



BRIGHTON AND HOVE CLINIC SCHOOL

FIRST AID POLICY

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Elysium Children and Education is committed to promoting equality in all its activities.
We aim to provide an environment free from discrimination and unfair treatment.

Introduction

This document is produced for Brighton and Hove Clinic School, a division of Elysium Children and Education.

Equal Opportunities and Scope

Brighton and Hove Clinic School acknowledges its responsibility to have appropriate first aid arrangements. This will include ensuring there is adequate and appropriate equipment, facilities, and personnel available to enable first aid to be given to its staff and others who may be affected by its business, should they become injured or become ill whilst at work.

All staff will adhere to this policy in line with the organisation's obligations under equality legislation. The Headteacher will 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.

Responsibilities

The Headteacher will ensure:

- A First Aid Needs Assessment is carried out and reviewed at least annually or sooner as necessary.
- Adequate and appropriate identified first aid equipment and facilities are provided.
- An appropriate number of trained first aid personnel are present in the workplace at any one time.
- The provision of sufficient numbers of first aid boxes, and that these are regularly checked and first aid supplies replenished, as necessary.
- Ward staff and the clinical team are aware of their duties as first aiders for the school.
- Staff understand the protocols for first aid and who to contact when first aid is needed.
- Staff under their control are aware of the first aid arrangements.
- Staff undertake Basic Life Support training so they may respond to emergency calls as necessary in the school.
- Personal needs assessments for lone/mobile workers or those with specific health needs are undertaken.

First Aid Personnel are responsible for:

- Responding to incidents in the workplace.
- 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 checked monthly to establish supplies are sufficient to meet requirements.
- Taking effective measures to protect themselves from any blood borne infection.
- Being aware of the Health and Safety and First Aid policies for the school.
- Ensuring that any incidents that led to first aid being administered during school time is communicated with the Headteacher and Deputy Headteacher.
- Reporting insufficiencies in first aid arrangements to the Headteacher.

Staff are responsible for:

- Ensuring they are familiar with the name and location of the nearest first aider or appointed person.
- Ensuring a serious incident report is completed for all accidents.
- Being aware of where the First Aid boxes are in the school and the relevant First Aid protocols.
- Being aware of the Health and Safety and First Aid policies for Brighton and Hove Clinic School.
- Informing the Headteacher of any specific health conditions or first aid needs.

First Aid Needs Assessment

A First Aid Needs Assessment will be carried out to identify the first aid requirements.

Significant risks in the workplace or service will be included in the assessment process, which should then help identify what our first aid needs will be.

First Aid Provision will 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 premises
- There are changes in the way people work or use the premises
- There is an increase in the hazard of the activities carried out on site
- There is a change in legislation or guidance

Review will 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.

Types of First Aid Personnel

Appointed Person(s)

If an assessment identifies that a first aider is not necessary, the minimum requirement is to appoint a person to take charge of the first aid arrangements. The role of this person includes looking after first aid equipment and facilities and calling the emergency services when required. Appointed persons do not require First Aid training. However, they must receive instruction on how to carry out their duties. You do not need to have an Appointed Person if you have Emergency First Aiders or First Aiders on duty.

Appointed Person at Brighton and Hove Clinic School:

Nicola Beil (Headteacher)

Emergency First Aider

If an assessment identifies that you do not need a fully qualified first aider but do need to have someone to carry out basic first aid or lifesaving interventions whilst waiting for emergency services, then this is the role of an emergency First Aider. 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 will also need to undertake annual refresher training to ensure they are able to use their skills if called upon.

There are two Emergency First Aiders at Brighton and Hove Clinic School:

Nicola Beil (Headteacher)

Jackie Clack (Deputy Headteacher)

In addition, the school is within the same building as the hospital. In the event of a life-or-death emergency, the protocol within the hospital will be carried out, by either using the radio to request immediate assistance, or by pressing the nursing call in each room and corridor.

Onsite staff who are emergency first aid trained (and qualified doctors) will attend the scene as an emergency, carrying an emergency “grab bag” with them which contains all necessary equipment to be able to respond to such a situation (including a defibrillator). 999 will be called as necessary using the school phone, and a member of staff will be appointed to do this during the incident.

The nearest emergency grab bag is in the school office

First Aider

This is someone trained to provide first aid to a range of specific injuries and illnesses, 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 will also need to undertake annual refresher training to ensure they are able to use their skills if called upon.

First aiders that attend incidents in school will be a nurse in charge, ward manager, or other qualified professional from the ward in the hospital. All incidents that require first aid will be attempted to be treated on the ward rather than in school as a first option. If a student is not able to go up to the ward, then a trained member of staff will attend school to carry out first aid, utilising the school equipment.

All incidents that require first aid that take place in school will be recorded in the school first aid logbook.

First Aid Kits

There is not a definitive list of what items should be in the first aid box. Contents will be determined as a result of the Needs Assessment. The following is a guide of suggested minimum stock where there is no special risk in the workplace:

- 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
- Six safety pins
- Two large, individually wrapped, sterile, unmedicated wound dressings
- Six medium sized, individually wrapped, sterile, unmedicated wound dressings
- At least three pairs of disposable gloves (preferably latex free)
- No medication of any kind, for example, paracetamol, antiseptic creams, burn sprays, EpiPens, 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, you may not know if any medication has previously been taken, or if it has, what dosage and when. Giving such medication may adversely affect treatment or surgery that may be required.
- The ward staff are the sole staff in the hospital that can administer medication appropriately, and without risk of overdose. Many of our students are on very high doses of strong anti-psychotic medication, anti-depressants or otherwise, and the effects of administering medication (and potential adverse reactions with interference) are not known.
- 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 and contact emergency services not to be a medic replacement.

Since first aid kits are available to anyone who wishes to use them, the possibility of these highlighted problems occurring could be quite high. 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 students do not fall under this policy. Staff will refer to the administration of prescribed medication policy with regard to the storage and administration of specifically prescribed medicine.

First aid kits will be checked regularly so that stocks can be maintained. 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 will be clearly identifiable (container should have a white cross on a green background) and readily accessible to staff. Kits will be placed conveniently, if possible, near to hand washing facilities. Kits will also be available in areas of greater risk, for example, the kitchen.

First Aid Rooms

Due to the high-risk nature of our students, where possible, first aid is carried out on the ward in the Treatment Room. Any emergency first aid that is required on site in the school area where a patient is not able to be moved will be carried out in school, in the area that the incident has taken place (all students and staff not taking part in the first aid are to be removed from the area). This will notably be in a serious emergency, or for example where a patient will not be able to walk upstairs.

The Treatment Room is fully stocked with first aid equipment, including but not limited to the following:

- A sink with hot and cold running water
- Drinking water and disposable cups
- Liquid soap and disposable paper towels
- Foot operated waste bins
- A chair
- Telephone or other communication equipment
- A method of recording all incidents where the first aid has been given

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 work, went to hospital)
- Name and signature of the person dealing with the incident

All completed records of first aid treatment will be kept in a secure location to comply with the requirements of data protection legislation. Only blank copies of the form will be kept with first aid equipment. All first aid that has taken place in school will be completed by the Deputy Headteacher or Headteacher in the First Aid logbook.

Should an incident take place in school where First Aid is needed to be administered later on by the ward, the school will liaise with the ward as to the appropriate above details.

Monitoring and Review

This policy will be reviewed annually by the Management Committee and the Headteacher.

Any changes made to this policy will be communicated to all members of staff and relevant stakeholders.