

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

North Kidlington Primary School



Approved by:	Headteacher & Health & Safety Governor
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Last reviewed on:	October 2025 (no changes)
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Next review due by:	October 2026
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1. Aims

The aims of our first aid policy are to:

- Ensure the health and safety of all staff, pupils and visitors
- Ensure that staff and governors are aware of their responsibilities with regards to health and safety
- Provide a framework for responding to an incident and recording and reporting the outcomes

2. Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education on [first aid in schools](#) and [health and safety 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 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
- [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
- [The School Premises \(England\) Regulations 2012](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school's appointed persons are Emilie Fidler, Zoë Claxton, Sarah Müldür and Rita Turner. They are responsible for:

- Taking charge when someone is injured or becomes ill (Emilie Fidler & Zoë Claxton)
- Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits (Rita Turner)
- Ensuring that an ambulance or other professional medical help is summoned when appropriate (Emilie Fidler, Zoe Claxton & Sarah Müldür)

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

- 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
- 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
- Keeping their contact details up to date

Our school's first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

3.2 The local authority and governing board

Oxfordshire County Council has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.4 The headteacher

The headteacher is responsible for the implementation of this policy, including:

- Ensuring that an appropriate number of trained first aid personnel are present in the school at all times
- Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role
- Ensuring all staff are aware of first aid procedures
- Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- Ensuring that adequate space is available for catering to the medical needs of pupils
- Reporting specified incidents to the HSE when necessary (see section 6)

3.5 Staff

School staff 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 headteacher or their manager 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 member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment
- The first aider, if called, 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
- If emergency services are called, the Class Teacher, Deputy Head Teacher or Head Teacher will contact parents immediately
- The first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury

4.2 Off-site procedures

When taking pupils off the school premises, staff will ensure they always have the following:

- A mobile phone
- A portable first aid kit
- Information about the specific medical needs of pupils
- Parents' contact details

Risk assessments will be completed by the trip planner 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 which include Early Years children, as required by the statutory framework for the Early Years Foundation Stage.

There will always be at least one first aider on school trips and visits for children in years 1- 6.

5. First aid equipment

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

- 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
- Burns dressings

No medication is kept in first aid kits.

First aid kits are stored in:

- Reception (at the desk)
- Willow Class
- Fresh Start Room
- The school kitchens

6. Record-keeping and reporting

6.1 First aid and accident record book

- An accident form will be completed by the first aider who attended the child 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, including all of the information included in the accident form
- Records held in the first aid and accident book will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of

6.2 Reporting to the HSE

The Office Manager 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 Office Manager will report these to the Health and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident.

Reportable injuries, diseases or dangerous occurrences include:

- Death
- Specified injuries, which are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding)
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- Injuries where an employee is away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident)
- Where an accident leads to someone being taken to hospital
- Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment
 - The accidental release of a biological agent likely to cause severe human illness
 - The accidental release or escape of any substance that may cause a serious injury or damage to health
 - An electrical short circuit or overload causing a fire or explosion

Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)

<http://www.hse.gov.uk/riddor/report.htm>

6.3 Notifying parents

A member of staff will inform parents 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 Teacher, Deputy Head Teacher or DSL 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.

The Head Teacher, Deputy Head Teacher or DSL will also notify Oxfordshire Children's Safeguarding Board (OSCB) of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

All school staff are able to undertake first aid training if they would like to.

All first aiders must have completed a 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 this is valid until.

Staff are encouraged to renew their first aid training when it is no longer valid.

At all times, at least 1 staff member (though ideally 2) will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework and is updated at least every 3 years.

8. Monitoring arrangements

This policy will be reviewed by the Head Teacher every year.

At every review, the policy will be approved by the governing board.

9. Links with other policies

This first aid policy is linked to the

- Health and safety policy
- Policy on supporting pupils with medical conditions

Appendix 1: list of trained first aiders

FIRST AID TRAINING

SURNAME	FIRST NAME	POSITION	TAKEN	DUE
Bowman	Lauren	TEACHER	Booked	
Buckingham	Sharron	TA/LTS	01.09.25	31.08.28
Claxton	Zoe	HEAD TEACHER	06.01.25	05.01.28
Collier	Mandy	TA/LTS	01.09.25	31.08.28
Dallimore-Gray	Keri	DEPUTY HEAD/TEACHER	06.01.25	05.01.28
Daniel	Kelly	LTS	01.09.25	31.08.28
Darley	Elizabeth	TA	01.09.25	31.08.28
Harvey	Polly	TEACHER	06.01.25	05.01.28
Henderson	Penny	TA	01.09.25	31.08.28
Hilsdon	Jo	HLTA	01.09.25	31.08.28
Hosier	Sally	TA/LTS	01.09.25	31.08.28
Leach	Charlie	TEACHER	06.01.25	05.01.28
Ledger	Lindsey	TEACHER	06.01.25	05.01.28
Leo	Sai Sin (Tracy)	TA/LTS	12.09.24	11.09.27
Lloyd	Hannah	TEACHER	Booked	
Miller	Frances	TA	01.09.25	31.08.28
Moore	Gabriella	TEACHER	06.01.25	05.01.28
Muldur	Sarah	SENCo/TEACHER	06.01.25	05.01.28
Mulgeci	Brunilda	TA/LTS/BURROW	12.06.23	11.06.26
Oddi	Yvonne	TEACHER	23.10.25	22.10.28
Preston	Harriet	TEACHER	06.01.25	05.01.28
Smith	Philippa	TEACHER	06.01.25	05.01.28
Stone	Kate	TA	01.09.25	31.08.28
Vaughan	Joann	TEACHER	06.01.25	05.01.28

PAEDIATRIC FIRST AID TRAINING

SURNAME	FIRST NAME	POSITION	TAKEN	DUE
Agha	Betty	TA/LTS/BURROW	24.03.25	23.03.28
Alden	Jo	TA/BURROW	28.01.25	27.01.28
Hilsdon	Felicity	TA	04.08.25	03.08.28
Davix	Deborah	TA/LTS	31.10.23	30.10.26

Appendix 2: list of trained first aiders

EPIPEN TRAINING

SURNAME	FIRST NAME	POSITION	TAKEN	DUE
Agha	Betty	TA/LTS/BURROW	27.07.25	23.07.26
Alden	Jo	TA/BURROW	09.09.25	08.09.26
Claxton	Zoe	HEAD TEACHER	04.09.25	03.09.26
Dallimore-Gray	Keri	DEPUTY HEAD/TEACHER	25.07.25	24.07.26
Hosier	Sally	TA/LTS	14.03.26	13.03.27
Moore	Gabriella	TEACHER	06.01.25	05.01.28
Muldur	Sarah	SENCo	06.01.25	05.01.28
Oddi	Yvonne	TEACHER	23.10.25	21.10.28
Plant	Melissa	TA/LTS	03.04.25	02.04.26
Preston	Harriet	TEACHER	06.01.25	05.01.28
Smy	Marina	TA	09.09.25	08.09.26

EPILEPSY TRAINING

SURNAME	FIRST NAME	POSITION	TAKEN	DUE
Dallimore-Gray	Keri	DEPUTY HEAD/TEACHER	09.11.25	08.11.26
Leach	Charlie	TEACHER	16.09.25	15.09.26
Samsworth	Jayne	TA	28.08.24	27.08.26
Vaughan	Joann	TEACHER	08.10.25	07.10.26