

Clitheroe Royal Grammar School

First Aid Policy

Staff member responsible: Deputy Headteacher
Governors' Committee: Students and Staffing

Aims

The aims of our first aid policy are to:

Ensure the health and safety of all staff, students and visitors

- Ensure that staff and governors are aware of their responsibilities with regard to first aid and emergency medical response
- Provide a framework for responding to incidents, recording and reporting outcomes, and ensuring that students with medical conditions are supported safely in school
- Clarify the school's arrangements for emergency asthma inhalers and emergency adrenaline auto-injectors (AAIs) where these are held by the school legislation and guidance

This policy is based on advice from the Department for Education (DfE), Department of Health and Social Care (DHSC), the Health and Safety Executive (HSE) and the following legislation and guidance:

- 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
- Social Security (Claims and Payments) Regulations 1979
- The Children and Families Act 2014, section 100 (duty to support students with medical conditions)
- Supporting pupils with medical conditions at school (DfE statutory guidance)
- Emergency asthma inhalers for use in schools (DHSC guidance)
- Using emergency adrenaline auto-injectors in schools (DHSC guidance)
- Clarification of adrenaline autoinjector guidance for schools (MHRA, 2023)
- Equality Act 2010
- As of March 2026, the Department for Education has launched a consultation on updated statutory guidance for supporting pupils with medical conditions at school, including strengthened expectations around published medical conditions policies, allergy safety policies, individual healthcare plans, and the recording and learning from serious incidents and near misses. Until updated statutory guidance is formally issued, the school will continue to comply with the current statutory and departmental guidance listed above while taking reasonable preparatory steps to align practice with the direction of travel in national policy.

Roles and responsibilities

Appointed person(s) and first aiders

The school's appointed person is the Deputy Headteacher responsible for the Medical Policy. Responsibility for responding appropriately to incidents requiring First Aid assistance is delegated to the designated (trained) First Aider on duty at that time.

They are 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

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 students home to recover, where necessary
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident
- Keeping their contact details up to date

Our school's [appointed person(s) and/or first aiders] are listed in the First Aider register. Their names will also be displayed prominently around the school.

The Governors

The Governors have ultimate responsibility for health and safety matters in the school, but delegate operational matters and day-to-day tasks to the Headteacher and staff members.

The Headteacher

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

- Ensuring that an appropriate number of appointed persons and/or trained first aid personnel are present in the 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
- Reporting specified incidents to the HSE when necessary (see Section 6)

Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders and/or appointed person(s) in school are
- Completing accident reports for all incidents they attend to where a [first aider/appointed person] is not called
- Informing the Headteacher or their manager of any specific health conditions or first aid needs

First aid procedures

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
- 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 student is too unwell to remain in school, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- If emergency services are called, a member of the site Main Office team will contact parents immediately
- The [first aider/relevant member of staff] will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury
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Off-site procedures

When taking students off the school premises, staff will ensure 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 un-medicated dressing
- 2 triangular bandages – individually wrapped and preferably sterile
- 2 safety pins
- Individually wrapped moist cleansing wipes
- 2 pairs of disposable gloves
- Information about the specific medical needs of students
- Parents' contact details

When transporting students 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 × 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 lead staff member (in conjunction with the Educational Visits Co-ordinator) prior to any educational visit that necessitates taking students off school premises.

There will always be at least 1 first aider on school trips and visits.

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:

- The medical rooms
- Main Offices
- Sports Hall
- Science block
- All Design and Technology classrooms
- The school kitchens
- School vehicles

Record-keeping and reporting

First aid and accident record book

- An accident will be logged on the EVERY system, completed by the [first aider/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
- A copy of the accident report form will also be added to the student's educational record by a member of the appropriate Main Office team
- Records held on the EVERY system 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

Reporting to the HSE

The Estates 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 Estates Manager will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident.

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 scalding 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
- 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:

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

Notifying parents

The relevant First Aider or Main Office staff will inform parents 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.

Reporting to Ofsted and child protection agencies

The Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a student while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

The Headteacher/Deputy Headteacher will also notify Lancashire County Council Children's Services of any serious accident or injury to, or the death of, a student while in the school's care.

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.

The school will arrange for first aiders to re-train 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.

In addition, the school should ensure that relevant staff receive proportionate training and/or briefing in relation to:

- medical conditions awareness
- asthma emergencies and use of emergency inhalers
- anaphylaxis awareness and use of adrenaline auto-injectors
- any specific student needs where training is reasonably required to keep that student safe

Monitoring arrangements

This policy will be reviewed by the Deputy Headteacher every year.

At every review, the policy will be approved by Governors.

This policy should be read in conjunction with any other relevant policies, including:

- Health and Safety Policy
- Medical Needs Policy
- Safeguarding and Child Protection Policy
- Educational Visits Policy
- School Emergency Plan

Date of last review:	July 2026
Date of approval by Governors:	July 2026
Date to be reviewed:	April 2027

* Upon review, the procedures (including first aid kit) are to form an appendix to the policy