



## First Aid Policy

**Responsible for policy:**  
**Policy Status:**  
**Policy Review:**  
**Chair of Directors**

**CC3 Quality Provision and Performance**  
**Statutory**  
**Annually**

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## Definitions

In this **First Aid Policy**, unless the context otherwise requires, the following expressions shall have the following meanings:

- I. **'The Romero Catholic Academy'** means the Company named at the beginning of this **First Aid Policy** and includes all sites upon which the Company is undertaking, from time to time, being carried out. The Romero Catholic Academy includes; **Corpus Christi, Good Shepherd, Sacred Heart, SS Peter and Paul, St Gregory, St John Fisher, St Patrick, Cardinal Wiseman, Shared Services Team.**
- II. **'Board'** means the board of Directors of the Romero Catholic Academy.
- III. **'Governance Professional'** means the Clerk to the Board or the Clerk to the Local Governing Body of the Academy appointed from time to time, as appropriate.
- IV. **'Chair'** means the Chair of the Board of the Directors or the Local Local Governing Body appointed from time to time.
- V. **'Chief Executive Officer or CEO'** means the person responsible for performance of all Academies and Staff within the Multi Academy Company and is accountable to the Board of Directors.
- VI. **'Diocesan Schools Commission'** means the education service provided by the diocese, which may also be known, or referred to, as the Birmingham Diocesan Education Service.
- VII. **'Local Governing Body'** means the governing body of the School; the governors are the members of the Local Governing Body.
- VIII. **'Principal'** means the substantive Principal, who is the person with overall responsibility for the day to day management of the school.
- IX. **'School'** means the school or college within The Romero Catholic Academy and includes all sites upon which the school undertaking is, from time to time, being carried out.
- X. **'Shared Services Team'** means the staff who work in the central team across the Company (e.g. HR/ Finance)
- XI. **'Vice-Chair'** means the Vice-Chair of the Local Governing Body elected from time to time.
- XII. **"Billington Safety Services (BSS)."** Is deployed by all schools in the Romero Catholic Academy to provide the highest standard of advice in relation workplace Health & Safety expertise and project implementation.

This Policy follows this DfE guidance. Click on the image to access the document.



**Department  
for Education**

## 1. Introduction

The Health and Safety (First Aid) Regulations 1981 require 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. These Regulations apply to all workplaces including those with less than five employees and to the self-employed. The Regulations do not place a legal duty on employers to make first-aid provision for non-employees such as the public or pupils in schools. However, HSE strongly recommends that non-employees are included in an assessment of first aid needs and that provision is made for them.

The Romero Catholic Academy acknowledges its responsibility to have appropriate first aid arrangements in all its Schools and services. This will include ensuring there is adequate and appropriate equipment, facilities and personnel available to enable first aid to be given to its staff, pupils and others who may be affected by its activities, should they become injured or become ill whilst at the school.

The Romero Catholic Academy expects staff to adhere to this policy in line with obligations under equality legislation. The Board of Directors and Principals must ensure that all reasonable adjustments or supportive measures are considered to allow equality of access and opportunity regardless of age, gender, ethnicity, sexual orientation, disability, faith or religion, gender identity, pregnancy or marital status.

Our schools are required to carry out an annual First Aid Needs Risk Assessment of first aid needs to determine what to provide in each of our schools.

Further guidance can be found making adequate and appropriate provision for first aid in First aid at work: The Health and Safety (First Aid) Regulations 1981 - Guidance on Regulation.

## 2. Responsibilities

### **The Local Governing Body and Principals are responsible for;**

- Ensuring a First Aid Needs Assessment is carried out and reviewed at least annually or sooner as necessary.
- Ensuring adequate and appropriate identified first aid equipment and facilities are provided.
- Ensuring that an appropriate number of trained first aid personnel are present in the school at any one time.
- Ensuring the provision of sufficient numbers of first aid boxes, and that these are regularly checked and first aid supplies replenished as necessary.
- Ensuring staff under their control are aware of the first aid arrangements.
- Undertaking personal needs assessments for lone/mobile workers or those with specific health needs.

### **First Aid Personnel are responsible for;**

- Responding to incidents in the school.
- Recording any first aid treatment given.
- Keeping first aid treatment records secure in line with data protection.
- Appropriately maintain the medical confidentiality of the person they are treating.
- Keeping their training up to date including refreshers and keeping a record of this.
- Treating casualties in accordance with the training they have been given.
- Ensuring contents of first aid box(es) are regularly checked to establish supplies are sufficient to meet requirements.
- Ensure their contact details are updated if they move premises or change their usual working location.

- Take effective measures to protect themselves from any blood borne infection.
- Report insufficiencies in first aid arrangements to their Principal.

**Staff are responsible for;**

- Ensuring they are familiar with the name and location of the nearest first aider or appointed person.
- Ensuring an incident report is completed for all accidents.
- Informing their Principal of any specific health conditions or first aid needs of any member of the community who requires attention.

### **3. First Aid Needs Risk Assessment**

A First Aid Needs Risk Assessment must be carried out to identify the first aid requirements. Significant risks in the workplace or service must be included in the assessment process, which helps identify what each school's first aid needs will be. For further support please contact the Academy Health & Safety Advisors, Billington Safety Services (BSS).

First Aid Provision must be reviewed at least annually or sooner if no longer relevant, for example: -

- There is a significant change in the number of people in the school.
- There are changes in the way people work or use the school.
- There is an increase in the hazard of the activities carried out on site.
- There is a change in legislation or guidance.
- Review does not necessarily mean carrying out a new assessment, but checking the existing one to ensure it is still valid or recording any amendments to reflect changes in circumstances.

### **4. Types of First Aid Personnel**

#### **Emergency First Aider**

The role of those trained in Emergency First Aid at Work is to carry out basic first aid or lifesaving interventions whilst waiting for emergency services. Staff taking on this role must undergo Emergency First Aid training (6-hour course) and will need to undertake a requalification course every three years to keep their qualification current. They may also need to undertake annual refresher training to ensure they are able to use their skills if called upon.

#### **First Aid at Work**

This is someone trained to provide first aid to a range of specific injuries and illnesses for both adults and children, as well as emergency first aid. They must have undergone First Aid at Work training (an 18-hour course) and will need to undertake a requalification course every three years to keep their qualification current. They may also need to undertake annual refresher training to ensure they are able to use their skills if called upon.

#### **Paediatric First Aid**

As an Academy of schools with young pupils (i.e. pupils from three years to the end of the academic year in which a child has their fifth birthday) we are required to have at least one person in Early Years trained in paediatric first aid. We require all permanent staff in Early Years to undertake this training. The requalification course will need to be undertaken every three years to keep the qualification current. They may also need to undertake annual refresher training to ensure they are able to use their skills if called upon.

From 1 September 2025 updated legislation was released to schools to ensure:

- Students/trainees must have Paediatric First Aid (PFA) to be counted in staff:child ratios.
- A staff member with valid PFA must be present during meals at lunchtimes.

- Schools must use accredited PFA training providers.

**A list of first aid trained staff should be displayed around the school (possibly near first aid boxes/points).**

### **Additional Training**

To ensure illness or injuries can be adequately dealt with, we may identify the need for more specialised training for all staff or first aid personnel. For further details please see our **Supporting Pupils with Medical Conditions and Administering Medicine policy**.

Such as;

- Asthma
- Epilepsy
- Diabetes
- Use of Defibrillators
- Epi-pens
- Other specific conditions
- All levels/types of first aiders must attend annual refresher training to update basic skills.
- Mental Health First Aid
  - HSE's 2024 update to L74 guidance recommends considering **mental health needs in first aid risk assessments** and training staff to provide initial support for mental health crises.

## **5. First Aid Kits (taken from the DfE guidance document on page 2)**

Every employer should provide at least one fully stocked first-aid container for each site. The assessment of a school's first-aid needs should include the number of first-aid containers. Additional first-aid containers will be needed for split-sites/levels, distant sports fields or playgrounds, any other high risk areas and any offsite activities.

All first-aid containers must be marked with a white cross on a green background. The siting of first-aid boxes is a crucial element in the school's policy and should be given careful consideration. If possible, first-aid containers should be kept near to hand washing facilities.

First aid procedures should identify the first aider or appointed person responsible for examining the contents of first aid containers. The first aid kits should be checked frequently and restocked as soon as possible after use. Items should be discarded safely after the expiry date has passed.

There is not a definitive list of what items should be in the first aid box. It will depend on what each school assesses its needs to be. There are three sizes of first aid kits but a suggested checklist of first aid contents as a minimum is as follows:

### **First Aid Kit in school**

- a leaflet giving general guidance on first aid e.g. HSE leaflet – basic advice on first aid at work
- 20 individually wrapped sterile plasters (assorted sizes), appropriate to the type of work (you can provide hypoallergenic plasters if necessary),
- 2 sterile eye pads,
- 2 individually wrapped triangular bandages, preferably sterile,
- 6 safety pins,

- 2 large, individually wrapped, sterile, unmedicated wound dressings,
- 6 medium sized, individually wrapped, sterile, unmedicated wound dressings,
- At least three pairs of disposable gloves (preferably latex free).

Above is the suggested minimum stock but each school's needs assessment may identify additional equipment or materials are required, depending on the work activities. Examples could be disposable aprons, individually wrapped moist wipes, adhesive hypoallergenic microporous tape, shears capable of cutting through clothing, sterile disposable tweezers, foil blankets to protect casualties from the elements etc.

There are first aid kits which are compliant with British Standard BS 8599 which contain slightly more than the recognised minimum stock. Whether using a kit compliant with BS 8599, or an alternative kit, the contents should reflect the outcome of the first aid needs assessment.

No medication of any kind, for example, paracetamol, antiseptic creams, burn sprays, EpiPen's, insulin, asthma inhalers etc, should be kept in first aid boxes or kits, nor should these be used as a form of first aid. The reasoning behind this is;

- In the case of tablets/medicines, you may not know if any medication has previously been taken, so schools must refer to the parental permission form for administering medicines (see **Supporting Pupils with Medical Conditions and the Administration of Medicines policy**) and only prescribed medication may be administered in school or if it has, what dosage and when. Giving such medication may adversely affect treatment or surgery that may be required
- Epi-pens and inhalers for asthma should be given to staff who will be responsible for providing a safe place of storage. The storage of the inhaler will depend on the maturity of the pupil to manage their medical condition:
  - Younger pupils - usually the class teacher at Primary will store the inhaler close to hand in classroom
  - Older pupils -will keep inhalers on their person
- If the wrong cream is used for the wrong injury, or used inappropriately, there may be serious scarring or long-term discomfort for the casualty. There may also be the chance of an adverse allergic reaction
- A First Aiders role is to assist persons to self-medicate where possible and contact emergency services if required

The only exception to this rule is where aspirin is used as first aid to a casualty with a suspected heart attack in accordance with currently accepted first aid practice. If kept for these purposes Aspirin should be kept separately from the general first aid kit in a secure location. Aspirin is not to be used to treat illness.

Prescribed medicines kept for individual pupils do not fall under this policy. Schools should refer to the **Supporting Pupils with Medical Conditions and Administration of Medicines policy**.

First aid kits must be checked regularly so that stocks can be maintained. Each school must have named first aiders for this role. The container should protect first aid items from dust and damp. Any items with expiry dates should not be used beyond their expiry date.

First aid kits should be clearly identifiable (container should have a white cross on a green background) and readily accessible to staff. Kits should be placed conveniently, if possible, near to hand washing facilities. Kits should also be available in areas of greater risk, for example, science labs, workshops and kitchens. In small low risk establishments, it would be appropriate to site the first aid kit in a central office or secure reception area. If the premises are used after normal working hours, arrangements should ensure that a first aid kit is available to persons who may require its use e.g. after school clubs.



## Travelling First Aid kits for visits off school sites

Before undertaking any off-site activities or educational visits, the visit leader should assess what level of first aid provision is needed and identify any additional items that may be necessary for specialised activities.

The [Outdoor Education Advisers' Panel \(OEAP\)](#) provides advice on outdoor learning and off-site visits, including the assessment of first aid requirements.

HSE recommends that the minimum travelling first aid kit should be:

- a leaflet giving general advice on first aid – [HSE information is available](#)
- 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

The Road Vehicles (Construction and Use) Regulations 1986 (for minibuses) and/or the Public Service Vehicles (Conditions of Fitness, Equipment, Use and Certification) Regulations 1981 (for larger vehicles) advise that a suitable, clearly marked first aid box should be readily available and in good condition. [Further information, including advice on what the kit should contain, is available.](#)

The following items must be kept in the first aid box:

- 10 antiseptic wipes, foil packed
- 1 conforming disposable bandage (not less than 7.5 cm wide)
- 2 triangular bandages
- 1 packet of 24 assorted adhesive dressings
- 3 large sterile unmedicated ambulance dressings (not less than 15.0 cm × 20.0 cm)
- 2 sterile eye pads, with attachments
- 12 assorted safety pins
- 1 pair of rustless blunt-ended scissors

## Additional Item For residential trips

- Ear Thermometer or forehead (scan) thermometer
- On residential trips, it may be necessary to administer pain relief medication to a pupil. If parental consent has been given, pain relief may need to be administered to a pupil if their temperature exceeds 38.3 °C. An ear thermometer or forehead (scan) thermometer will be taken on the trip to ensure an accurate temperature reading is taken. Parents will be asked to complete a medicine administration form. As detailed in the **Supporting Pupils with Medical conditions and Administration of Medicine Policy**

Clearly all schools must undertake an Educational Visits Risk Assessment. Each class teacher or person responsible for organising the trip must ensure that any specific medication i.e. inhalers or epi-pens must be taken on the trip.

## 6. First Aid Rooms

First Aid rooms are only present in some of our schools due to the restriction on space and resources.

If a school has a First Aid room, then the room could contain essential first aid facilities and equipment, typically;

- a sink with hot and cold running water,



- immediate access to a toilet
- drinking water and disposable cups,
- liquid soap and disposable paper towels,
- a store for first aid materials,
- foot operated waste bins, lined with yellow clinical waste bags or container suitable for safe disposal of clinical waste,
- a couch with waterproof protection, clean pillows and blankets (and a system for keeping them clean),
- a chair,
- telephone or other communication equipment,
- a method of recording all incidents where the first aid has been given.

Ideally, the room should be reserved specifically for providing first aid. It should be easily accessible to stretchers and be clearly signposted and identified. It should be kept clean and tidy at all times and not used as a storeroom.

Where a room cannot be specifically reserved for giving first aid, Principals will need to make sure first aid facilities can be made available quickly if necessary. Principals will need to consider therefore:-

- Whether the activities normally carried out in a room can be stopped immediately in an emergency.
- Furniture and equipment can be moved easily and quickly to a position that will not interfere with giving first aid.
- First aid supplies and equipment can be easily made available quickly when necessary.
- That a toilet and wash basin are in the immediate vicinity
- Utilising an area in the reception or just outside the office is acceptable for monitoring pupils until they are collected

## **7. Recording First Aid Treatment**

When first aid is given, the person giving first aid must make a record of:

- Date, time and place of incident.
- Name and job title (where relevant) of the injured person.
- Details of the injury/illness and what first aid was given.
- What happened to the person immediately afterwards (for example, went home, went back to class/work, went to hospital).
- Name and signature of the person dealing with the incident.

All completed records of first aid treatment must be kept in a secure location to comply with the requirements of data protection legislation using the appropriate First Aid Book and GDPR compliance. Where necessary in the event of accident or assault, an Incident form will need to be completed.

The Academy have statutory responsibilities in recording and reporting incidents involving employees under RIDDOR. HSE should be notified of fatal and major injuries, and dangerous occurrences without delay. Injuries to anyone who has been involved in an accident at the school or on an activity organised by the school are only reportable under RIDDOR if the accident results in:

- the death of the person, and arose out of or in connection with a work activity, or
- an injury that arose out of or in connection with a work activity and the person is taken directly from the scene of the accident to hospital for treatment (examinations and diagnostic tests do not constitute treatment)

The responsible person should consider whether the incident was caused by:

- a failure in the way a work activity was organised (for example inadequate supervision of a field trip)
- the way equipment or substances were used (for example lifts, machinery, experiments)
- the condition of the premises (for example poorly maintained or slippery floors)

## 8. Automated External Defibrillator (AED)

An AED is a device that delivers a shock to the heart to re-establish regular heart rhythm after it has become unstable resulting in cardiac arrest. The use of AEDs in cases of sudden cardiac arrest does not replace the need for Cardiopulmonary Resuscitation (CPR), it complements it, and CPR will still be required between shocks to enable blood to continue to be pumped round the body.

Research into community

schemes to install defibrillators across the world show a success rate of between 12% and 39% compared to a rate of about 7% when using CPR alone. Legislation does not make the provision of AEDs a general requirement, although enforcing authorities acknowledge they may be of benefit in some circumstances.

As of July 2023, all state-funded schools should have at least one AED following the DfE rollout. AEDs are now expected in all schools and include maintenance responsibilities. AEDs are located in the following places:

- Cardinal Wiseman – outside the main Reception on the external fence (roadside) Plus two within school site
- Corpus Christi – outside the Church plus one in the main office
- Good shepherd – main office
- Sacred Heart – staff room
- Saint Gregory – main office
- Saint John Fisher – external wall between the two building
- Saint Patrick - School office
- SS Peter and Paul- main entrance hallway

These schools must ensure these are managed in accordance with the guidance provided which includes an annual maintenance/service check by a competent person, monthly battery check and self-test fault check.

Schools must ensure these are managed in accordance with the guidance provided which includes an annual maintenance/service check by a competent person, monthly battery check and self-test fault check.

## 9. Mental Health First Aid

Schools should identify a senior mental health lead. This role involves having strategic oversight of the whole school approach to mental health and wellbeing. They support schools to make the best use of existing resources and effort to help improve the wellbeing and mental health of pupils and staff.

DfE has published guidance to help schools identify whether a child or young person's behaviour may be related to an underlying mental health problem, and how to support them in these circumstances. Further details can be found in the [Mental health and behaviour in schools guidance](#).

Following the first aid needs assessment, schools need to identify personnel trained to identify and understand symptoms and be able to support pupils and staff who might be experiencing a mental health issue. Staff are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be

experiencing a mental health problem or be at risk of developing one but only appropriately trained professionals should attempt to make a diagnosis of a mental health condition.

Consideration should be given to ways to manage mental ill health in the workplace. This includes providing information or training for employees; occupational health professionals, appointing mental health trained first aiders and implementing support programmes such as Teaching with Heart counselling sessions. HSE provides further information on [mental health conditions, work and the workplace](#). The [Education Support](#) charity provides free 24 hours a day telephone counselling to all serving and retired staff in need on mental health support.

School staff are not mental health professionals. Where pupils experience more serious mental health problems, schools should expect them and their families to be able to access support from sources which include professionals working in specialist Children and Young People's Mental Health Services (CYPMHS), voluntary organisations and local GP practices.

## **10. Links to other Policies**

This First Aid Policy is linked to our;

- Health and Safety Policy
- Supporting Pupils With Medical Conditions and Administration of Medicine Policy
- Educational Visits Policy

## **11. Monitoring Review**

- The Board of Directors delegate the implementation of this policy to the Local Governing Body of each school.
- This policy will be reviewed annually by CC3 Quality Provision, Performance and Standards.