

SPECIALIST EDUCATION SERVICES

First Aid Policy and Practice

Date created or revised: 0322

Date of next review: 0323

*SES Avocet Ltd (4926028) and SES Turnstone Ltd (7972485)
are subsidiary companies of Specialist Education Services Holdings Ltd (7970185)*

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1 INTRODUCTION

This document is to provide guidance on the policy and procedures for dealing with First Aid procedures and emergencies. SES recognises the duty of care and legal requirement for First Aid provision in our dual registered Children's Homes and Learning Centres to provide care after an injury or accident until professional medical assistance is available.

The aims of our first aid policy are to ensure that all reasonably practical steps are taken to secure the health, safety and welfare of all persons using the premises and in particular:

- Ensure that each site has adequate, safe and effective first aid provision for every young person, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- Ensure that staff and students are aware of the procedures in the event of any illness, accident or injury.
- Ensure that all medicines are appropriately stored.
- Ensure that medicines are only administered when consent has been granted for this.
- Promote effective infection control.

2 THE LEGAL FRAMEWORK

This policy reflects a range of national guidance and legislation in terms of first aid in the work place:

- Health and Safety at Work Etc. Act 1974
- Health and Safety (First Aid) Regulations 1981
- The Management of Health & Safety at Work Regulations 1999 (SI 1999 No.3242)
- The Reporting of Injuries, Disease and Dangerous Occurrences Regulations 2013 (RIDDOR) (SI2013 No.1471)
- Care Standard Act 2000
- Residential Special School Minimum Standard 2015
- Children's Homes Regulations 2015
- Independent School Standards 2014

Other SES policy and practice documentation should also be read alongside this document, including:

- Health and Safety Policy and Practice
- Leadership and Management in the Deputy Care Manager's Role
- Educational, Social and Leisure Visits and Activities
- TH Safeguarding and Child Protection
- Positive Management of Behaviour
- Workforce Plan

3 RESPONSIBILITIES IN FIRST AID WITHIN SES

The SES Principal, in conjunction with the Health and Safety Sub Committee, is responsible for ensuring that:

- There are adequate qualified First Aid trained staff.
- Ensure suitable first aid boxes are kept within nominated areas and are inaccessible to young people and kept safe at all times.
- Ensuring that there are suitable and sufficient facilities and equipment available to administer first aid.
- Ensuring the above provisions are clear and shared with all who may require them
- Appoint a designated person (s) to regulate the stock contained within the various first aid containers and to ensure they retain sufficient stock in reserve to replenish such containers.
- Ensure parents/carers and young people are aware of the arrangements for first aid within each setting.
- Make sure there is at least one qualified first aider at the higher level working on each shift.
- Maintain clear and consistent records of any first aid treatment given.
- In an emergency establish procedures for contacting the young person's parents/ carers and named local authority contact (if appropriate) as soon as possible.
- Establish procedures for routinely reporting all serious or significant incidents which require first aid treatment to parents/carers and named local authority contact (if appropriate).

4 PROVISION OF FIRST AID

First aid is the treatment of minor injuries that happen on the premises that would otherwise receive no treatment or do not require treatment by a medical practitioner. In cases where a person will require help from a medical practitioner, First Aid aims to preserve life and minimise the consequences of injury or illness until such help is obtained.

It is company policy to ensure that all staff have basic First Aid in the Workplace training. Further to this it is our policy to ensure that at least one member of staff on duty at any one time has a full First Aid Qualification. To this end the Deputy Care Managers/Team Leaders (one of whom is always on duty) will fulfil this role.

A basic First Aid in the Workplace course would enable staff to understand the role of the first-aider, including reference to:

- The importance of preventing cross infection;
- The need for recording incidents and actions;
- Use of available equipment;
- Assess the situation and circumstances in order to act safely, promptly and effectively in an emergency;
- Administer first aid to a casualty who is unconscious (including seizure);

- Administer cardiopulmonary resuscitation;
- Administer first aid to a casualty who is choking;
- Administer first aid to a casualty who is wounded and bleeding;
- Administer first aid to a casualty who is suffering from shock;
- Provide appropriate first aid for minor injuries (including small cuts, grazes and bruises, minor burns and scalds, small splinters).

Records of Training will be kept as a central record as well as individually on staff files together with relevant Certificates.

(a) First Aid boxes must contain the following:

ONE guidance card
 TWENTY assorted individually wrapped sterile adhesive dressings
 TWO sterile eye pads with attachment
 SIX individually wrapped triangular bandages
 SIX safety pins
 SIX medium sized individually wrapped sterile unmedicated wound dressings
 TWO large sterile individually wrapped unmedicated wound dressings
 THREE extra large sterile individually wrapped unmedicated wound dressings

(b) First Aid boxes are to be found in the following locations:

Kitchen
 House Office
 Staff Sleeping in Rooms
 Learning Centre
 Company Vehicles (where applicable)
 Portable Boxes for Trips out
 SES office (Avocet House only)

A named person and a named back up person will be responsible for the systematic checking and replenishment of First Aid boxes.

5 EMERGENCY PROCEDURES

5.1 ILLNESS OR ACCIDENT

If anyone should become ill or suffer injury as a result of an accident the procedures below should be followed:

- First aid should be given, but only as far as knowledge and skill permit. The patient should be reassured and, only if absolutely necessary, removed from danger.
- If circumstances necessitate then the Deputy Care Manager should be summoned as the 'appointed person' and will take charge of the situation.

Unwell young people will be supported within their own bedroom within the home; the Deputy Care Manager and Head of Education will liaise regarding the

arrangements and appoint a designated adult to oversee their care. In the case of a day pupil a spare bedroom within the home will be made available for their sole use.

- (a) Transport to hospital. If an ambulance is required the emergency “999” service should be used. It may be appropriate in cases of a less severe nature to transport a student or staff to a casualty department by a staff member, after considering staffing levels.
- (b) No casualty should be allowed to travel to hospital unaccompanied.
- (c) Reporting Accidents to children and non-employees. Immediately after the incident every case of injury or accident must be fully and accurately reported on the appropriate accident form and, where possible, detailed statements should be obtained from witnesses. Accident forms are to be complete on the Clearcare system. Completed forms should be submitted without delay and the Registered Manager will, where required, investigate the accident. Accident forms are monitored by the SES Principal/Deputy Principal for a second viewing. In the absence of The Registered Manager, accident forms should be passed directly to SES Principal/Deputy Principal. An accident form must be completed for all accidents to children or members of the public, however minor.
- (d) Reporting Accidents to Employees. For employees an accident form must be completed on the Clearcare system; the Registered Manager will be alerted who will, where required, investigate the incident.
- (e) For all accidents where any person is injured causing an absence in excess of seven days, the report must be forwarded immediately to the SES Principal/Deputy Principal who is statutorily required to forward details to the Health and Safety Executive (HSE) within fifteen days. For serious injuries reports must be made immediately online to the HSE without delay. These are the requirements of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

Nothing in this policy will affect the ability of any person to contact the emergency services in the event of a medical emergency. For the avoidance of doubt, staff should dial 999 in the event of a medical emergency before implementing the terms of this policy and make clear arrangements for liaison with ambulance services on the site.

6 AUTOMATED EXTERNAL DEFIBRILLATORS

Both Avocet House and Turnstone House have an AED on the premises. At Avocet House this is at the top of the basement stairs; at Turnstone House this is in the COSHH cupboard in the main house. Both are accessible with the master key, ensuring they are readily available to the staff team..

All staff are trained in their use as part of the Emergency First Aid at Work course.

7 ADMINISTRATION OF MEDICINES

Full details of the Administration of Medicines are contained in the SES Health and Safety Policy, Section 27.

Children at both establishments register with the local GP practice at Chet Valley, Medical Practice, Loddon.

- It is the responsibility of the duty DCM to administer prescribed medication and homely remedies, this may be in relation to:
- cases of chronic illness or long-term complaints, such as asthma, ADHD, diabetes or epilepsy.
- cases where children are suffering from a short-term illness and are receiving a course of prescribed medication such as antibiotics.

Following a period of illness, the duty DCM in liaison with the child's GP will decide whether or not the child is fit to return to the Learning Centre and take part in general activities.

In circumstances when pupils suffer headaches or toothache, the duty DCM may provide analgesic in accordance with prescribed medication or homely remedies list.

Tablets, which will be standard paracetamol for children aged 12 and over, or preparations of paracetamol designed specifically for children under 12, will be kept in a secure place. Paracetamol tablets are kept locked away in the medical cabinet and are included in the weekly medication count. **Paracetamol MUST NOT BE KEPT IN FIRST AID BOXES**

On no account will aspirin, or preparations containing aspirin, be given to children. This is particularly important where children under 12 years of age are concerned.

8 CONSENT

Within the admission procedure there is an indemnity, letter of consent for parents/carers and placement authorities to allow for the administration of medication and prescribed medication. (Please refer to the end of this document for a sample format).

If the parents refuse to sign an indemnity, the SES Principal will make it clear to the parents (in writing) that they are acting in loco parentis and that the staff are therefore entitled and obliged, in an emergency, to take whatever action they think best in the light of the facts known to them at that time.

The admission procedures cover areas of parental/carers consent for medical treatment. This includes possible emergency treatment when the parents/carers may not be contactable.

Parents/carers who belong to religious bodies that reject medical treatment should make their views and wishes known to the Principal so that the implications of their beliefs can be discussed and, if possible, accommodated. The channels of healing desired by the parent may not be available and it is a proper and responsible decision for the Registered Manager and or SES Principal, acting in loco parentis, to have recourse to ordinary medical treatment if the circumstances make it absolutely necessary.

9 MEDICATION FILE

Full details on the medication file are within the Administration of Medicines Policy Statement in the SES Health and Safety Policy and Practice document

Personal Medication Record

This is the front sheet of each young person's section in the medication folder. It includes;

- Details of doctor, dentist and optician, NHS number.
- Details of any allergies and operations.
- Details of medication, past and present.
- Major illnesses and vaccinations.

Homely Remedy Cards

Filed by name of young person, when giving a remedy:

- check the remedy is on the permitted remedies list
- administer as for medication detailed above
- complete Homely Remedies Card with date, remedy, dose, reason and signature

10 CONTROL OF INFECTION

Extensive guidance on the control of infection is contained within the Health and Safety Policy, Section 21.

11 REVIEW

A review of this First Aid policy will take place within one year of its renewal date.

APPENDIX

Administration of Medication and Consent for Emergency Medical Treatment

In certain circumstances it may be necessary for a senior member of staff to administer basic medication to children. Typical examples of this type of medication would be analgesics (painkillers) appropriate to age, antiseptic or antihistamine creams, etc.

In exceptional circumstances where consent for emergency or urgent medical treatment is required (e.g. treatment recommended by a GP, hospital doctor or dentist to deal with a child's pain or distress), I may be called upon to give such consent, especially where, for whatever reason, it is impossible to contact you.

It would therefore be most useful to have your permission by completing this form.

SES Principal

Child's name (in block capitals):

Parent/carer's name (in block capitals):

Parent/carer's signature:

Date:

On behalf of the placing authority:

Name and role (in block capitals):

Signature:

Date:

N.B. If you DO NOT wish consent to be given by the SES Principal for emergency medical treatment you should write a letter to the school making this clear.

