

Date written /reviewed:	13 th May 2026 (reviewed)	
Written/reviewed by:	Gill Viner (Director of Operations)	
Board approval:	Date:	22 nd May 2023
	Signed:	
	Position:	Trustee
Review due by:	13 th May 2027	
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Substantive changes since last review:	No longer referencing DfEE Guidance on First Aid in Schools- now refer to HSE Guidance on First Aid at Work. Updated reference to current RIDDOR. Changed 'Education (School Premises) Regulations 1996' to The School Premises (England) Regulations 2012.	

First Aid Policy

Introduction

The The Health and Safety (First Aid) Regulations 1981 (as amended) and current Health and Safety Executive guidance, set out what the employer must do. Although the Regulations apply to employees, schools have a duty of care for pupils.

This policy reflects the requirements for provision of First Aid as set out in the Independent School Standards, Acorn AP's Health and Safety Policy, and takes account of requirements set out in the DfEE document 'Guidance on First Aid in Schools'.

Annex B provides the unique local procedures, as identified by the risk assessment in Annex A. Additional advice on administering medicines is available in the Medicines Policy.

Risk Assessment

Annex A contains a risk assessment that is reviewed at least annually. This should be used in conjunction with Appendix 3 of First Aid at Work, The Health and Safety (First Aid) Regulations 1981 to determine the minimum level of first aid provision required at the centre.

Centre Requirements

The centre *must* have:

- A 'sufficient' number of suitably stocked first aid boxes¹
- A suitable first-aid room² (if registered as an independent school)
- An 'appointed person' whose duties are:
 - To maintain first-aid boxes
 - To take charge when someone is injured, becomes ill or in an emergency situation
 - To administer emergency first aid, but only if trained to do so.
- A system for recording accidents
- Efficient mechanisms to inform all staff of first aid arrangements, i.e. first aid notices displayed in prominent places/staff induction.

The centre *should* have:

- A 'sufficient' number of first aiders at appropriate locations who must:
 - Have received HSE approved training and updated every 3 years,
 - Give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school
 - Be available whenever the need arises and may call an ambulance or professional assistance.
- Identified in the Risk Assessment, those pupils with medical conditions, such as epilepsy, asthma or severe allergies. All staff should be made aware of their

¹ Paragraphs 56 – 59 Health and Safety Executive (HSE) guidance on First Aid at Work and current Independent School Standards requirements.

² The Independent School Standards and School Premises requirements as applicable. – non-statutory guidance

conditions and alert to the need for prompt action.

There is no set number of first aiders, but the appropriate number should be determined on the basis of the risk assessment. Careful thought should be given to first aid provision for offsite visits and out of hours workers – first aid provision must be available at all times while people are on the premises and also off the premises whilst on visits.

First Aid Containers

These must be marked with a white cross on a green background and made easily accessible. Additional First Aid Containers will be needed for off-site activities. It is recommended that each container is checked and re-stocked monthly and is maintained in a good condition and includes as a minimum:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings, assorted sizes (or 6 in off-site kit)
- two sterile eye pads (not required in off-site kit)
- 3 medium sterile un-medicated wound dressing – approx. 12cm x 12cm (not required in off-site kit)
- 2 large sterile un-medicated wound dressing – approx. 18cm x 18cm
- 2 individually wrapped triangular bandages
- 2 safety pins
- Individually wrapped moist cleansing wipes (off-site kit only)
- 1 pair of disposable gloves

Recovery/First Aid room

To comply with Independent School Standards, the centre provides a First Aid/Recovery room for pupils who are ill or require medical attention. This room can be used for another purpose when it is not required as a First Aid/Recovery Room as long as it is made available and comfortable when required for medical purposes. The room must be located close to the toilets. It must contain a sink with hot and cold running water; a suitable medical bed (can be temporary) with pillows and blankets and a First Aid Container.

Reporting Accidents

First Aid Records

All incidents resulting in injury or near miss should be recorded in the First Aid Incidents book. Records must include:

- The date, time and place of the incident
- Personal details of those involved
- A brief description of the nature of the event
- What happened immediately after treatment (e.g. young person went home)
- Name and signature of the first aider/appointed person
- Record of when parents were informed if applicable.

Reporting Serious Incidents

It is the policy of Acorn AP to comply with RIDDOR 2013³ and to report serious incidents to the HSE.

Reportable incidents include:

- Work related deaths
- Serious injuries
- Over-seven-day injuries
- Work related diseases
- Dangerous occurrences (near miss accidents)

Reportable incidents must be brought to the attention of the Director of Operations, who will coordinate reporting to the HSE. See Acorn AP's Incident Reporting Policy for further details.

First Aider/Appointed Person

The first aiders/appointed persons are to be consulted in all cases of first aid. It is the responsibility of first aiders/appointed persons to maintain first aid containers and ensure adequate materials and PPE are available for clearing up body fluid spillages or dealing with young people displaying symptoms of infectious diseases. Names of first aiders and appointed persons, together with details of their training, can be found in Annex B – Local arrangements for centres. It is the responsibility of the Director of Operations to ensure that the first aiders/appointed persons have received appropriate training and refresher training within required timescales.

First aiders/appointed persons will be given guidance during training as to what levels of injury are to be treated on site and what levels automatically trigger an emergency ambulance call or visit to the hospital.

Parental/Carer Contact

In all cases of the administration of first aid, parents/carers should be informed at the end of the day. In more serious cases, parents/carers should be contacted immediately and advised of the need to take the young person to a doctor. In emergency cases, an ambulance should be called and the Parent/carers informed immediately. A member of staff **cannot** give permission for any treatment at casualty (blood transfusions etc.).

Safe disposal of Blood and other Bodily Fluids and cleaning after infections (including COVID-19 and other communicable infections) have been present

The first aider/appointed person should be responsible for dealing with body fluid spillages. Blood may be contaminated and therefore carry the risk of exposure to infectious diseases. There is also a very small risk of contamination in other bodily fluids if blood is present. It is therefore essential that when cleaning blood (and other bodily fluids) or when cleaning an area that a person with a suspected infectious disease has used, that these guidelines are followed.

³ Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

Contaminated areas should be secured and sealed off as soon as possible to prevent the risk of secondary contamination.

Items required:

- Personal protective equipment (PPE) – Disposable gloves, aprons, face masks
- Disposable towels
- Safezone disinfectant spray (body fluid spills) or bleach
- Heavy duty plastic bags

Instructions:

- Wear PPE at all times while removing blood and cleaning floors and counter tops. Don't use torn gloves. Watch out for sharp objects that could cut your gloves, such as broken glass or jagged metal. Avoid picking up broken glass, metal or other sharp objects by hand if a blood spill is involved. Use a dustpan and brush.
- Mop or wipe up the blood spill or contaminated area with disposable towels.
- Clean and disinfect the area with a disposable towel using safezone disinfectant spray (kills a range of pathogenic micro-organisms including the viruses which cause HEPATITIS B, AIDS and the MRSA bacteria), or bleach (for Covid-19).
- Double-bag all the soiled towels and gloves and dispose of in an outside bin.
- Thoroughly rinse and disinfect with a solution of bleach & water, any cleaning equipment (mops, brushes, bucket, dustpan & brush) that came into contact with the spill.
- Wash your hands thoroughly with soap and water.

Personal hygiene must be meticulous. Breaks for food and drinks should be delayed until the task is complete. Toilet breaks should also be avoided if possible. In the event of this being necessary, the first aider will need to undertake personal decontamination (removing contaminated protective clothing, washing hands) before leaving the area and re-apply fresh protective clothing on re-entering the area.

N.B. Where staff suspect they may have become infected they must seek immediate medical attention from either their own GP, NHS 111 or emergency hospital services.

Where possible, faeces, vomit and urine should be collected and flushed down the nearest toilet. The area should then be thoroughly cleaned and disinfected. Worker safety is paramount. Workers in any doubt about how the situation should be handled must seek advice from their line manager.

Arrangements for offsite activities and trips

There must be an appointed person present on all offsite activities and trips. First aid should be administered by a qualified first aider only. During an offsite activity a first aider may not be present in which case the appointed person should refer any accident requiring first aid to a doctor. Where doubt exists as to how to deal with an incident, the emergency services should be called.

Emergency telephone numbers for all workers and young people involved in the activity will

be held by the activity leader as well as by Acorn AP Directors, where applicable.

Details of incidents will be referred as soon as possible to the first aider for inclusion, as appropriate, within the records book.

Before undertaking any offsite activities, a risk assessment is carried out and will identify the level of first aid provision needed. Where there is no special risk identified, a standard off-site first aid container must be taken. Additional items may be necessary for specialised activities. Transport Regulations require that all minibuses and public service vehicles have on board a first aid container with a specific list of items.

Arrangements for after school and out-of-hours activities on our premises

There must be an appointed person present during 'after school' and out of hours activities on our premises. First aid should be administered by a qualified first aider only. During an 'after school' or out-of-hours activity a first aider may not be present in which case the appointed person should refer any accident requiring first aid to a doctor. Where doubt exists as to how to deal with an incident, the emergency services should be called. Workers managing the activity will have access to emergency contact details for all involved in the activity. Details of incidents will be referred as soon as possible to the first aider for inclusion, as appropriate, within the records book.

Information to Parents/carers

Health and Safety Policies including First Aid and Medicines Policies are available on the centre's website, and this is referred to in the Information for Parents and Carers leaflet.

Provision of 'First Aid' information

First Aid posters are on display prominently in the centre, notifying all building users of the arrangements for First Aid (including location of first aid containers, and names and methods of contacting the appointed person and first aiders).

Review and reassessment of risk

First aid needs are reviewed at least annually and particularly after any changes, to ensure the provision is adequate. The First Aid Policy will be reviewed annually by Acorn AP.

Annex A: First Aid Risk Assessment

Acorn AP Director of Operations should use this template in conjunction with Appendix 3 of First Aid at Work, The Health and Safety (First Aid) Regulations 1981, to determine how many Appointed Persons/First Aiders and First Aid Containers are required. This must be reviewed by the Director of Operations at least annually.

Centre Name:	Acorn Normanton		
Date of Assessment:	May 2025	Review Due:	May 2027
Name of person carrying out assessment:	Gill Viner		

				What further action is necessary?	By who	By when	Done
Level of first aid risk/degree of hazard associated with Acorn AP Centre activities	Usually Low. May be Medium for some activities.	What type of First Aid personnel / training is needed? How do first aid containers need to be stocked?	At least 1 EFAW or FAW Standard stock	None None			
Number of staff and students	5-50	How many first aid personnel are needed? How many first aid containers are needed?	At least 1 EFAW or FAW At least 1	None None			
What injuries / illnesses have there been previously in the Acorn AP Centre?	Minor	Can all of these be covered by the first aid equipment and personnel you provide?	Yes, or by emergency services as appropriate.	None			

Do staff and students go on offsite activities and trips?	Yes	What first aid personnel are available for trips/visits? Are off-site first aid containers needed?	2 staff trained – at least 1 trained staff present One kit taken, leaving 1 full kit in-centre.	None None			
Do staff travel or work remotely a lot?	At times	What means of communicating do they have if they need first aid assistance?	Personal mobile phones always carried.	None			
Do staff work out of hours?	No	Is there first aid cover for them if it's needed?	N/A	None			
Are the premises spread out, i.e. are there several buildings or multi-floor buildings?	No	If yes, first aid provision should be available in each building or on each floor.	N/A	None			
Is the Centre remote from the Emergency Services?	No	If yes, are Emergency Services aware of your location? Are any special arrangements needed?	Emergency services are aware. No special arrangements needed.	None			
Is there sufficient first aid cover for absences or annual leave (planned and unplanned)?	Yes	How many first aid personnel are needed to cover all absences?	2 trained staff.	None			

Do other members of the public visit your premises?	Yes, as visitors.	What first aid provision can they access?	Acorn AP First Aiders	None			
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Annex B: Local arrangements for Acorn AP Centres

Name of Acorn AP Centre:	Acorn AP, Normanton
Address:	Parish Rooms, All Saints, Snyderdale Road, Normanton, WF6 1NT

Appointed Persons and First Aiders

Number of Appointed Persons:	2	Number of First Aiders:	2
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Names	AP, FA, or Both	Type/duration of training	Date of training	Refresher training due date
Gavin Budby	Both	EFAW	19/04/2024	1/04/2027
Emily Jo Brown	Both	EFAW	14/04/2025	14/04/2028

First Aid Containers

Number of First Aid containers:	2 Standard
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Locations: Kitchen and main staff office
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First Aid/Recovery Room

Location:	Main staff office
Is the First Aid/Recovery room close to the toilets?	Yes

FIRST AID ARRANGEMENTS



Names and contact details for Appointed Persons / First Aiders:

Gavin Budby – located in the classroom

Emily Jo Brown – located in the classroom

Locations of First Aid Containers:

Kitchen

Main staff office

In an emergency, call 999