and visitors of the first aid arrangements.
- As part of the annual health and safety workplace inspection, ensure that the first aid box is being checked regularly by first aiders and that it contains the required content.
- First-aid rooms are only provided when the first aid needs assessment determines one is necessary. For The Positive Impact Academy, there must be a suitable room that can be used for medical treatment when required.

The Head of Primary Academy must:

- Consider the first aid needs assessment as a building requirement rather than on an individual team basis for large, shared office buildings. This is to ensure adequate and proportionate cover for first aid across that building.
- Ensure there are adequate First Aid Notices indicating the names and location of First Aiders and/or Emergency First Aiders and First Aid boxes, around the premises, in a prominent place.
- Agree on common first aid arrangements where a workplace is shared with other organisations.
- Ensure that contractors and others working temporarily on the premises are familiar with the first aid arrangements as part of the signing procedure.

First Aider must:

- Attend 3-day HSE-approved First Aid at Work training (FAW) and 2-day requalification training prior to the 3-year expiry date.
- In accordance with the training, treat any minor injuries, preserve life in an emergency and prevent an injury from becoming worse.
- Call the emergency services to summon an ambulance or other professional help when necessary.
- Be responsible for the restocking of first aid boxes.

- Ensure that a record of first-aid treatment is kept of treatment given for injuries and ill health that are because of a workplace accident/incident.
- Only provide first aid in accordance with the training received.

Emergency First Aiders must:

- Attend the 1-day HSE Emergency First Aid at Work (EFAW) training that is delivered by a HSE-approved training provider.
- Undertake an annual refresher where an assessment deems this necessary. Take charge of the first-aid arrangements.
- Ensure that those responsible for restocking first aid boxes are informed when supplies are required.
- Call the emergency services to summon an ambulance or other professional help when necessary.
- Provide emergency first aid in accordance with the training received.

Employees will:

- Make themselves aware of the first aid provision within The Positive Impact Primary Academy (First Aider/Emergency First Aider) and how to contact them.
- Seek first aid in accordance with their local arrangements if first aid is required, and do not provide first aid treatment at work unless trained to do so.

First-Aid Arrangements and Organisation

The First-Aid Needs Assessment depends on the circumstances of each workplace, premise or work activity. The designated member of the Senior Leadership Team and Managers must assess first aid needs on an annual basis. This assessment will be reviewed by the Warwickshire County Council through a Health and Safety inspection on a three-yearly basis.

The 'First Aid Needs Assessment Record Sheet' must be used in conjunction with individual departments' risk assessments to ascertain the basic first aid provision requirement across The Positive Impact Primary Academy, and then identify other considerations which may require that basic provision to be increased or provided in an alternative way.

The training required by the trained personnel is an integral part of The Positive Impact Group's CPD programme, with all courses being certified in accordance with HSE guidance. Nationally, annual refresher training is not mandatory for FAW/EFAW-certified first aiders. An opportunity is provided for those holding the certificates to retake the course as and when appropriate.

First-Aid Provision

The minimum level of first aid equipment is suitably stocked in a properly identified first aid box. Each work site should provide at least one first-aid box supplied with enough first-aid materials suitable for the circumstances. All first-aid boxes must be checked regularly and restocked as soon as possible after use. This is the responsibility of the First Aider or Emergency First Aider. Depending on the findings of the first aid needs assessment, more than one box may be required on large sites, and the size of the box may differ. The boxes should be easily accessible and preferably placed near hand-washing facilities. The boxes should be identified by a white cross on a green background.

The first aid stock is determined by the findings of the first aid needs assessment in conjunction with subject risk assessments. However, as a minimum (for low-hazard work activities), the following stock should be included in a standard first aid box:

- 20 individually wrapped sterile plasters (assorted sizes), appropriate to the type of work (for example, food handlers will need ones that can be easily seen; and hypoallergenic plasters can be provided, if necessary).
- 2 sterile eye pads.
- 4 individually wrapped triangular bandages, preferably sterile.
- 6 safety pins.
- Mouth guard.
- 2 large sterile individually wrapped unmedicated wound dressings.
- 6 medium-sized individually wrapped unmedicated wound dressings, and a pair of disposable (non-latex) gloves.

A travelling first aid box will include:

- A leaflet giving general guidance on first aid (for example, 'Basic Advice on First Aid at Work' from the HSE).

- 6 individually wrapped sterile plasters (hypoallergenic plasters can be provided, if necessary).
- 2 triangular bandages.
- 2 safety pins.
- Mouth guard.
- 1 large sterile unmedicated dressing.
- Individually wrapped moist cleansing wipes.
- A pair of disposable (non-latex) gloves.

First aid at work does not include giving tablets or medicines to treat illness. The only exception to this is where aspirin is used when giving first aid to a casualty with a suspected heart attack in accordance with current medical advice and currently accepted first aid practice. Refer to the Administration of Medicine's Policy for guidance on the administration of medication in The Positive Impact Primary Academy.

There is no specific legal requirement for employers to provide AEDs in the workplace.

Education (School Premises) Regulations 1996 require The Positive Impact Primary Academy to have a suitable room that can be used for medical treatment when required, and for the care of the pupils during school hours. The area, which must contain a washbasin and be reasonably near to a WC, need not be used solely for medical purposes, but should be appropriate for that purpose and readily available for use when needed. The Positive Impact Primary Academy should consider using this room for first aid.

The Positive Impact Primary Academy Procedures

In the event of an accident resulting in injury:

- The closest member of staff present will seek the assistance of a qualified first aider. The pupil will either be moved to the medical room, if appropriate, or remain where they are to be assessed.
- The first aider will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives. If the first aider judges that a pupil is too unwell to remain in The Positive Impact Primary Academy, parents will be contacted and asked to collect their child. If emergency services are called, a member of staff will contact parents

immediately. In principle, a member of staff will not travel with a student to the hospital unless in exceptional circumstances.

- In the event of a student self-reporting for first aid/illness/injury, the pupil should report to a member of staff if feeling unwell or needing first aid.
- The member of staff will locate the nearest appropriate first aider who will assess the illness and/or injury.
- No over-the-counter medication will be given, but the illness/injury will be treated as necessary; if it is deemed necessary, the parent/carer will be contacted to collect the student (please refer to the Administration of Medicine Policy).

For all first aid/treatment, the first aider will complete a report form on the same day or as soon as is practical.

Monitoring and Review

To ensure the effective application of this policy, The Positive Impact Primary Academy is required to have in place arrangements for monitoring and reviewing its implementation at regular intervals. The policy review needs to promote a cycle of continuous improvement; therefore, any actions identified to ensure this should be considered and implemented where reasonably practicable. Successful monitoring and review rely on commitment from managers at all levels and should therefore be included as an integral part of the annual Health and Safety review. The Positive Impact Primary Academy also has a WCC inspection of Health and Safety, which also covers First Aid on a 3-year basis.

This policy is reviewed annually.

Overall responsibility lies with the Director, who liaises with the Senior Leadership Team to ensure a robust and sustainable model of Leadership.

Signed by Director



James Armson