

FIRST AID POLICY

September 2026

1. AIMS

With this First Aid Policy, EIFA International School (the “School”, “us”, “we”) aims to:

- Ensure the health and safety of all employees, pupils, and visitors
- Ensure that employees are aware of their responsibilities with regard to health and safety
- Provide a framework for responding to incidents and recording and reporting the outcomes.

This policy can be made available in large print or other accessible formats if required.

2. LEGISLATION AND GUIDANCE

This policy is based on the statutory framework for the Early Years Foundation Stage, advice from the Department for Education (DfE) on first aid in schools and health and safety in schools, guidance from the Health and Safety Executive (HSE) on incident reporting in schools, and the following legislation:

- The Health and Safety (First-Aid) Regulations 1981, which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel
- The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept
- Social Security (Claims and Payments) Regulations 1979, which set out rules on the retention of accident records.

3. ROLES AND RESPONSIBILITIES

3.1 First aiders

First aiders are trained and qualified to carry out the role (see section 7) and are responsible for:

- Taking charge and acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, and provide immediate and appropriate treatment
- Ensuring that an ambulance or other professional medical help is summoned when appropriate
- Sending pupils home to recover, where necessary
- Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident
- Ensuring there is an adequate supply of medical materials in first aid kits and replenishing the contents of these kits.

The names of the School’s first aiders are displayed prominently around the School.

3.2 The Head of Administration and Compliance

The Head of Administration and Compliance is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of trained first aiders are present in the School at all times
- Ensuring that first aiders have appropriate qualifications, keep training up to date, and remain competent to perform their role
- Ensuring all employees are aware of first aid procedures
- Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- Ensuring that adequate space is available for catering to the medical needs of all
- Reporting specified incidents to the HSE when necessary (see section 6).

3.3 Employees

School employees are responsible for:

- Ensuring they follow first aid procedures
- Ensuring they know who the first aiders in School are
- Completing accident reports for all incidents they attend to where a first aider is not called
- Informing the Head of School, their Line Manager or the Head of Administration and Compliance of any specific health conditions or first aid needs.

4. FIRST AID PROCEDURES

4.1 In-School procedures

In the event of an accident resulting in injury:

- The closest employee present will assess the seriousness of the injury and seek the assistance of a qualified first aider, who will provide the required first aid treatment
- The first aider will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives
- The first aider will also decide whether the injured person should be moved or placed in a recovery position
- If the first aider judges that a pupil is too unwell to remain in School, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- In the event of a head injury, parents are given a head bump monitoring factsheet
- If emergency services are called, the teacher or first aider will contact parents immediately
- The first aider will complete an accident report form on the same day or as soon as is reasonably practicable, after an incident resulting in an injury.

There will always be at least one person who has a current paediatric first aid (PFA) certificate on the premises.

4.2 Off-site procedures

When taking pupils off the School premises, employees will ensure they always have the following:

- A mobile phone
- A portable first aid kit
- Information about any specific medical needs of pupils
- Parents' contact details
- For residential trips - insurance contact details.

Risk assessments will be completed by the organising teacher prior to any educational visit that necessitates taking pupils off School premises.

There will always be at least one first aider with a current paediatric first aid certificate on School trips and visits, including visits to the park at lunchtimes, as required by the statutory framework for the Early Years Foundation Stage.

During declared pandemics, we will take account of any government advice in relation to educational visits during such pandemics.

5. FIRST AID EQUIPMENT

A typical first aid kit in our School will include the following:

- A printed list of contents
- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses.

No medication is kept in first aid kits.

Our first aid kits may also include:

- Face Shield
- Foil Blanket
- Self-Seal Finger Dressing
- Sterile Adhesive Dressing
- Sterile Gauze Swabs
- Ear Thermometer and Cases Covers (In Ground Floor Reception First Aid Box)
- Forehead Thermometer (Reception First Aid Box)

First aid kits are stored in:

- **Portland Place** - Basement - Kitchen, Boiler Room, Science Laboratory and Nursery, Ground Floor - Reception, 1st Floor - Lift Lobby, 2nd Floor - Lift Lobby, 3rd Floor - Lift Lobby, 4th Floor - Kitchen
- **The Mews** – Kitchen.

6. RECORD-KEEPING AND REPORTING

6.1 First aid and accident record keeping

- An accident report will be completed as soon as possible after the accident occurs by the first aider who deals with it
- As much detail as possible will be supplied when reporting an accident

- Information about injuries will also be kept in the pupil's educational record or employee's personnel records
- Records held in the first aid and accident books, and online CPOMS records will be retained by the School for a minimum of 3 years, after the last entry in the book, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979.

6.2 Reporting to the Health and Safety Executive (HSE)

The Head of Administration and Compliance will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The Head of Administration and Compliance will report to the Health and Safety Executive as soon as is reasonably practicable and in any event within statutory timescale applicable to the particular reportable incident. Any incidents resulting in a RIDDOR report will also be reported by the Head of Administration and Compliance to the Board.

Reportable injuries, diseases or dangerous occurrences include:

Accidents involving employees

- Work-related accidents resulting in death or 'specified' injury (including as a result of physical violence). These must be reported immediately (major injury examples: any loss of consciousness caused by head injury or asphyxia; amputation); or
- Work-related accidents which prevent the injured person from continuing with his/her normal work for more than seven days; or
- Cases of work-related diseases that a doctor notifies the School of (for example: certain poisonings; lung diseases; infections such as tuberculosis or hepatitis; occupational cancer); or
- Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure.
- Certain dangerous occurrences (near misses - reportable examples: bursting of closed pipes; electrical short circuit causing fire; accidental release of any substance that may cause injury to health).

Accidents involving pupils or visitors

Accidents where the person is killed or is taken from the site of the accident to hospital and where the accident arises out of or in connection with:

- Any School activity (on or off the premises)
- The way a School activity has been organised or managed (e.g. the supervision of a field trip)
- Equipment, machinery or substances; and/or
- The design or condition of the premises.

Information on how to make a RIDDOR report is available here: [How to make a RIDDOR report, HSE](#)

6.3 Notifying parents/guardians

The first aider will inform parents/guardians of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

6.4 Reporting to Ofsted and child protection agencies

The Head of School or Head of Early Years will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the School's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

Where an incident gives rise to an allegation or concern about an adult working with children that meets the relevant threshold, the School will refer the matter to the Local Authority Designated Officer (LADO) in accordance with the School's Safeguarding and Child Protection Policy.

7. TRAINING

All School employees may undertake basic first aid training if they would like to.

All first aiders must have completed a recognised training course, and must hold a valid certificate of competence to show this. The School will keep a register of all trained first aiders, what training they have received and when their certificate is valid until.

At all times, at least one employee will have completed a training course and hold a valid paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework. This is updated at least every 3 years.

8. MONITORING ARRANGEMENTS

This policy will be reviewed by the Health and Safety Committee, on an annual basis. The Health and Safety Committee's purpose is to contribute to the provision by the School of a safe and secure environment for work, study and visitors, both on- and off- the School grounds. The Health and Safety Committee considers and advises on the health, safety and welfare aspects of all School policy, procedure and practice relating to employees, pupils, visitors, contractors and others and related off-site activities.

At every review, the policy will be approved by the School's Senior Management.

9. LINKS WITH OTHER POLICIES

This First Aid Policy is linked to the:

- Health and Safety Policy
- Risk Assessment Policy
- Supporting Pupils with Medical Conditions Policy