



FIRST AID POLICY

Statement of intent

TLE Independent School (TLEIS) is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, children 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.

TLEIS will take every reasonable precaution to ensure the safety and wellbeing of all staff and pupils. Details of such precautions are noted in the following policies:

- Anti-bullying
- Attendance
- Behaviour
- Educational Visits
- First Aid
- Health and Safety
- Sex and Relationships Education
- Safeguarding and Child Protection
- Complaints Policy and Procedures
- Risk Assessments

The Head of Centre and First Aid representatives have overall responsibility for ensuring that the school has adequate and appropriate first aid equipment, facilities and personnel, and for ensuring that the correct first aid procedures are followed.

Legal framework

1.1. This policy has due regard to statutory legislation, including, but not limited to the following:

- The Health and Safety (First Aid) Regulations 1981 and approved code of practice and guidance
- Health and Safety at Work etc. Act 1974 and subsequent regulations and guidance

Aims

2.1. All staff should read and be aware of this policy, know who to contact in the event of any illness, accident or injury, and ensure this policy is followed in relation to the administration of first aid.

2.2. All staff will use their best endeavours, always, to secure the welfare of the pupils.

2.3. Anyone on the school premises is expected to take reasonable care for their own and others' safety.

2.4. The aim of this policy is to:

Ensure that the school has adequate, safe and effective first aid provision in order 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 all 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.

2.5. Nothing in this policy should 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 for the emergency services 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.

To achieve the aims of this policy, the school will have suitably stocked first aid boxes.

Where there is no special risk identified, a minimum provision of first aid items would be:

- A leaflet giving general advice on first aid; Individually wrapped sterile adhesive dressings (assorted sizes);
- Eye pads;
- Individually wrapped triangular bandages (preferably sterile)
- Medium sized (approximately 12cm x 12cm) individually wrapped sterile dressings. Unmedicated wound dressings;
- Large (approximately 18cm x 18cm) sterile individually wrapped unmedicated wound dressings; and disposable gloves.
- Equivalent or additional items are acceptable.

2.6. The Behaviour lead and floor manager (Anthony Mitchell) is responsible for examining the contents of first aid boxes. These should be checked frequently and restocked as soon as possible after use. Items should be discarded safely after the expiry date has passed.

2.7. First aid boxes are located in the following areas:

- Break Out Space (Key Stage 3)
- Break Out Space (Key Stage 4)
- Kitchen

First Aiders

All staff working at the T.L.E.I.S are first aid trained

Head First Aider(s)

Anthony Mitchell and Simone Quashie-Trafford

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

3.2. First aiders are to ensure that their first aid certificates are kept up-to-date through liaison with the Head of Centre.

Providing First Aid

4.1. If an accident, illness or injury occurs, the trained 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.

4.3. In the event that the first aider does not consider that he/she can adequately deal with the presenting condition by the administration of first aid, then he/she should arrange for the injured person to access appropriate medical treatment without delay.

4.4. Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, one or more of the following actions will be taken:

- Administer emergency help and first aid to all injured persons. The purpose of this is to keep the accident victim(s) alive and, if possible, comfortable, before professional medical help can be called. Also, in some situations, action now can prevent the accident from getting more serious, or from involving more victims.
- Call an ambulance or a doctor, if this is appropriate – after receiving a parent's clear instruction, take the accident victim(s) to a doctor or to a hospital. Moving the victim(s) to medical help is only advisable if the person doing the moving has sufficient knowledge and skill to make the move without making the injury worse.
- Make sure that no further injury can result from the accident, either by making the scene of the accident safe, or (if they are fit to be moved) by removing injured persons from the scene.
- See to any children who may have witnessed the accident or its aftermath and who may be worried, or traumatised, despite not being directly involved. They will need to be taken away from the accident scene and comforted. Some may need parental support to be called immediately.

When the above action has been taken, the incident must be reported to:

- Head of Centre
- The parents/carer of the injured victim
- Details recorded in the incident forms
- Details recorded on CPOMS

Reporting to parents

5.1. In the event of incident or injury to a pupil, at least one of the pupil's parents must be informed as soon as practicable.

5.2. In the event of serious injury, head injury or any incident requiring emergency medical treatment, the First aider will telephone or text by prior arrangement the pupil's parents as soon as possible.

5.3. A medical form is to be completed fully.

5.4. A list of emergency contact details is kept in the office and on CPOMS

Visits and events off-site

6.1. Staff will complete a risk assessment, before undertaking any off-site events. This will be reviewed by a member of SLT in before the event goes ahead. All staff leaving site with a learner will carry a travel first aid pack.

Storage of medication

7.1. All medicines shall 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.

7.2. All medicines will be returned to the parent to arrange for safe disposal when they are no longer required.

7.3 All medication will be kept in a locked cupboard only accessible by staff.

7.4 All medication must be administered and signed off by two members of staff.

Parents should advise the school when a child has a chronic medical condition so that staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy and diabetes. A disclaimer will be signed by the parents in this regard.

Illness

8.1. When a child becomes ill during the day, the parents/carer will be contacted and asked to pick their child up from school as soon as possible.

8.2. A quiet area will be set aside for withdrawal and for pupils to rest while they wait for their parents/carer to arrive to pick them up. Pupils will be monitored during this time.

Consent

9.1. Parents will be asked to complete and sign a medical consent form when their child is admitted to the school, which includes emergency numbers, details of allergies and chronic conditions, and consent for the administration of emergency first aid – these forms will be updated periodically.

9.2. Staff do not act 'in loco parentis' in making medical decision as this has no basis in law – staff always aim to act and respond to accidents and illness based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the child in mind – guidelines are issued to staff in this regard.

<u>Written by...</u>	Vicky Willerton	18/01/2024
<u>Approved by...</u>	Tracey Moyse-Mitchell	01/08/2025
<u>Reviewed by...</u>	Simone Quashie-Trafford Tracey Moyse-Mitchell Philippa Nelson Tracey Moyse-Mitchell	17/12/2025 18/12/2025 03/09/2026 03/09/2026
<u>Signed...</u>	<u>V. Willerton</u>	
<u>Date sent to Governors</u>		Due for Review 03/09/2026
<u>Date approved by Governors</u>		17/12/2026