



WATTON WESTFIELD
INFANT & NURSERY

WATTON JUNIOR

'A Community of Ambition, Creativity and Kindness'

First aid in schools policy

This policy will be reviewed in full by the Governing Body on an annual basis.

Reviewed By	Local Governing Body
Meeting at which policy was reviewed and approved	January 2026
Next Review Date	January 2027

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1.0 Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, pupils 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

2.0 Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education 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 Education \(Independent School Standards\) Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

This policy complies with our funding agreement and articles of association.

3.0 Roles and responsibilities

3.1 The executive headteacher

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

- Ensuring that an appropriate number of 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 pupils
- Reporting specified incidents to the HSE when necessary (see section 6).

3.2 The local governing body

The governing body has ultimate responsibility for health and safety matters in the school, but delegates operational matters and day-to-day tasks to the executive headteacher and staff members.

3.3 Appointed person(s)

The schools' appointed person is the executive headteacher. They are responsible for:

- Taking charge when someone is injured or becomes ill (or delegating this responsibility to a trained first aider where appropriate)
- Ensuring there is an adequate supply of medical materials in first aid kits, and effectively delegating responsibility for replenishing the contents of these kits
- Ensuring that an ambulance or other professional medical help is summoned when appropriate
- Ensuring that other senior leaders are empowered to fulfil these duties when the executive headteacher is not on site.

3.4 First aiders

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 pupils home to recover, where necessary (with the agreement of a senior member of staff)
- Filling in an accident report on the same day as, or as soon as is reasonably practicable after, an incident (*see appendix 2*).
- Keeping their contact details up to date
- Alerting the office when the contents of first aid kits are running low.

The school keeps a register of trained first aiders and the date of their training. Their names will also be displayed prominently around the school site.

3.5 Office staff

Office administrative staff are responsible for:

- Replenishing the contents of first aid kits after use and requesting an order of any items once stocks begin to run low
- Ordering replacement contents to ensure that school supplies are always available.

3.6 All Staff

School staff are responsible for:

- Ensuring they follow first aid procedures
- Ensuring 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
- Ensuring that adequate first aid cover is arranged for any off-site activities they are leading
- Informing the executive headteacher or their manager of any specific health conditions or first aid needs.

4.0 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
- 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 pupil 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, the executive headteacher or delegated staff member (where appropriate) 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.

At Watton Westfield Nursery and Infant School, there will be at least 1 person who has a current paediatric first aid (PFA) certificate on the premises at all times whilst early years pupils are on site.

4.2 Off-site procedures

When taking pupils off the school premises, staff will ensure they always have the following:

- A mobile phone
- A portable first aid kit per 30 pupils, including, at minimum:
 - A leaflet giving general advice on first aid
 - 2 sterile eye pads

- 6 individually wrapped sterile adhesive dressings
- 1 large sterile unmedicated dressing
- 1 triangular bandages – individually wrapped and preferably sterile
- 1 individually wrapped conforming bandage
- Individually wrapped moist cleansing wipes
- 2 pairs of disposable gloves
- Information about the specific medical needs of pupils
- Parents' contact details (accessible online via the school MIS unless in an area with no internet access, in which case in hard copy)

When transporting pupils 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
- 1 pair of rustproof blunt-ended scissors

Risk assessments will be completed by the trip leader prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least 1 first aider on school trips and visits. For trips and visits involving EYFS pupils this **must** include at least 1 with a current paediatric first aid (PFA) certificate as required by the statutory framework for the Early Years Foundation Stage.

5.0 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 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large sterile individually wrapped unmedicated wound dressings
- 3 pairs of disposable gloves
- 1 pair of rustproof blunt-ended scissors

No medication is kept in first aid kits.

First aid kits are stored in:

Watton Westfield	Watton Junior School
EYFS building: Main Office	Block 1: Main office
EYFS Building: Corridor	Block 2: Corridor
EYFS Building: Hedgehog nursery	Block 3: Corridor
KS1 Building: Corridor	Year 6 mobiles: Double mobile corridor
	ESP mobile: Classroom
Kitchen: Office (maintained by Edwards & Blake)	Kitchen: Office (maintained by Edwards & Blake)

6.0 Record-keeping and reporting

6.1 First aid and accident records

- An accident log will be completed by the first aider or other relevant member of staff on the same day or as soon as possible after an incident resulting in an injury (see appendix 2).
- As much detail as possible should be supplied when reporting an accident
- All incidents requiring parent/carer contact require a detailed accident report to be completed and recorded on the schools' Health & Safety online platform, Prime: <https://www.prime-systems.net/>
- For accidents involving pupils, a copy of the accident report form will also be added to the pupil's educational record by the office
- 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.

6.2 Incidents requiring parent/carer contact

A parent/carer must be contacted in the event of the following:

- Head injury
- Eye injury
- Suspected break/fracture
- Any other RIDDOR reportable incident (see 6.3)

6.3 Reporting to the HSE

The executive headteacher 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 executive headteacher, or delegated member of the senior leadership team, 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 headteacher 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 where 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](#)

6.4 Notifying parents (early years specific)

The office will inform parents of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable. Parents will also be informed if emergency services are called.

6.5 Reporting to Ofsted and child protection agencies (early years specific)

The executive headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a child 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 executive headteacher will also notify Norfolk County Council Children’s Services of any serious accident or injury to, or the death of, a pupil while in the school’s care.

7.0 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 2).

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.

7.1 Early Years Foundation stage

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. There will always be sufficient cover for this role.

8.0 Monitoring arrangements

This policy will be reviewed by the executive headteacher annually. At every review, the policy will be approved by the local governing body.

9.0 Links with other policies

This first aid policy is linked to the:

- Health and safety policy
- Supporting pupils with medical needs policy
- Administration of medicines policy
- Safeguarding policy

Appendix 1: Parent/carer contact slip

INCIDENT	✓
Head bump	
Asthma Attack	
Nosebleed	
Cut	

Hurt on _____	

Other _____	

TREATMENT	✓
Cleaned with water / antiseptic wipe	
Plaster / dressing	
Cold compress / icepack	
Prescription medication given	

The incident happened at break / lunch / class / PE

Staff Name _____ Date _____

Time _____ Recorded in logbook and CT informed Y / N

Appendix 2: Accident log

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Date of accident	Time of accident	Name of pupil	Type of injury	Location	Action taken	Name of staff	Signature of staff	Reported on prime?

Appendix 3a: Checklist for First Aid kits (School)

PERSON CHECKING		DATE	
		NEXT CHECK DUE	
ITEM		QUANTITY	CHECKED & REPLENISHED ('✓' OR record number in kit if < quantity to left)
Leaflet giving general advice on first aid		1	
Individually wrapped sterile adhesive dressings (assorted sizes)		20	
Sterile eye pads		2	
Individually wrapped triangular bandages (preferably sterile)		2	
Medium-sized individually wrapped sterile unmedicated wound dressings		6	
large sterile individually wrapped unmedicated wound dressings		2	
disposable gloves		3 pairs	

Appendix 3b: Checklist for First Aid kits (Portable)

PERSON CHECKING		DATE	
		NEXT CHECK DUE	
ITEM	QUANTITY	CHECKED & REPLENISHED (‘✓’ OR record number in kit if < quantity to left)	
A leaflet giving general advice on first aid	1		
individually wrapped sterile adhesive dressings	6		
large sterile unmedicated dressings	1		
triangular bandages – individually wrapped and preferably sterile	2		
Individually wrapped moist cleansing wipes	6		
disposable gloves	2 pairs		