



White Hall

Academy & Nursery

First Aid Policy

Signed by:

Headteacher

Chair of governors

Date:

18/11/25

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Statement of intent

White Hall Academy is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, pupils and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the school in regard to all staff, pupils and visitors.

The school will take every reasonable precaution to ensure the safety and wellbeing of all staff, pupils and visitors.

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.

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 the school site.

1. Legal framework

1.1 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) 1995
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2000) 'Guidance on first aid for schools'
- DfE (2019) 'Automated external defibrillators (AEDs)'
- DfE (2017) 'Statutory framework for the early years foundation stage'

1.2 The policy is implemented in conjunction with the following school policies:

- Health and Safety Policy
- Managing Medicines Policy
- Supporting Pupils with Medical Conditions Policy, incorporating Allergen and Anaphylaxis Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Lone Working Policy
- Off Site Visits Policy
- Head Injury Assessment Checklist (Appendix 'A') to First Aid Policy.

2. Roles and responsibilities

2.1 The governing body is responsible for:

- The overarching development and implementation of this policy and all corresponding procedures.
- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the school specifically, have been conducted.
- Ensuring that there is a sufficient number of appointed first aiders within the school based upon these assessments.
- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits or parents' evenings.
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Ensuring that appropriate and sufficient first aid training is provided for staff, and ensuring that processes are in place to validate that staff who have undertaken training have sufficient understanding, confidence and expertise in carrying out first aid duties.
- Ensuring that adequate equipment and facilities are provided for the school site.
- Ensuring that first aid provision for staff does not fall below the required standard and that provision for pupils and others complies with the relevant legislation and guidance.
- Ensuring that an 'appointed person' is selected from amongst staff to take the lead in first aid arrangements and procedures for the school.

2.2 The headteacher is responsible for:

- The development and implementation of this policy and its related procedures.
- Ensuring that all staff and parents are made aware of the school's policy and arrangements regarding first aid.
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency.
- Ensuring that all pupils and staff are aware of the identities of the school first aiders and how to contact them if necessary.

2.3 Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury.
- Endeavouring at all times to secure the welfare of the pupils at school.
- Making pupils aware of the procedures to follow in the event of illness, accident or injury.

2.4 First aid staff are responsible for:

- Completing and renewing training as dictated by the governing body.
- Ensuring that they are comfortable and confident in administering first aid.
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures.

2.5 The School Welfare Person is responsible for:

- Overseeing the school's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Looking after the first-aid equipment, e.g. restocking the first aid container.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.
- Partaking in emergency first aid training, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency
 - Cardiopulmonary resuscitation
 - First aid for the unconscious casualty
 - First aid for the wounded or bleeding
- Maintaining injury and illness records as required.

3. First aid provision

3.1 The school will routinely re-evaluate its first aid arrangements, at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the school premises, the size of the school, the needs of any vulnerable individuals onsite, and the nature and distribution of pupils and staff throughout the school.

3.2 Each classroom will have suitably stocked first aid bags in line with the assessment of needs. Where there is no special risk identified, a minimum provision of first aid items will be as follows:

- Information leaflet
- 20 plasters, various sizes
- 3 medium sized plasters 7.5cm x 10cm
- 3 pairs of disposable gloves
- Swabs (to be replaced daily)
- Resuscitation mask
- 1 ice pack
- Tweezers
- Water bottle (to be filled daily)
- Accident slips/pen
- Sterile eye dressing
- 90x90x130cm triangular bandage
- 12x12cm sterile dressing.

3.3 All first aid containers will be identified by a white cross on a green background.

3.4 The appointed person will routinely examine the contents of first aid bags, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.

3.5 First aid boxes are in the following areas:

- In every classroom
- Minibuses
- Training/Food Tech Room
- Kitchen
- Medical Room

4. First aiders

4.1 The main duties of first aiders will be to administer immediate first aid to pupils, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.

4.2 The school will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation.

4.3 The school will be mindful that many standard first aid at work training courses do not include resuscitation procedures for children, and will consequently ensure that appropriate training is secured for first-aid personnel where this has not already been obtained.

- 4.4 The school will ensure that refresher training and retesting of competence is arranged for first aiders within the school before certificates expire.
- 4.5 First aiders will ensure that their first aid certificates are kept up-to-date through liaison with the Health and Safety Officer.
- 4.6 Each classroom's first aiders will be responsible for ensuring all first aid kits are properly stocked and maintained. The School Welfare Officer will be responsible for maintaining supplies.
- 4.7 First aid notices will be clearly displayed throughout the school with information on the names and locations of first aiders to ensure that pupils and staff know who they must contact in the event of illness or injury.

4.8 The current first aid appointed person(s) are:

Name	Contact	Location	Qualification Expiry Date
Name	Email address Please note all email addresses are suffixed with @whitehall.academy	Location Base	Date
Full Certificates			
Kirstine Devaux	Kirstine.devaux	Medical Room	11/01/2029
Chris Pickard	Chris.pickard	Site Team	01/08/2027
Demi Laytham	Demi.Laytham	Classroom	17/9/2028
Full Paediatric Certificates			
Cassie Pryor	Cassie.pryor	Year 1	03/09/2027
Wendy Smith	Wendy.smith	Classroom	03/09/2027
Hailey Key	Hailey.key	Nursery	12/11/2028
Barbara Powell	Barbara.powell	Reception	01/12/2025
Millie Vine	Millie.vine	Nursery	11/11/2025
Wendy Ward	Wendy.ward	Nursery	9/9/2028
Amber Priestley	Amber.priestley	Reception	03/09/2027
Sarah Pearce	Sarah.pearce	Reception	03/09/2027
Wendy Cottrell	Wendy.Cottrell	Nursery	12/11/2028
Hannah Harvey	Hannah.harvey	Year 6	11/01/2027
Terry Cook	Terry.cook	Year 3	12/09/2026

4.9 The school will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover to all areas of the school.

4.10 In line with government guidance, and taking into account staff:child ratios, the school will ensure that there is at least one member of staff with a current and full Paediatric First Aid (PFA) certificate on the premises and available at all times when pupils are present. A First Aider will be present when accompanying pupils on any and all outings taken.

4.11 All staff members will be made aware that agreeing to become a first aider for the school is strictly on a voluntary basis and that they should never feel pressured to take on this role.

4.12 When selecting first aiders, the school will follow the criteria laid out in government guidance, considering the individual's:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Normal duties – a first aider must be able to leave to go immediately to an emergency.

5. Automated external defibrillators (AEDs)

- 5.1 The school has an AED and emergency Epi Pen kit, both of which are located opposite the school office and near the entrance to the Small Hall.
- 5.2 Where the use of the AED or Epi pen is required, individuals will follow the step-by-step instructions displayed on the device.
- 5.3 A general awareness briefing session, to promote the use of AEDs/Epi pens, will be provided to staff on an annual basis.

6. Emergency procedures

- 6.1 If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.
- 6.2 If called, a first aider will assess the situation and take charge of first aider administration.
- 6.3 If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.
- 6.4 Where an initial assessment by the first aider indicate a moderate to serious injury has been sustained, or the individual(s) has become seriously unwell, a responding staff member will call 999 immediately. Where necessary, a trained staff member will administer emergency help and first aid to all injured persons. The purpose of this is to keep the victim(s) alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims.

Where the seriously injured or unwell individual(s) is a pupil, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid.
 - Where an ambulance is required, the parent/carer will be informed and asked to attend school as quickly as possible. If the ambulance is required to leave before the parent/carer is able to arrive at school a staff member will accompany the pupil. The staff member will remain with the pupil at the hospital until a parent arrives.
 - Where an ambulance is not required, but medical attention is needed, the pupil is taken to a hospital or doctor in a staff car, accompanied by at least two staff members – one of whom will drive the car, and one, a first aider, to sit with the pupil in the back seat and attend to their medical needs. The pupil's parent is called as soon as possible to inform them that this course of action has been taken, and at least one of the staff members remains with the pupil at the hospital or doctor's office until a parent arrives.
- 6.5 The school will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or (if they are fit to be moved) by removing injured persons from the scene.

6.6 Responding staff members will see to any pupils who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These pupils will be escorted from the scene of the incident and comforted. Younger or more vulnerable pupils may need parental support to be called immediately.

6.7 Once the above action has been taken, details of the incident will be reported promptly to:

- The headteacher
- The parents of the victim(s)

7. Reporting accidents and record keeping

7.1 In the event of incident or injury to a pupil, a parent will be informed as soon as practicable.

7.2 Parents will be informed of any injury to the head and assessed using the Head Injury Assessment checklist (Appendix 'A')

7.3 In the event of a serious injury or an incident requiring emergency medical treatment, the school will telephone the pupil's parents as soon as possible.

7.4 A list of emergency contacts will be kept at the school office.

7.5 The School Welfare Officer will ensure that records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given – this will include:

- The date, time and place of the incident
- The name and class of the injured or ill person
- Details of the injury or illness and what first aid was given
- What happened to the person immediately afterwards, e.g. whether they were sent home or went back to class
- Name and signature of the first aider or person dealing with the incident

7.6 The Health and Safety Officer will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

8. Offsite visits and events

8.1 Before undertaking any offsite visits or events, the teacher organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

8.2 For more information about the school's educational visit requirements, please see the Educational Trips and Off Sites Visits Policy.

9. Storage of medication

- 9.1 Medicines will be stored securely and appropriately in accordance with individual product instructions.
- 9.2 Medicines will be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration, and properly labelled showing the name of the patient, the date of prescription and the date of expiry of the medicine.
- 9.3 Medicine brought in by pupils will be returned to their parents for safe disposal when they are no longer required, or have expired.
- 9.4 An emergency supply of medication will be available for pupils with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.
- 9.5 Parents will advise the school when a child has a chronic medical condition or severe allergy so that an IHCP can be implemented and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis. A disclaimer will be signed by the parents in this regard.

10. Illnesses and Allergies

- 10.1 When a pupil becomes ill during the school day, the parents will be contacted and asked to pick their child up as soon as possible.
- 10.2 A quiet area will be set aside for withdrawal and for pupils to rest while they wait for their parents to pick them up. Pupils will be monitored during this time.
- 10.3 Where a pupil has an allergy, this will be addressed via the school's Supporting Pupils with a Medical Conditions Policy under the section: Allergen and Anaphylaxis.

11. Consent

- 11.1 Parents will be asked to complete and sign a medical consent form when their child is admitted to the school, which includes emergency numbers, alongside details of allergies and chronic conditions – these forms will be updated at the start of each school year.
- 11.2 Staff do not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the pupil in mind – guidelines will be issued to staff in this regard.

12. Monitoring and review

- 12.1 This policy will be reviewed annually by the governing board, and any changes communicated to all members of staff.

- 12.2 Staff will be required to familiarise themselves with this policy as part of their induction programme. Staff will be informed of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel.

The next scheduled review date for this policy is October 2025.

Appendix A

Head injury Assessment Checklist

Please note that this checklist is not a substitute for a full medical assessment. Head injuries can be life-threatening and individuals presenting with any symptoms of a major head injury should be assessed by a medical professional immediately.

This checklist should be used to monitor minor head injuries only. For major head injuries or persistent and/or severe symptoms following a minor head injury, the school should ensure the individual is taken to A&E. For emergencies, or if the individual cannot safely get to A&E, the school should call 999 immediately.

This checklist can be used to monitor individuals who sustain a minor head injury or concussion on the school premises. Individuals should be monitored throughout the course of the day as some symptoms of concussion or injury may have a later onset.

In the event a pupil sustains a head injury and their parent is coming to pick them up from school, a suitable member of staff should continue to monitor the pupil up until their parent collects them.

A completed copy of this checklist should be made available to any healthcare professionals to review should they require it.

This checklist includes a list of signs and symptoms of a major head injury that mean the individual **must** immediately go to hospital. If the individual experiences these symptoms, they must receive an examination from a medical professional.

Minor head injury assessment

Section 1 – assessing whether the individual needs urgent medical attention

You must read this section before proceeding.

Part A

This checklist is suitable for the assessment of minor head injuries only. If the individual has, or develops, one or more of the following symptoms, they should go to hospital immediately as this can be a sign of something more severe.

One pupil larger than the other	Drowsiness or cannot be woken up
A worsening and/or persistent headache	Persistent weakness and/or numbness
Repeated vomiting and/or nausea	Slurred speech
Convulsions or seizures	Difficulty recognising people or places
Increasing confusion	Unusual behaviour
Unconsciousness	Decreased coordination
Clear fluid coming from their ears or nose	Blood coming from the ears
Bruising behind their ears	Increasing restlessness or agitation

Part B

Assess whether the individual has any of the following before proceeding. If so, the individual must go to hospital for a medical examination.

Has had any previous brain surgeries	Has a blood-clotting disorder, e.g. haemophilia
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If the individual does not have any of the symptoms outlined in part A and none of the complications outlined in part B, the head injury may be considered minor and the parents will be informed, the child will be monitored in class for any of the symptoms listed in Part A for the rest of the day.