

Cognita Schools Ltd



First Aid Policy including Allergy Awareness Guidelines

Meoncross School

including EYFS



February 2017

First Aid Policy

UK

February 2017

SCHOOL AIMS

- Academic Excellence
 - Achievement in a wide range of activities
- Care and respect for the individual within a safe environment
- Creating opportunities for challenge and leadership
 - Good discipline and a sense of order
- Service to others – in school and in the community

KEY FACTS:

- ❖ To ensure that we promote the good health of all the children in our care.
- ❖ First Aid can save lives and prevent minor injuries become major ones
- ❖ The school will ensure that there are adequate facilities and appropriate equipment for providing First Aid in the workplace, including for visitors, as well as for the age of children.
- ❖ Minimum First Aid provision is a suitably stocked First Aid container, an appointed person to take charge of First Aid arrangements, for information for employees on First-Aid arrangements, as well as adequately trained and experienced staff.
- ❖ This minimum provision is supplemented with a First Aid needs assessment to identify any additional requirements specific to the school, to record the findings and to introduce measures to manage any risks.
- ❖ First Aid provision must be available at all times whilst children are on the school premises and including school visits off site.
- ❖ Our school, staff and others have a duty to safeguard and promote the welfare of children.

1 Legislative Requirements

1.1 The following legislation and guidance has been duly considered, to ensure adequate provision has been made for the provision of First Aid in the school:-

- **The Health and Safety at Work Act 1974**
requires the employer to conduct their work in such a way that their employees or others that may be affected, are not exposed to health and safety risks. Including the provision of suitable information to other people with reference to their workplace/premises, which might affect their health and safety etc
- **The Management of Health and Safety at Work Regulations 1999**
requires employers and self-employed persons to make an assessment of the risk to the health and safety of themselves, employees and others that might be affected in connection with their undertakings, to make appropriate arrangements for health and safety etc
- **Health and Safety (First Aid) Regulations 1981**
requires employers to provide adequate and appropriate equipment, facilities and personnel to ensure their employees receive immediate attention if they are injured or taken ill at work.
- **The Education (Independent Schools Standards) Regulations 2014**
Part 3 (paragraph 13) Welfare, Health and Safety of Pupils requires that the proprietor ensures that First Aid is administered in a timely and competent manner by the drawing up and effective implementation of a written First Aid policy.
- **Health and Safety Executive (HSE) – Guidelines on Regulation of the Health and Safety (First Aid) Regulations published 2013**
Recommends a range of factors to be considered including the size of the school. The First Aid needs assessment should consider a range of factors related factors such as: the nature of the work and associated risks such as curricula and special educational needs and/or disabilities; history of accidents and illness; lone working; travelling; remoteness from main

school site; absence of First Aiders; provision for non-employees such as visiting parents and volunteers; the number of First Aiders required and the type training considered most suitable.

- First Aid in Schools 2014 and Health and Safety Advice on Legal Duties and Powers outline specific additional guidance to which we adhere.
- All staff receive induction training to help them understand their roles and responsibilities induction training must include health and safety issues.

2 Policy Overview

2.1 The definition of First Aid is as follows:

- In cases where a person will need help from a medical practitioner or nurse, treatment for the purpose of preserving life and minimising the consequences of injury and illness until help is obtained; and,
- Treatment of minor injuries which would otherwise receive no treatment, or which do not need treatment by a medical practitioner or nurse.

Please note: it does not include the administration of medicines, which is dealt with under a separate school policy.

2.2 This policy provides an overview of the statutory requirements and how these are met in school. All safeguarding and child protection policy guidelines must be adhered to both on and off the school site, when First Aid is administered.

2.3 The policy applies to all pupils including those pupils covered by the Early Years Foundation Stage (EYFS) 2014 (p3.25). EYFS requires us to ensure that at least one person who has a current paediatric First Aid certificate must be on the premises and available at all times when children are present, must accompany children on outings. Paediatric First Aid training must be relevant for staff caring for young children, and where relevant, babies. First Aiders must be able to respond to emergencies quickly. Our First Aid training meets the requirements of the EYFS 2014 and is fully compliant.

2.4 The responsibility for drawing up and implementing the First Aid policy is delegated to the Headmistress, including informing staff and parents. However, implementation remains the responsibility of all staff in our school in order to keep children healthy, safeguarded and protected whenever they are in our care.

3 Current Procedure

3.1 Our appointed person (First Aid co-ordinator) undertakes and records an annual review and First Aid needs assessment to ensure that adequate provision is available given the size of our school, the staff numbers, our specific location and the needs of individuals.

- 3.2 Our risk assessment includes consideration of pupils and staff with specific conditions and major illnesses, such as asthma and epilepsy, takes account of an analysis of the history of accidents in our school, as well as the identification of specific hazards. It also includes careful planning for any trips and visits, including Category C residential and higher risk trips which always include a suitably trained First Aider, in keeping with our Learning Outside the Classroom: Educational Visits policy.
- 3.3 Our procedure outlines when to call for help when necessary, such as an ambulance or emergency medical advice from professionals/treatment, and outlines the requirements for documenting necessary treatment once applied. The main duties of a First Aider are to give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school.
- 3.4 We ensure that First Aid provision is available at all times, including out of school trips, during PE, and at other times when the school facilities are used.
- 3.5 We keep a written record in our accident book of all accidents or injuries and First Aid treatment. We must inform parent(s)/carer(s) of any accident or injury on the same day, or as soon as reasonably practicable, of any First Aid treatment. For further information please see our Accident and Incident Reporting Policy.
- 3.6 In the main school, all incidents are recorded using Medical Tracker (online), and parents are informed via text or phone call. In the Nursery, all accidents are recorded in their own documentation, and parents are informed as appropriate by the Nursery team.

4 First Aid Training

- 4.1 We carefully consider, and review annually, the training needs of our staff to ensure that suitable staff are trained and experienced to carry out First Aid duties in our school. In particular, we consider the following skills and experiences:-
- Reliability, communication and disposition,
 - Aptitude and ability to absorb new knowledge and learn new skills,
 - Ability to cope with stressful and physically demanding emergency procedures,
 - Normal duties are such that they may be left to go immediately and rapidly to an emergency, and
 - Need to maintain normal operations with minimum disruption to teaching and learning.
- 4.2 First Aiders in our school have all undertaken appropriate training. They have a qualification in either First Aid at work (FAW, 3 days or 18 hours) or Emergency First Aid at

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work (EFAW, 1 day or 4-6 hours). EYFS paediatric First Aiders hold a clearly recognised certificate or a renewal (minimum of 12 hours tuition). Before the certificates expire, First Aiders need to undertake a requalification course as appropriate, to obtain another three-year certificate. In relation to the FAW/EFAW training courses, providers will follow the current guidelines issued by Resuscitation Council (UK) October 2015. E-learning or other forms of distance learning is not recommended by the HSE as a valid form of delivery because training must be delivered face to face to allow for a hands on practical approach.

- 4.3 Training will be updated every three years and will not be allowed to expire before retraining has been achieved.
- 4.4 The need for ongoing refresher training for any staff will be carefully reviewed each year to ensure staff basic skills are up-to-date, although we are aware that this is not mandatory. Annual three hour basic skills updates in between formal training are strongly recommended by HSE to keep staff up to date.
- 4.5 Our appointed person (First Aid co-ordinator) in school who is responsible for looking after First Aid equipment and facilities is Abigail Sutti
- 4.6 **The following staff have completed a recognised training course in FAW:**

<u>Name</u>		<u>Course</u>	<u>Course Date</u>
Steve	Cooper	First Aid at Work 3 day	28/07/14
Deborah	Davis	First Aid at Work	09/03/16
Gilly	Hillyer	First Aid at Work 4 Day	27/07/16
Jeanette	James	First Aid at Work 3 Day	17/08/16
Mark	Kent	First Aid at Work 3 day	28/07/14
Benjamin	Lovett	First Aid at Work 3 day	28/07/14
Rachel	Lushey	First Aid at Work 3 day	28/07/14
Penny	Murray	First Aid at Work 3 day	28/07/14
Sarah	Rowe	First Aid at Work	07/06/16
Matthew	Russell	First Aid at Work 3 day	28/07/14
Abigail	Suttie	First Aid at Work 2 day refresher	16/11/15

4.7 The following staff have completed a recognised training course in EFAW:

<u>Name</u>		<u>Course</u>	<u>Course Date</u>
Donna-Marie	Ansen	First Aid in Schools (4 hrs)	05/01/15
Teresa	Asplett	First Aid in Schools (4 hrs)	05/01/15
Mary	Bruley	First Aid in Schools (4 hrs)	05/01/15
Jo	Capon	First Aid in Schools (4 hrs)	05/01/15
Angela	Carter	First Aid in Schools (4 hrs)	05/01/15
Chris	Clapton	First Aid in Schools (4 hrs)	05/01/15
Paula	Cross	First Aid in Schools (4 hrs)	05/01/15
Holly	Dawson	First Aid in Schools (4 hrs)	05/01/15
Richard	Dix	First Aid in Schools (4 hrs)	05/01/15
Rosemary	Dorey	First Aid in Schools (4 hrs)	05/01/15
Gemma	Eldridge	First Aid in Schools (4 hrs)	05/01/15
	Eschweiler-		
Jessica	Taylor	First Aid in Schools (4 hrs)	05/01/15
Debra	Foley	First Aid in Schools (4 hrs)	05/01/15
Charlotte	Forrestall	First Aid in Schools (4 hrs)	05/01/15
Claire	Jepson	First Aid in Schools (4 hrs)	05/01/15
Lauren	Kimble	First Aid in Schools (4 hrs)	05/01/15
Lynne	Lewis	First Aid in Schools (4 hrs)	05/01/15
John	O'Hanlon	First Aid in Schools (4 hrs)	05/01/15
Gillian	Seaman	First Aid in Schools (4 hrs)	05/01/15
Alison	Skilling	First Aid in Schools (4 hrs)	05/01/15
David	Trollope	First Aid in Schools (4 hrs)	05/01/15
Nathan	Waites	First Aid in Schools (4 hrs)	05/01/15
Jessica	Walton	First Aid in Schools (4 hrs)	05/01/15
Beverly	Watts	First Aid in Schools (4 hrs)	05/01/15

4.8 The following staff have completed a paediatric course in First Aid:

<u>Name</u>		<u>Course</u>	<u>Course Date</u>
Gemma	Ankouri	Paediatric First Aid	01/04/15
Cheryl	Davis	Advanced Paediatric First Aid	22/04/14
Rachael	Davis	Advanced Paediatric First Aid	22/04/14
Wendy	Fisk	Advanced Paediatric First Aid	12/01/16
Kerri Ann	Jenkins	Advanced Paediatric First Aid	22/04/14
Palmira	Kew	Advanced Paediatric First Aid	22/04/14
Lisa	King	Advanced Paediatric First Aid	10/03/14
Danae	Lovegrove	Advanced Paediatric First Aid	22/04/14
Sally	Nieddu	Advanced Paediatric First Aid	22/04/14
Emma	Pickering	Advanced Paediatric First Aid	22/04/14
Rebekah	Powell	Advanced Paediatric First Aid	28/06/16
Claire	Robinson	Advanced Paediatric First Aid	22/04/14
Jacqueline	Rushforth	Advanced Paediatric First Aid	22/04/14
Claire	Searle	Advanced Paediatric First Aid	22/04/14

5 Contents of our First Aid Box

- 5.1 Our minimum provision, as recommended by HSE is to hold a suitably stocked First Aid box, to nominate an appointed person (see 3.1 above), as well as the provision for staff of relevant information on First Aid arrangements.

In our suitably stocked First Aid box we provide the following, or suitable alternatives:-

- a leaflet giving general guidance on First Aid eg HSE leaflet 'Basic advice on First Aid at work' (INDG347 rev 1).
- 20 individually wrapped sterile adhesive dressings (assorted sizes);
- two sterile eye pads;
- four individually wrapped triangular bandages (preferably sterile);
- six safety pins;
- six medium sized (approximately 12cm x 12cm) individually wrapped sterile unmedicated wound dressings;
- two large (approximately 18cm x 18cm) sterile individually wrapped unmedicated wound dressings;
- one pair of disposable gloves.

We do not keep tablets or medicines in the First Aid box.

- 5.2 Our First Aid boxes are kept in the following places: School Office, Nursery.
- 5.3 We take great care to prevent the spread of infection in school, particularly in the event of spillages of bodily fluids which we manage effectively by washing off skin with soap and running water, out of eyes with tap water and or an eye wash bottle, wash splashes out of nose with tap water, record details of any contamination, and seek medical advice where appropriate. For further information please see our Communicable and Infectious Diseases Procedures.
- 5.4 First Aiders take careful precautions to avoid the risk of infection by covering cuts and grazes with a waterproof dressing, wearing suitable gloves, using suitable eye protection and aprons where splashing may occur, use devices such as face shields when giving mouth to mouth resuscitation, wash hands after every procedure.
- 5.5 We ensure that any third party lettings or providers, including transport, have adequate First Aid provision which complies with our standards. For example, visiting sports clubs or schools.

6 Early Years

- 6.1 The Statutory Framework for the Early Years Foundation Stage (2014) is mandatory. In accordance with this, we ensure that at least one person with a current Paediatric First Aid certificate is on our premises at all times, when children are present. From September 2016, all new nursery and pre-school staff within our Early Years will undertake paediatric First Aid training in addition to our existing staff. This means that newly qualified staff with a childcare level two and three qualification will have a paediatric First Aid certificate. All paediatric First Aid certificates are displayed in the Early Years areas.
- 6.2 No outing from school is undertaken without the presence of at least one person with a paediatric First Aid qualification, present on and off site.
- 6.3 Our First Aid training is and relevant for the age of our children.
- 6.4 We keep a written record of all accidents or injuries and First Aid treatment, and we inform parent(s) and/or carer(s) of any accident or injury on the same day, or as soon as reasonably practicable, as well as any First Aid treatment. We use an accident book to record such matter.
- 6.5 We know that we must notify Ofsted of any serious accident, illness or injury to, or death of, any child in our care, and of the action that we have taken. We aim to do so as quickly as possible and always within 14 days of the incident occurring. We are mindful that not to do so, without a reasonable excuse, would be committing an offence.
- 6.6 We must notify our local Child Protection Agency of any serious accident or injury to, or the death of, any child in our care. We always act on their advice, if given to us.

7 Defibrillators (AED)

- 7.1 The school has 1 defibrillator located in the main school office
- 7.2 The defibrillator is always accessible and staff are aware of the location. They are designed to be used by someone without specific training and by following the accompanying step by step instructions on it at the time of use. The manufacturer's guidance has been circulated to all staff and their use promoted should the need arise.

8 Monitoring and Evaluation

- 8.1 Our school's senior leadership team monitors the quality of our First Aid provision, including training for staff, on an annual basis. Our policy will be reviewed annually, accordingly. Compliance will be reported formally to the school's Compliance Committee. Minutes of these are submitted to the Health and Safety Manager at Cognita Regional Office. The Health and Safety Manager will report to the Cognita (UK) Regional Compliance Committee meeting acting in the role as the Proprietor.

- 8.2 Biannual overview reports are provided to our Safeguarding committee which includes an overview of First Aid treatment to children including the identification of any recurring patterns or risks, lessons learned with the management actions to be taken accordingly including the provision of adequate training for staff.
- 8.3 As Proprietor, Cognita Schools has published a compliance training guide for schools which details preferred providers of First Aid training, including approximate costs and procurement arrangements. This document is currently available on the Hub.

9 Allergy Awareness Guidelines

Meoncross School fully recognises its responsibilities for the safety of its children and staff at all times. It is recognised that there is a growing case for awareness of the potential for individuals in the school to suffer from allergies, particularly to nuts. It is, therefore, incumbent on the School to raise awareness to the potential danger of foodstuffs containing nuts in the School.

The purpose of these guidelines is to identify and describe the dangers of foodstuffs containing nuts in the school and the actions to be taken to reduce the chances of allergenic reactions to nuts among the children and staff. It is recognised that there are pupils attending school who are identified as suffering from potential allergic reaction (some seriously). It is understandable why some schools choose to enforce 'nut bans', where it is forbidden for pupils to bring nuts, peanuts and food containing nuts and peanuts to school. However, there are several pitfalls in this approach:

1. It is impossible to provide an absolute guarantee that a school is truly nut-free. The danger of banning nuts may lead to a false sense of security.
2. If you ban peanuts, what happens when other parents say they want similar policies implemented in relation to milk, egg, sesame, fish, fresh fruit and latex?.
3. Parents who demand nut-free zones may risk possible confrontation with other parents. In such an atmosphere, the risks may actually increase.
4. There is a strong case for arguing that food-allergic children will gain a better awareness of their allergies, and learn avoidance strategies, if they move in an environment where allergens may turn up unexpectedly. If they are trained to be vigilant, their growing awareness may pay dividends one day when, for example, a friend offers them a biscuit at a party. If they are used to a nut-free environment, they may take the biscuit without thinking.
5. While allergy awareness should become part of the school routine, it's important to remember that each child is an individual and will have individual needs, so it's important not to make assumptions about their requirements. For example, a few children might experience symptoms when they are in close proximity to peanuts, but others would have to ingest the allergen before having a reaction.

Based on the above we have assessed this risk and designed these guidelines as a result.

Aims

The aims of this guidelines are to:

- Identify the potential threat, and the actions which the School and parents can reasonably take to prevent the presence of foodstuffs containing nuts in the School.
- Identify safeguards and training amongst the staff and pupils in order to reduce the risk of allergic reaction.

Potential Threats and Actions

Potential threats:

Nuts in foods brought into the School in Packed-Lunches, and in the foodstuffs used in School for the purposes of education.

- The presence of Nuts (in particular of Peanuts), nut spread, oils derived from nuts and other nut related foodstuffs.
- Contact between persons who have handled nut related foodstuffs (in or outside school) and allergy sufferers, without appropriate hand washing.
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Reasonable limits:

There are many foodstuffs that do not contain nuts but which are labelled as being produced in factories handling nuts, or that cannot be guaranteed nut free. It cannot reasonably be expected that all these items be kept out of school. Thus items so packaged and labelled will be permitted in school.

Actions by Parents and carers:

Parents and carers are requested NOT to send food to school that contains nuts (especially peanuts). This includes peanut paste/butter, nutella, all nuts and cooking oils containing peanut oil, as well as foods containing nuts. This is especially important in the youngest classes of school, where young children are less able to manage their allergy.

Parents/Carers of children with nut allergy are requested to inform the school, and provide any medical documentation necessary as well as any appropriate medicines as prescribed by the child's doctor.

Actions by School Staff:

Staff will supervise eating at lunchtime.

- Staff will encourage students NOT to share food.
- Students will be encouraged to wash hands after eating.
- Staff will participate in appropriate training to understand and deal with Anaphylaxis (severe allergic reactions) as well as more mild reactions such as urticarial reactions (Hives).
- School produced food management will comply with this Nut Awareness Policy.

4. Support to pupils at risk

The school will ensure that students at risk are supported in any way necessary. Particular note will be taken of the threat of allergy related bullying.

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STAFF TRAINING

Staff members trained to administer Adrenaline using EpiPen:

First Aid at Work (3 Day)	Expiry
Mr Steve Cooper	30/07/2017
Mrs Debbie Davis	01/03/2019
Mr Mark Kent	30/07/2017
Mr Ben Lovett	30/07/2017
Mrs R Lushey	30/07/2017
Mrs Penny Murray	30/07/2017
Mr Matt Russell	30/07/2017
Mrs Abigail Suttie	17/11/2018

Members of staff allergy trained to Level 2.

Mrs Debbie Davis
Mrs Susan Peterson
Mrs Sue Swift
Mrs Sarah Rowe
Mrs Julie Cook

Ownership and consultation	
Document sponsor (role)	Andy Moorhouse
Document author (name)	Ros Vahey and Melissa Jones, amended 2016
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Consultation	n/a
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Document application	
England	Yes
Wales	Yes
Spain	Yes

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Related documentation	
Related documentation	Health and Safety Policy Learning Outside the Classroom Educational Visits Safeguarding Policy:Child Protection Procedures Accident and Incident Reporting Policy Accident Book Safeguarding : Allegations of Abuse Against Teachers and Other Staff Compliments and Complaints Administration of Medicines Policy Communicable and Infectious Diseases Procedures Serious Incident Reporting Form (SIRF)