

Oxford Diocesan Bucks Schools Trust (ODBST)

“Empowering lives, flourishing together”



First Aid Policy

(including concussion)

ODBST Level 1 Statutory Policy:	ALL Schools require this policy with no changes allowed to core text. No changes are necessary to personalise this with school name and branding, as this is a Trust level policy for use, without change, by all schools, except where a school contact is required as identified in the content of the policy. LGBs will note adoption in LGB meetings. Review will take place at Trust level, and schools will be notified of updates and review dates as necessary.
Other related ODBST policies and procedures:	ODBST Health & Safety Policy ODBST Safeguarding and Child Protection ODBST Supporting Children with Medical Needs
Committee responsible:	FRAPP
Approved by:	FRAPP
Date Approved:	27/11/2025
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1. Aims

The Oxford Diocesan Bucks Schools Trust (ODBST) requires the Governing body of **Chiltern Hills Academy** to assess the first aid needs and to provide adequate and suitable first aid arrangements, equipment and facilities for all its employees/staff under health and safety legislation *Health and Safety (First-Aid) Regulations 1981* (as amended)) and the DfE's Guidance for First Aid in Schools 2022.

Chiltern Hills Academy recognise that as a school this policy will extend to students/visitors and others even though the regulations do not oblige employers to provide first aid for anyone other than their own employees.

This policy will provide for risks to students and visitors and will make allowances for them when performing risk assessments and when deciding on numbers for first aid personnel. This is in addition to the *Management of Health and Safety at Work Regulations 1999* which require employers to make a suitable and sufficient assessment of the risks to the health and safety of their employees at work and others who may be affected by their undertaking, to identify what measures they need to take to prevent or control these risks.

Whilst most of the terminology used in this policy refers to students it should be presumed that where possible this would also include staff and visitors to the school.

The aims of the policy are to:

- Ensure that **Chiltern Hills Academy** has adequate and appropriate equipment, facilities and procedures to provide suitable first aid;
- Ensure that the **Chiltern Hills Academy** first aid arrangements are in line with this policy and government guidelines; and
- Ensure that the first aid arrangements are based on a risk assessment of the school's likely requirements, taking into account the size, location of the school and any hazardous activities undertaken.

2. Legislation and Guidance

National guidance is provided in the DfE's document *First Aid in Schools* and in the HSE's *The Health and Safety (First-Aid) Regulations 1981: Guidance on Regulations*.

3. Roles and responsibilities

3.1 Trustees of ODBST

The Trustees of ODBST are responsible under the *Health and Safety at Work etc Act 1974 (HSWA)* for:

- Ensuring that ODBST schools have an appropriate First Aid policy.

- Ensuring that trust school have access to appropriate guidance on first aid issues through its Competent Advisor, Handsam;
- Ensuring that insurance arrangements provide full cover for claims arising from actions of staff acting within the scope of their employment; and
- Reviewing the policy annually, and when statutes or guidance change.
- Monitoring and review first aid in its schools

3.2 Local Governing Body

The Local Governing Body (LGB) is responsible for:

- Ensuring that **Chiltern Hills Academy** follows the Trust's policy based on suitable and sufficient risk assessments carried out by a competent person at their school. Following accidents informing the trust if this policy needs reviewing;
- Ensuring that **Chiltern Hills Academy** provides sufficient funding for first aid provision;
- Ensuring that all newly qualified early years staff (with a full and relevant level two or level three childcare certification) have a full Paediatric First Aid (PFA) or an emergency PFA certificate in order to be included in the required adult: child ratios in an early years setting;
- The LGB will follow the *Statutory Framework for the Early Years Foundation Stage* (EYFS) updated in March 2017 in relation to the new conditions of paediatric first aid training;
- Providing a suitable and sufficient first aid room or rooms where the assessment of first aid needs identifies this as necessary. The area, which must contain a washbasin and be reasonably near to a WC, need not be used solely for medical purposes, but it should be appropriate for that purpose and readily available for use when needed;
- Provide suitable first aid arrangements are in place for off-school activities e.g. school excursions;
- Ensuring that staff are appropriately consulted and trained;
- Receive and consider reports from **Chiltern Hills Academy**
- Ensure that **Chiltern Hills Academy** keep accurate accident records and will report to the HSE as required under the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)* and that these are reported to the Trust;

3.3 The Principal

The **Principal** of **Chiltern Hills Academy** is responsible for ensuring the ODBST's policy is put into practice and for:

- The day-to-day internal management responsibility for first aid;
- Ensure that the first aid provision is adequate and appropriate;
- Determining the first aid needs of **Chiltern Hills Academy**, considering, among other things, the number of employees, size, location and work activity;
- Developing and reviewing detailed procedures;
- Monitoring the training and expertise of first aid staff;

- Ensuring that there are enough trained staff to meet statutory requirements and assessed needs, including making an allowance for staff who may be on sick leave or off-site;
- Liaising with the person responsible for first aid **Maneever Khurshid**
- Informing employees of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel; and
- Ensuring that staff, students and parents are aware of **Chiltern Hills Academy** health and safety and first aid policy and procedures.

3.4 Designated First Aid Leader

The principal of **Chiltern Hills Academy** may delegate the role of Designated First Aider to the School Business Manager/Operations Manager who will be in charge of first aid provision. At Chiltern Hills Academy this is James Cordell They will:

- Carry out appropriate risk assessments in liaison with the headteacher.
- Ensure that the number of first aiders/appointed persons meets the assessed need;
- Ensure that appropriate training is provided and monitors the competence of first aiders:
- Ensure that the equipment and facilities are fit for purpose and first aid kits are regularly re-stocked;
- Ensure that incidents are reported to the HSE as required under the *Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)* or *Ofsted for separately registered nursery settings*;
- Ensure that an ambulance or other professional medical help is summoned when required;
- Ensure that all staff know the procedures for calling for first aid and their duties towards any person requiring first aid; and
- Regularly keeps the headteacher informed of the implementation of the policy.

3.5 Staff

Teachers' conditions of employment do not usually include giving first aid. Staff may, however, volunteer to undertake first aid tasks. Certain support staff may have the giving of first aid as part of their contract. They must be appropriately trained. However, all staff in charge of students (including volunteer staff) must use their best endeavours at all times, particularly in emergencies, to secure the welfare of the students in the same way that parents would be expected to act towards children.

Trained staff may take action beyond the initial management stage. Other staff must provide aid only to the level of qualification or competence they possess.

If first aid is required staff must not move the patient. A first aider must be summoned.

Staff who deal with a first aid incident must ensure that the incident is recorded. This includes incidents on out-of-school activities.

The record must include:

- The date, time and place of incident;
- The name (and class) of the injured or ill person;

- Details of the injury/illness and what first aid was given;
- What happened to the person immediately afterwards (for example went home, resumed normal duties, went back to class, went to hospital); and
- Name and signature of the first aider or person dealing with the incident.

4. First Aiders and Appointed Persons

All employees providing first aid in **Chiltern Hills Academy** must have an appropriate first aid qualification and **remain competent** to perform their role. Typically, first aiders will hold a valid certificate of competence in either first aid at work (FAW) or emergency first aid at work (EFAW). EFAW training enables a first aider to give emergency first aid to someone who is injured or becomes ill while at work. FAW training includes EFAW and also equips the first aider to apply first aid to a range of specific injuries and illnesses. All first aid training providers are required to train workplace first aiders in the use of an automated external defibrillator (AED) on all first aid at work courses.

A first aider must:

- Complete a first aid course and hold a valid first aid certificate;
- Give immediate help to casualties; and
- Ensure that, when necessary, an ambulance or other professional medical help is called.

First aiders will be expected to follow any appropriate trust or government guidance.

Chiltern Hills Academy recognises that a first aid certificate does not constitute appropriate training in supporting children with medical needs. **Chiltern Hills Academy** will have regard to the statutory requirements and guidance, as well as the student's Individual Healthcare Plan and the relevant school policies in relation to the care of students with medical conditions.

Appointed Persons

When the school's assessment of first aid needs identifies that a designated first aider is not required, they will appoint a person to take charge of the first aid arrangements. Arrangements should always be made for the appointed person to be available to undertake these duties when people are at work.

Appointed persons do not need to have a first aid qualification although they may benefit from training such as completing an emergency first aid at work course. Their role is to:

- take charge when someone is injured or becomes ill
- look after the first aid equipment
- ensure that an ambulance or other professional medical help is summoned when appropriate

Number of First Aiders/Appointed Persons

Chiltern Hills Academy will use the HSE checklist for assessment on pages 10 to 12 *The Health and Safety (First-Aid) Regulations 1981: Guidance on Regulations* and appendix 3 of the same.

It is essential that adequate provision is made to cover all times people are at work. The Principal must ensure that there is cover for annual leave/holiday or other planned absences in terms of first aiders and appointed persons including staff accompanying school excursions and leaving the school short in terms of supply. Consideration should also be given to what cover is needed for unplanned and exceptional absences such as sick leave or special leave due to bereavement.

The number of first aiders required is: **36**

The number of appointed persons is: **36**

4.5 Early Years Paediatric First Aid requirements:

In accordance with the updated Early Years Foundation Stage (EYFS) statutory framework (DfE, September 2025), all ODBST schools and settings with Early Years provision must ensure compliance with the following paediatric first aid (PFA) requirements:

- **Mandatory PFA Presence:** At least one staff member holding a full, current Paediatric First Aid certificate must be present and available at all times when children are on the premises. This includes accompanying children on outings.
- **Meal Supervision:** A staff member with valid PFA training must be present during all meal and snack times to support safer eating practices and respond to choking or allergy-related emergencies.
- **Training Standards:** PFA training must be delivered by a recognised and accredited provider and meet the criteria outlined in Annex A of the EYFS framework. The full PFA course remains a minimum of 12 hours (typically over two days), and Emergency PFA is 6 hours (one day).
- **Staff Qualification Requirements:**
 - Newly Qualified Staff (Level 2 or 3 qualifications obtained after 30 June 2016) must obtain a full or emergency PFA certificate within three months of starting work to be included in staff: child ratios.
 - Students, apprentices (16+), and volunteers (17+) must hold a valid PFA certificate to be counted in ratios at the level below their study.
 - Experience-Based Route (EBR) staff must also hold a valid PFA certificate to be included in ratios.
- **Annual Refresher Training:** While not mandatory, settings are encouraged to offer annual PFA refresher training to maintain staff confidence and ensure up-to-date knowledge of first aid procedures.
- **Parental Transparency:** Schools should ensure that parents are informed about which staff hold current PFA certificates. This may be done via display boards or upon request.

- **Integration with Health & Safety:** These EYFS requirements are in addition to the Health and Safety (First Aid) Regulations 1981, which require schools to assess and provide appropriate first aid provision for staff.

5. First Aid Equipment

The defibrillators for our school are located near the main student entrance of school and a second one is positioned on the sport hall wall opposite the AGP.

The school will notify the local NHS ambulance service of the defibrillator's location on installation. The DESIGNATED FIRST AID LEADER (Maneever Khurshid) will determine the number of first aid boxes required and their appropriate locations and will ensure that this information is communicated to all staff.

The contents of each first aid container will be at least the minimum suggested by *The Health and Safety (First-Aid) Regulations 1981: Guidance on Regulations* (see appendix 2 of the above for suggestions). The risk assessments will highlight any additional supplies that may be required in various locations. Drugs, medicines and tablets will not be kept within the first aid container. The container should be immediately recognisable as a first aid container and be green in colour with a white cross.

The number of first aid containers required is assessed as **12** and these are located as follows: Medical room, reception, safeguarding office, Art office, food tech rooms, PE office, basecamp, science prep office, Physio room, Key stage 3 office, Maths office, sixth form office

The schools nominated first aid accommodation is at the medical room at the front of the school.

6. Record-keeping and Reporting

6.1 First aid and accident record book

- An accident report will be completed by the first aider/relevant member of staff on the same day or as soon as possible after an incident resulting in an injury.
- The record should be readily accessible, and details recorded should include:
 - date, time and place of incident
 - name of injured or ill person
 - details of the injury or illness
 - details of what first aid was given
 - what happened immediately after the incident (for example, went home, went back to class, went to hospital)
 - name and signature of first aider or person dealing with the incident
- If the child or member of staff requires further medical assistance outside of school (e.g. to see the GP or visit Hospital) or has received a high level of first aid, then an accident report must be completed on Smartlog.
- 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, or 25 years for serious accidents reported to the HSE or requiring reporting in Safesmart Smartlog and then securely disposed of following the Records Management Policy.

6.2 Reporting to the HSE

The Medical Officer, Manever Khurshid, 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 Medical Officer, Manever Khurshid, will report to the Health and Safety Executive as soon as is reasonably practicable and in any event within 15 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 scalding 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.

Please refer to the HSE to ensure guidance has not changed since the writing of this policy:
[Incident reporting in schools \(accidents, diseases and dangerous occurrences\): Guidance for employers](#)

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>

If a RIDDOR report is necessary, it will be completed by Manever Khurshid and Jo Conway (DSL).

6.3 Notifying Parents

The Medical Officer, Manever Khurshid, 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 Child Protection Agencies

The Medical Officer, Manever Khurshid, will also notify the designated safeguarding lead, Jo Conway who will contact Children's Social Care and/or the Police of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

The school will provide adequate and appropriate training for first aid staff and appropriate information for all staff to enable them to carry out their duty of care.

The Governing Body will ensure that there are sufficient trained members of staff to meet statutory requirements and the assessed needs, allowing for staff that are absent or off-site.

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.

First Aid at Work (FAW) certificate lasts three years. The HSE recommends completing an annual half-day refresher to maintain confidence and skill. Before the three-year FAW certificate expires you must take a two-day requalification course to remain certified.

8. Mental health

Chiltern Hills Academy will ensure that leaders have the knowledge and skills necessary to recognise, understand, and assist workers and students facing mental health challenges through undertaking appropriate training. First aid will consider both the physical and mental health of their employees when assessing and implementing measures.

Chiltern Hills Academy has a Mental Health Lead. This is Jo Conway, Vice Principal/DSL. This role has strategic oversight of the whole school approach to mental health and wellbeing. They will support the school to make the best use of existing resources and effort to help improve the wellbeing and mental health of students and employees.

However, school staff are not mental health professionals. Where students experience more serious mental health problems, schools will support children and their families in obtaining access to support from sources which include professionals working in specialist Children and Young People's Mental Health Services (CYPMHS), voluntary organisations and local GP practices.

9. Concussion

In April 2023 the Government, in collaboration with the Sport and Recreation Alliance, released the first-ever UK-wide Concussion Guidelines for Grassroots Sport. These guidelines aim to assist players, coaches, parents, schools, National Governing Bodies, and sports administrators in recognising, managing, and preventing concussions.

The key message, "If in doubt, sit them out," emphasises that no one should return to play within 24 hours of a suspected concussion. This guidance builds on existing protocols already implemented in Scotland. Students, parents, coaches, teachers, and sports administrators are encouraged to read and familiarise themselves with the guidelines, which outline the following steps:

- Recognise the signs of concussion;
- Remove anyone suspected of having a concussion immediately; and
- Return safely to daily activities, education/work, and, eventually, sport.

No one should return to competition, training, or Physical Education (PE) classes within 24 hours of a suspected concussion. Anyone who may have suffered a concussion should avoid driving (e.g., car or motorcycle), riding a bicycle, operating machinery, or consuming alcohol within 24 hours.

Commercial drivers (e.g., HGV operators) must consult a Healthcare Professional before resuming driving.

Chiltern Hill Academy will ensure that all individuals suspected of having a concussion will be evaluated by a qualified onsite first aider or by contacting the NHS at 111 within 24 hours of the injury. If there are concerns about more severe injuries or the presence of 'red flag' symptoms, the person should receive urgent medical attention either onsite or at a hospital's Accident and Emergency (A&E) Department. Ambulance transfer should be arranged by calling 999 if necessary.

Concussion patients should generally rest for 24-48 hours, although light daily activities and walking are acceptable. However, they must avoid strenuous exercise, demanding work, or sports during this period. Afterward, they can follow a graduated return to normal activities (such as school/work) and sports.

If symptoms persist for more than 28 days, the student/teacher should be evaluated and treated by an appropriate Healthcare Professional, such as their General Practitioner (GP).

10. Risk Assessments

The principal must make suitable and sufficient risk assessments to determine any extra provision required over and above the minimum provision, taking into account any known medical conditions of staff/students etc.

The risk assessments must also cover the risks to employees and any non-employees who may visit the school.

11. Illness

All students who feel unwell or who have suffered an accident should, if possible, be accompanied to the medical room where the Medical Officer is based. Where it is unsafe to move the student, someone should be sent for assistance.

The Medical Officer or a qualified first aider will assess the individual's need and apply basic first aid; a second opinion should be sought if available.

The office will issue an advisory note to the parents/carers detailing the illness or incident that has occurred.

If there is any concern that the injury or illness may be more serious. The parents/carers will be contacted immediately.

Any student having difficulty breathing, feeling dizzy or faint must remain with the teacher or other member of staff. A message should be sent to the office to send a first aider/school nurse immediately.

12. Students' Medical Conditions

A list of students who suffer from medical conditions together with details of any Individual Health Care Plans which are prepared for students with more serious medical conditions such as diabetes, anaphylactic shock, asthma or epilepsy is updated annually or when required. A copy of this information is kept in Medical room.

Appropriate medication should be with the student in their classrooms at all times and should be named and labelled. Named and labelled spare inhalers and auto-injectors (commonly known as Epipens) will also be kept for each student with a known medical condition in the Medical Room in a locked cabinet.

Members of staff will be made aware of the students who suffer from medical conditions and have Individual Healthcare Plans and Risk Management Plans. Having due regard to confidentiality, staff authority and medical necessity in the distribution of information.

All asthma inhalers should be taken to all PE lessons.

Portable first aid kits, auto-injectors and inhalers should be taken to all off-site excursions.

13. Insurance

The Oxford Diocesan Bucks Schools Trust has procured insurance arrangements that provide appropriate cover through the RPA.

Appendix 1: List of Trained First Aiders and Training Record

This list should be displayed prominently around the school. (NB: this template can be tailored and exhibits the minimum information to be included by schools.)

First Name	Surname	Department	Certificate Expiry
Maneever	Khurshid	Medical Officer	07/03/27
Tahira	Ali	Science	24/01/28
Deanne	Baker	Art/product design	04/09/26
Georgette	Bertram	Maths/AYL	04/09/26
Christi	Booth	Cover	04/09/26
Jo	Conway	Vice Principal/DSL	20/10/28
Joe	Callender	PE	10/06/27
Matthew	Clifford	PE	21/06/27
Dawn	Cole	Food Tech	20/10/28
Sarah	Cross	PE	24/04/28
Mel	Curtis	Learning Support	24/04/28
Sam	Driscoll	Science/AYL	10/06/27
Kelly	Davenport	Librarian	28/01/28
Simon	Davenport	Site	04/09/26
Mel	Gage	Attendance	24/01/28
James	Griffiths	Reflection	20/10/28
Simon	Falcon	KS4 Lead/Maths	10/06/27
Femi	Falola	Science	04/09/26
Liz	Forssling	AYL/Languages	10/06/27
Mia	Frankham	Learning Support	24/01/28
Melanie	Gage	Attendance in SS	24/01/28
Alison	Hemsworth	Head of sixth form	20/10/28
Ollie	Humphreys	KS3 Lead/Geography	10/06/27
Shivaani	Jarrett	Admissions/Student services	24/04/28
Jenna	Keeble	Business	10/06/27
Lucy	Maira	SEN	20/10/28
Danette	McCowan	DDSL	20/10/28
Emma	Muir	English	04/09/26

Jack	Petrovic	Alternate Provisions	20/10/28
Nuzzat	Rashid	Learning support	24/04/28
John	Rock	Site	10/06/27
Lizzie	Rowan	SEN/Food Tech	10/06/27
Jessica	Ryan	Media	04/09/26
Matthew	Seargent	Site	24/01/28
Claire	Smith	Learning Support	04/09/26

Appendix 2: First Aid Training Records

This list should be kept by the person in charge of First aid training. (NB: this template can be tailored and exhibits the minimum information to be included by schools.)

Staff training records for First Aid are held in staff files and stored in HR office. First training is updated regularly and information shared with staff.

Appendix 3: First Aid numbers Risk assessing

ICE02 Handsam

Extract from Handsam document ICE02

There is no legal requirement for the number of first aiders in the workplace. 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. 'Adequate and appropriate' will depend on the circumstances in the workplace; whether trained first aiders are needed or what should be included in a first aid box. Employers should carry out an assessment of first aid needs to determine what to provide. The *Regulations* do not place a legal duty on employers to make first aid provision for non-employees such as the [public](#) or children 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 Early Years Framework does set out requirements for staff to be paediatric first aid trained, requirements are noted in section 4.5 of this policy.

From your risk assessment, what degree of hazard is associated with your work activities	How many employees do you have?	What first aid personnel do you need?
LOW hazard – e.g. offices, shops, libraries.	Fewer than 25	At least 1 appointed person.
	25 – 50	At least 1 first aider trained in emergency first aid at work.
	More than 50	

		At least 1 first aider trained in first aid at work for every 100 people employed (or part thereof).
HIGHER hazard – e.g. light engineering and assembly work, food processing, warehousing, extensive work with dangerous machinery or sharp instruments, construction, chemical manufacture.	Fewer than 5 5 – 50 More than 50	At least 1 appointed person. At least 1 first aider trained in emergency first aid at work or first aid at work depending on the type of injuries that might occur. At least 1 first aider trained in first aid at work for every 50 employed (or part thereof).

For further information on first aid, please see Handsam Quick Guide documents ICE01 First Aid in Schools: Points of Law, ICE03 Administering First Aid to Pupils in Schools and ICE04 Risk Assessment for First Aid Requirements.

If you have any further queries, please contact info@handsam.co.uk.

References and Resources

Health and Safety (First Aid) Regulations 1981

HSE:

Selecting a Competent First Aid Training Organisation

Statutory Framework for the Early Years Foundation Stage

First Aid for the Public

First Aid in Schools

St John Ambulance

First Aid Requirements Calculator