

Ribblesdale School

First Aid Policy



Ribblesdale
School

A foundation for success
since 1932

Adopted by Governors: Spring 2025
Next Review: Spring 2027

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Statement of Intent

Ribblesdale School 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

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 Road Vehicles (Construction and Use) Regulations 1986
- 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 (2025) 'Automated external defibrillators (AEDs)'
- DfE (2025) 'Statutory framework for the early years foundation stage'
- DfE (2022) 'First aid in schools, early years and further education'

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

- Health and Safety Policy
- Supporting Pupils with Medical Conditions Policy
- Behaviour for Learning Policy
- Child Protection Policy

2. Roles and Responsibilities

The governing board 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.

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.

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.
- Securing the welfare of the pupils at school.
- Making pupils aware of the procedures to follow in the event of illness, accident or injury.

First aid staff are responsible for:

- Completing and renewing training as dictated by the governing board.
- 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.
- Keeping up to date with government guidance relating to first aid in schools.
- Completing a record of the first aid either using the accident book for primary pupils or the First Aid Microsoft Form and completing an accident report form (where relevant) on the same day as, or as soon as is reasonably practicable, after an incident.

Schools should have at least one 'appointed person' to oversee first aid provision. The appointed person is not the same as a first aider, and therefore must not conduct any first aid for which they have not been trained. The appointed person should, at least, be trained in emergency procedures as outlined below.

The appointed person is responsible for:

- Overseeing the school's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.
- Calling the emergency services where necessary.
- Maintaining injury and illness records as required.
- Partaking in an appointed persons course, emergency first aid training, first aid at work, and refresher training where appropriate.

3. First Aid Provision

The school will routinely re-evaluate its first aid arrangements through a risk assessment, 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.

The school will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified in the assessment of needs, the school will maintain the following minimum provision of first aid items:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings, of 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-sized individually wrapped sterile unmedicated wound dressings
- 3 pairs of disposable gloves

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

Staff will routinely examine the contents of first aid boxes, 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.

First aid boxes are in the following areas:

<p>Secondary School</p> <ul style="list-style-type: none"> • Reception • Kitchen in the Library • E2 store cupboard • H-block ICT office upstairs • Room 11 – Main building • A-block staff room • Pupil Services • G-block prep room • B-block prep room • The Studio 	<p>Primary School</p> <ul style="list-style-type: none"> • Main School Reception • Medical Room • Reception classroom • Year 1 classroom • Year 2 classroom • Staff Room
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4. First Aiders and Appointed Persons

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.

The school will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation, and that refresher training and retesting of competence is arranged for first aiders within the school before certificates expire.

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.

First aiders will ensure that their first aid certificates are kept up-to-date through liaison with Annmarie Hough (HR Officer).

Each classroom's first aiders will be responsible for ensuring all first aid kits are properly stocked and maintained. First aiders are expected to replenish any stock which has been used from the first aid kit. Pupil Services will be responsible for maintaining supplies in the secondary school and the office staff in the primary are responsible for maintaining supplies in the primary school.

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.

The current first aid appointed person(s) can be found in Appendix 1.

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.

At the primary provision, in line with government guidance, and taking into account staff to 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, and accompanying pupils on any and all outings taken.

The school will ensure that PFA certificates are renewed every three years, and that training meets the criteria set out in Annex A of the 'Early years foundation stage (EYFS) statutory framework'. The list of staff with a current PFA certificate is displayed in all classrooms and offices at the primary phase.

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.

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.
- Availability to respond immediately to an emergency.

5. Automated External Defibrillators (AEDs)

The school has AEDs located in the secondary phase in the following locations: behind Reception in the main building, Pupil Services in the main building, G-block downstairs office, the entrance at The Pavilion.

At the primary phase, the AED is located in the Main Reception (entrance).

Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device.

6. Accommodation

At the secondary phase, there is a first aid room (Pupil Services) which is situated in the main building. At the primary phase, there is a medical room. Both rooms are used to enable the medical examination and treatment of pupils and for the short-term care of sick or injured pupils.

Pupil Services and the Primary Phase Medical Room:

- Have washable surfaces and adequate heating, ventilation and lighting.
- Are kept clean, tidy, accessible and available for use at all times when employees are at work.
- Have a sink with hot and cold running water.
- Displays a notice which advises the names, locations and, if appropriate, the contact details of first aiders.

7. Emergency Procedures

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.

If called, a first aider will assess the situation and take charge of first aid administration. 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.

Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, or the individual 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 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 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, if a parent/carer can't attend prior to the ambulance leaving for the hospital, a staff member accompanies the pupil in the ambulance and calls the pupil's parent as soon as possible to inform them of the course of action taken. The staff member remains with the pupil at the hospital until a parent arrives.
- Where an ambulance is not required, but medical attention is needed (and a parent can't be reached or attend school in the required time) where necessary, the pupil is taken to a hospital or doctor in a staff car, accompanied by at least **two** staff members – one to drive the car, and one who is 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.

- 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.
- 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.

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

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

8. Reporting Accidents and Record Keeping

Parents/Carers will be contacted in the event of an injury or medical concern that is considered significant, or where staff believe that follow-up, monitoring, or parental awareness is required. Minor ailments or very minor injuries that are treated appropriately in school will not usually require contact with home.

In the event of a serious injury, significant medical concern, or any situation requiring emergency medical treatment, a pupil's parent/carer will be contacted as soon as possible, with the school ensuring that appropriate contact is made in line with the circumstances of the incident.

Parents will be informed in writing of any injury to the head, whether minor or major by letter sent via Synergy or given to the injured pupil and be given guidance on the action to take if symptoms develop.

A list of emergency contacts can be found on Synergy and/or SIMS.

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

First aiders should record any first aid given by either completing the First Aid Microsoft Form (accessed via Teams) or the accident book for primary pupils.

An accident report form in the secondary/accident book in the primary will be completed by the classroom teacher or first aider 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.

The headteacher 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.

All records will be filed and stored in line with the Data Protection policy.

9. Offsite Visits and Events

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.

The school will take a first aid kit on all offsite visits which contains at a minimum:

- A leaflet giving general advice on first aid.
- 6 individually wrapped sterile adhesive dressings.
- 1 large sterile unmedicated dressing.
- 2 triangular bandages individually wrapped and preferably sterile.
- 2 safety pins.
- Individually wrapped moist cleansing wipes.
- 2 pairs of disposable gloves.

Additionally, the school will ensure that all minibuses have a first aid box readily available and in good condition which contains:

- 10 antiseptic wipes, foil packed.
- 1 conforming disposable bandage that is not less than 7.5cm wide.
- 2 triangular bandages.
- 1 packet of 24 assorted adhesive dressings.
- 3 large sterile unmedicated ambulance dressings that are not less than 15x20cm.
- 2 sterile eye pads, with attachments.
- 12 assorted safety pins.
- 1 pair of non-rusted blunt-ended scissors.

10. Storage of Medication

Medicines will be stored securely and appropriately in accordance with individual product instructions, save where individual pupils have been given responsibility for keeping such equipment with them. 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. Where medication is kept in pupil services parents are required to complete a Ribblesdale School medicine administering form.

Parents are given two weeks to collect and safely dispose out-of-date medicine, or medicines brought in by pupils who have left. Thereafter, the Pupils Services team/primary staff will dispose at the local pharmacy; the date, member of staff, type of medicine and location of disposal is logged.

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 and inhaler.

Parents will advise the school when a child has a chronic medical condition or severe allergy so that an IHCP can be implemented in accordance with the Supporting Pupils with Medical Conditions Policy and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis.

Pupils will have any medication stored and, where appropriate administered, in accordance with their IHC plans and the school's Supporting Pupils with Medical Conditions Policy.

11. Illnesses and Allergies

A pupil who presents as ill in the secondary school, must go to Pupil Services in the first instance. Pupils will be assessed and if deemed, appropriate, Pupil Services will contact parents/carers for collection. Pupils must not ring parents/carers prior to visiting Pupil Services.

Primary pupils will inform the classroom teacher or supervising member of staff if they feel unwell. Pupils will be assessed and if deemed, appropriate, a member of staff will contact parents/carers for collection.

Pupils can wait in Pupil Services or Reception for their parent to pick them up. Pupils will be monitored during this time.

The school will manage any emergencies relating to illnesses and allergies in accordance with the [Emergency Procedures](#) section of this policy.

12. Consent

Parents will be asked to provide emergency contact numbers, alongside details of allergies and chronic conditions when they are admitted to the school.

Staff will 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.

13. Monitoring and Review

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

Staff are required to familiarise themselves with this policy. 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 Spring 2027.

Appendix 1 – List of Current First Aiders

Name	Surname	Notes
Nikki	Ainscow	Emergency First Aid at Work
Alison	Armitage	Emergency First Aid at Work
Andrew	Beattie	Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Joanne	Blackledge	Emergency First Aid at Work

Adele	Brass	Emergency First Aid at Work Deputy Staff First Aider
Ryan	Cattermole	Emergency First Aid at Work
James	Clark	Emergency First Aid at Work
Natasha	Court	Emergency First Aid at Work
Hazel	Dearden	Emergency First Aid at Work
Jodie	Dinsdale	Level 3 First Aid at Work (qualifying - 3 day)
Rachel	Driver	Level 3 First Aid at Work (qualifying - 3 day)
Joseph	Dwyer	Emergency First Aid at Work
Sophie	Ferguson	Emergency First Aid at Work
Caroline	Fletcher	Emergency First Aid at Work and Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Jimmy	Fletcher	Emergency First Aid at Work
Freddie	Fullalove	Emergency First Aid at Work
Rachel	Furness	Paediatric First Aid
Liz	Goldsbrough	Emergency First Aid at Work
Jessica	Haworth	Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Laura	Heywood	Emergency First Aid at Work
Annmarie	Hough	Emergency First Aid at Work
Charlotte	Houlder	Emergency First Aid at Work
Lindsey	Hudson	Emergency First Aid at Work
Gill	Humphreys	Emergency First Aid at Work
Zoe	Hurley	Emergency First Aid at Work
Joanne	Jackson	Paediatric First Aid and Emergency First Aid at Work
Sharon	Jennison	Emergency First Aid at Work and Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Roxanne	Jennison	Level 3 First Aid at Work (qualifying - 3 day)/ Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Gareth	Kenyon	Emergency First Aid at Work
Jenny	King	Paediatric First Aid
Sadie	Mabaya	Emergency First Aid at Work
Steve	Neesham	Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.
Mark	O'Donoghue	Emergency First Aid at Work
Joanne	Parkinson	Emergency First Aid at Work
Rhian	Ralphson	Youth Mental Health First Aid Two Day course
Gillian	Rhodes	Level 3 First Aid at Work (qualifying - 3 day)
Sonia	Richards	Emergency First Aid at Work
Jessica	Sadler	Level 3 Emergency first aid in an outdoor environment. Recognition and management of illness and injury in an outdoor environment.

Gillian	Scott-Rumboll	Paediatric First Aid
Natasha	Sharp	Emergency First Aid at Work
Simon	Sheen	Emergency First Aid at Work
Lindsay	Shuttleworth	Emergency First Aid at Work
Lucy	Simpson	Emergency First Aid at Work
Marie	Singleton	Emergency First Aid at Work
Rebecca	Slater	Emergency First Aid at Work
Mel	Smith	Emergency First Aid at Work
Alix	Thirtle	Emergency First Aid at Work
Abi	Watson	Emergency First Aid at Work
Lisa	Waddington	Level 3 Emergency Paediatric First Aid (1 Day)
Jodie	Whalley	Emergency First Aid at Work
Joanne	Whalley	Paediatric First Aid
Louise	Wijnberger	Emergency First Aid at Work
Sarah	Wilkinson	Emergency First Aid at Work
Suzanne	Wilson	Emergency First Aid at Work and Paediatric First Aid
Diane	Wilson-Mayor	Emergency First Aid at Work and Paediatric First Aid
Rebecca	Windsor	Level 3 Emergency Paediatric First Aid (1 Day)
Jilly	Wrigley	Emergency First Aid at Work
Mohammed	Zeeshan	Emergency First Aid at Work