

High Tunstall College of Science



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First Aid Policy

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Stakeholder Consulted	-	Admission and Safeguarding Committee
Review Date	-	May 2026
Responsibility for Review	-	Headteacher

Contents:

[Statement of intent](#)

1. [Legal framework](#)
2. [Roles and responsibilities](#)
3. **[Updated]** [First aid provision](#)
4. **[Updated]** [First aiders and appointed persons](#)
5. **[Updated]** [Automated external defibrillators \(AEDs\)](#)
6. **[Updated]** [Accommodation](#)
7. [Emergency procedures](#)
8. **[Updated]** [Reporting accidents and record keeping](#)
9. [Offsite visits and events](#)
10. [Storage of medication](#)
11. [Illnesses and allergies](#)
12. **[Updated]** [Consent](#)
13. [Monitoring and review](#)

Statement of intent

High Tunstall College of Science is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, students and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the college in regard to all staff, students and visitors.

The college will take every reasonable precaution to ensure the safety and wellbeing of all staff, students and visitors.

This policy aims to:

- Ensure that the college has adequate, safe and effective first aid provision for every student, 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 medicines are only administered at the college when express permission has been granted for this
- Ensure that all medicines are appropriately stored
- Promote effective infection control.

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 college site.

1. Legal framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Road Vehicles (Construction and Use) Regulations 1986
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- 'HSE (2013) Incident reporting in schools (accidents, diseases and dangerous occurrences) Guidance for employers'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2022) 'First aid in schools, early years and further education'
- DfE (2023) 'Automated external defibrillators (AEDs): a guide for maintained schools and academies.'

The policy is implemented in conjunction with the following college policies:

- Health and Safety Policy
- Administering Medication Policy
- Behavioural Policy
- Child Protection and Safeguarding Policy
- Educational Visits, Outdoor Learning and Adventurous Activities Policy
- Infection Control Policy
- Lone Working Policy
- Record Management Policy
- Risk Assessment Policy
- Risk Assessment – First Aid
- Risk Assessment – Allergen & Anaphylaxis
- Supporting Students with Medical Conditions Policy
- Whole College Food Policy
- Animals in College Policy.

2. Roles and responsibilities

The governing body is responsible for:

- The overarching development and implementation of this policy and all corresponding procedures
- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the college specifically, have been conducted
- Ensuring that there is a sufficient number of appointed first aiders & an 'appointed person' within the college based upon these assessments

- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits or parents' evenings
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment
- Ensuring that appropriate and sufficient first aid training is provided for staff, and ensuring that processes are in place to validate that staff who have undertaken training have sufficient understanding, confidence and expertise in carrying out first aid duties
- Ensuring that adequate equipment and facilities are provided for the college site
- Ensuring that first aid provision for staff does not fall below the required standard and that provision for students and others complies with the relevant legislation and guidance.

The Headteacher is responsible for:

- The day-to-day development and implementation of this policy and its related procedures
- The development and implementation of this policy and its related procedures
- Ensuring that all staff and parents are made aware of the college's policy and arrangements regarding first aid
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency
- Ensuring that all students and staff are aware of the identities of the college first aiders and how to contact them if necessary.

Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury
- Endeavouring at all times to secure the welfare of the students at college
- Making students aware of the procedures to follow in the event of illness, accident or injury.

First aid staff are responsible for:

- Completing and renewing training as dictated by the Headteacher
- Ensuring that they are comfortable and confident in administering first aid
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures
- Keeping up to date with government guidance relating to first aid in schools.

The appointed person is responsible for:

- Overseeing the college's first-aid arrangements
- Taking charge when someone is injured or becomes ill
- Looking after the first-aid equipment, e.g. restocking the first aid container
- Ensuring that an ambulance or other professional medical help is summoned when appropriate
- Calling the emergency services where necessary
- Maintaining injury and illness records as required
- Partaking in an appointed persons course, emergency first aid training, first aid at work, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency
 - How to assess and monitor a casualty
 - Cardiopulmonary resuscitation
 - First aid for the unconscious casualty
 - First aid for someone who is having a seizure
 - First aid for the wounded or bleeding
 - Paediatric first aid.
- Maintaining injury and illness records as required
- Arranging first aid courses for staff as required.

Administration Medically Trained Staff

- Administering medication to students as prescribed
- Checking medication held in college annually for expiry dates and dispose of accordingly
- Knowing what to do and responding accordingly when they become aware that a student with a medical condition needs help.

3. First aid provision

The college will routinely re-evaluate its first aid arrangements through a risk assessment, at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the college premises, the size of the college, the needs of any vulnerable individuals onsite, and the nature and distribution of students and staff throughout the college.

The college will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified, a minimum provision of first aid items will be as follows:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings, of assorted sizes
- 2 sterile eye pads
- 2 individually wrapped triangular bandages, preferably sterile
- 6 safety pins
- 6 medium-sized (approximately 12cm x 12cm) individually wrapped sterile unmedicated wound dressings
- 2 large-sized (approximately 18cm x 18cm) individually wrapped sterile unmedicated wound dressings
- 3 pair of disposable gloves

All first aid containers will be identified by a white cross on a green background.

The appointed person will routinely examine the contents of first aid boxes, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.

[Updated] First aid box locations

[Updated] A total of twenty-four (24) First aid boxes are in the following areas, and these qualified first aiders are detailed on School Synergy application under Channel:

Location	Responsible Staff Member
Main Reception (Ground Floor)	Sue Grylls
PE Staffroom (Ground Floor)	Sue Grylls
Creativity Work room (Ground Floor)	Sue Grylls
ARC (Ground Floor)	Rachel Gray
Kitchen (Ground Floor)	Suzanne Johnston
Tech Prep Room (Ground Floor)	Joshua Pell
Independent Learning Hub (First Floor)	Jan Burton
Main Staffroom (First Floor)	Sue Grylls
Maths Staffroom (First Floor)	Sue Grylls
Communications Staffroom (First Floor)	Sue Grylls
Prep Room (Second Floor)	Julie Straughan
Discovery Staffroom (Second Floor)	Gemma McMahon
MFL/ENT (Workroom Second Floor)	Louise Tempest
Performance Studio (North Build)	Gemma Storey
World Affairs Staffroom (North Build)	Sue Grylls
Hydro Pool (North Build)	Rachel Forcer
Swimming Pool	Michelle Dixon
Shine Centre	Tracey Dodds
Rise	Carolyn Scrafton
Create (ORCEL Centre)	Tracey Dodds
Tunstall Active	Alan Tebbitt
Reach	Lisa Maddison
College Minibus	Site Staff
LA in Mobiles behind Tunstall Active	Staff

Staff Intranet – Emergency Procedures and Health & Safety – First Aid so staff know who they must contact and where they can retrieve a first aid kit at all times.

4. **[Updated]** First aiders and appointed persons

The main duties of first aiders will be to administer immediate first aid to students, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.

The College will ensure that all first aiders hold a valid certificate of competence, issued by an HSE-approved organisation and that refresher training and retesting of competence is arranged for first aiders within the College before certificates expire.

The College will ensure that first aid training courses include resuscitation procedures for children.

First aiders will ensure that their first aid certificates are kept up-to-date.

Staff detailed in section 3 will be responsible for ensuring all first aid kits are properly stocked and maintained in their area. The first aid appointed person will be responsible for maintaining supplies.

The college will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover to all areas of the college.

All staff members will be made aware that agreeing to become a first aider for the college is strictly on a voluntary basis and that they should never feel pressured to take on this role.

When selecting first aiders, the college will follow the criteria laid out in government guidance, considering the individual's:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Normal duties – a first aider must be able to leave to go immediately to an emergency.

[Updated] The current first aid appointed person(s) are (as of 13/05/2025) below:

Surname	Forename	Department	Qualification	Completed Date	Valid Until
Appleton	Andrew	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Armstrong	James	Shine	Emergency First Aid at Work	29.03.2023	29.03.2026
Barnes	Zarron	Creativity	2 x Day Outdoor First Aid	21.04.2024	21.04.2027
Brettle	Sarah	Maths	Emergency First Aid at Work	19.09.2024	19.09.2027
Bearby	Dawn	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Claber	Lucy	World Affairs/DofE	First Aid at Work	08.12.2022	08.12.2025
Craggs	Rebecca	Inclusion	Emergency First Aid at Work	28.06.2023	28.06.2026
Darby	Joseph	Maths	First Aid at Work	06.12.2023	06.12.2026
Dixon	Janet	Maths	Emergency First Aid At Work	12.10.2022	12.10.2025
Dixon	Michelle	Swimming	First Aid at Work	28.03.2024	28.03.2027
Docherty	Rebecca	Admin	Emergency First Aid at Work	28.09.2023	28.09.2026
Dodds	Tracey	Shine	Emergency First Aid at Work	29.03.2023	29.03.2026
Ewart	Lucy	MFL	Emergency First Aid at Work	28.06.2023	28.06.2026
Ferry	Christine	Communications	First Aid at Work	06.12.2021	06.12.2026
Ferry	Eve	Inclusion	Emergency First Aid at Work	04.12.2023	04.12.2026
Forcer	Rachel	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Forkings	Jade	Inclusion	Emergency First Aid at Work	28.06.2023	20.06.2026
Fox	Sarah	Sports Science	Emergency First Aid at Work	23.06.2022	23.06.2025
Gilbraith	Charlene	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Glass	Laura	World Affairs	Emergency First Aid at Work	28.09.2023	28.09.2026
Grylls	Susan	Admin	First Aid at Work	21.10.2024	21.10.2027
Hall	Dan	Communications	Emergency First Aid at Work	20.01.2025	20.01.2028
Harbron	Rachael	Discovery	Emergency First Aid at Work	09.07.2024	09.07.2027
Harrison	Villi	Inclusion	Emergency First Aid at Work	09.07.2024	09.07.2027
Hart	Sally	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Hawks	Lee	Inclusion	Emergency First Aid at Work	29.03.2023	29.03.2026
Hunnisett	Elijah	Inclusion	Emergency First Aid at Work	28.06.2023	28.06.2026
Jenkins	Millie	Admin	Emergency First Aid at Work	04.12.2023	04.12.2026
Johnson	Kieron	Student Support Services	Emergency First Aid at Work	28.06.2023	28.06.2026
Laidler	Jade	Shine	Emergency First Aid at Work	29.03.2023	29.03.2026
Laing	Ashley	Inclusion	Emergency First Aid at Work	29.03.2023	29.03.2026
Leary	John	World Affairs	Emergency First Aid at Work	09.02.2024	09.02.2027
Lester	Emma	Admin	Emergency First Aid at Work	19.09.2024	19.09.2027
Longstaff	Kathleen	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Longstaff	Karen	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Maddison	Lisa	Shine	Emergency First Aid at Work	29.03.2023	29.03.2026
McAllister	Chloe	Inclusion	Emergency First Aid at Work	28.06.2023	28.06.2026
McMahon	Gemma	Discovery	Emergency First Aid at Work	04.12.2023	04.12.2026
Morrisey	Gary	Technology & Enterprise	Emergency First Aid at Work	28.09.2023	28.09.2026
McQuilling	Maxine	Communications	Emergency First Aid at Work	20.01.2025	20.01.2028

Pell	Joshua	Technology & Enterprise	Emergency First Aid at Work	28.09.2023	28.09.2026
Pickford	David	Sports Science	First Aid at Work	23.06.2022	23.06.2025
Pinchen	Sharon	Creativity	Emergency First Aid at Work	19.09.2024	19.09.2027
Pounder	Amy	Inclusion	Emergency First Aid at Work	04.12.2023	04.12.2026
Proud	Gemma	Sports Science	Emergency First Aid at Work	23.06.2022	23.06.2025
Purdy	Lauren	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Robinson	Megan	MLD	Emergency First Aid at Work	29.03.2023	29.03.2026
Robinson	Kyra	Inclusion	Emergency First Aid at Work	09.07.2024	09.07.2027
Robson	Laura	Admin	Emergency First Aid at Work	28.09.2023	29.09.2026
Rogers	Abigail	Technology & Enterprise	Emergency First Aid at Work	23.03.2023	29.03.2026
Ryder	Liam	Sports Science	Emergency First Aid at Work	23.06.2022	23.06.2025
Scraffton	Caroline	Inclusion	Emergency First Aid at Work	12.10.2021	11.10.2024
Small	Claire	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Storey (Smith)	Gemma	Creativity	Emergency First Aid at Work	12.10.2022	12.10.2025
Smith	Mathew	Shine	First Aid at Work	31.03.2023	31.03.2026
Sotheran	Megan	Admin	Emergency First Aid at Work	03.04.2024	03.04.2027
Spindloe	Alyson	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026
Stewart	Mark	Sports Science	Emergency First Aid at Work	23.06.2022	23.06.2025
Storm	Olivia	Admin	Emergency First Aid at Work	03.04.2024	03.04.2027
Straughan	Julie	Discovery	Emergency First Aid at Work	04.12.2023	04.12.2026
Tebbitt	Alan	Tunstall Active	First Aid at Work	11.07.2024	01.07.2027
Tempest	Louise	MFL	Emergency First Aid at Work	12.10.2022	12.10.2025
Todd	Karen	Technology & Enterprise	Emergency First Aid at Work	29.03.2023	29.03.2026
Turner	Jonathan	Technology & Enterprise	Emergency First Aid at Work	09.02.2024	09.02.2027
Tuson	Cordelia	Cover	Emergency First Aid at Work	04.12.2023	04.12.2026
Watson	Gail	Sports Science	Emergency First Aid at Work	23.06.2022	23.06.2025
White	Claire	Shine	Emergency First Aid at Work	29.03.2023	29.03.2026
Young	Dawn	Inclusion	Emergency First Aid at Work	21.07.2023	21.07.2026

5. **[Updated]** Automated external defibrillators (AEDs)

[Updated] The college has three (3) AEDs located on the Elwick Road campus; one (1) is located on the external wall of Tunstall Active, the second (2) is on the external wall near the community entrance of the South building and the third (3) is located in the main admin office.

[Updated] The CREATE (ORCEL Centre) utilises the AED in the adjoining Wynyard Road Medical Centre and located externally nearby as a lamppost mounted AED.

Where the use of the AED is required, individuals will follow the step-by-step instructions displayed on the device.

A general awareness briefing session, to promote the use of AEDs, will be provided to staff on an annual basis.

Use of the AED will be promoted to students during PSHE lessons.

6. **[Updated]** Accommodation

The college will have an area dedicated to providing first aid support which will be suitable to use as and when it is needed.

The first aid area will be used to enable to the medical examination and treatment of students and for short-term care of sick or injured students.

[Updated] For the Elwick Road campus this is located next to the administration office with the first aid area is situated near a wash basin and toilet.

[Updated] The CREATE (ORCEL Centre) has a dedicated first aid / treatment room.

The first aid area will not be used for teaching purposes.

7. Emergency procedures

If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.

If called, a first aider will assess the situation and take charge of first aider administration.

If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.

Where an initial assessment by the first aider indicated a moderate to serious injury has been sustained, or the individual(s) has become seriously unwell, a responding staff member will call 999 immediately.

Where necessary, a trained staff member will administer emergency help and first aid to all injured persons. The purpose of this is to keep the victim(s) alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims.

Where the seriously injured or unwell individual(s) is a student, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid
- Where an ambulance is required, a staff member accompanies the student in the ambulance if the parents/carer does not arrive in time for the ambulance leaving site. A staff member calls the student's parent as soon as possible to inform them of the course of action taken. The staff member remains with the student at the hospital until a parent arrives
- Where an ambulance is not required, but medical attention is needed, staff would request that the parent/carer collects the student and takes them to a hospital or doctor. If the medical attention is required urgently but the parent/carer is unavailable the student would be taken in a staff car, accompanied by at least **two** (2) staff members – one of whom to drive the car, and one of whom, a first aider, to sit with the student in the back seat and attend to their medical needs. The student's parent would be contacted as soon as possible to inform them that this course of action has been taken, and at least one of the staff members remains with the student at the hospital or doctor's office until a parent arrives.

The college will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or (if they are fit to be moved) by removing injured persons from the scene.

Responding staff members will see to any students who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These students will be escorted from the scene of the incident and comforted. Younger or more vulnerable students may need parental support to be called immediately.

Once the above action has been taken, details of the incident will be reported promptly to:

- The Headteacher
- The parent/carers of the victim(s).

The college is aware that responding to an incident can be stressful for the first aider, and that following an incident, the first aider may require support. This may take the form of a debrief from any ambulance crew on scene, an appointment with their GP, or mental health support from external helplines and websites located at the bottom of the government page '[Promoting and supporting mental health and wellbeing in schools and colleges](#)'.

8. **[Updated]** Reporting accidents and record keeping

The reporting of accidents or incidents will be performed in accordance with the (RIDDOR) requirements as per the HSE Incident reporting in schools (accidents, diseases and dangerous occurrences) Guidance for employers Education information Sheet No. 1 (Revision 3).

The Headteacher will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

The college uses an outsourced specialist reporting service: Be Safe – provided by North Yorkshire County Council.

In the event of incident or injury to a student, a parent will be informed as soon as practicable.

Parents will be informed of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop.

In the event of a serious injury or an incident requiring emergency medical treatment, the first aider will telephone the student's parents as soon as possible.

[Updated] A list of emergency contacts will be kept on the college MIS: Schools Synergy / SIMS

The appointed person will ensure that records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given – this will include:

- The date, time and place of the incident
- The name and class of the injured or ill person
- Details of the injury or illness and what first aid was given
- What happened to the person immediately afterwards, e.g. whether they were sent home or went back to class
- Name and signature of the first aider or person dealing with the incident.

All records will be filed and stored in line with the Record Management Policy.

9. Offsite visits and events

Before undertaking any offsite visits or events, the staff member organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

The college will take a first aid kit on all offsite visits which contains a minimum:

- A leaflet giving general advice on first aid
- 6 individually wrapped sterile adhesive dressings
- 1 large sterile unmedicated dressing
- 2 triangular bandages individually wrapped and preferably sterile
- 2 safety pins
- Individually wrapped moist cleansing wipes
- 2 pairs of disposable gloves.

Additionally, the college will ensure that all minibuses have a first aid box readily available and in good condition which contains:

- 10 antiseptic wipes, foil packed
- 1 conforming disposable bandage that is not less than 7.5cm wide
- 2 triangular bandages
- 1 packet of 24 assorted adhesive dressings
- 3 large sterile unmedicated ambulance dressings that are not less than 15x20cm
- 2 sterile eye pads, with attachments
- 12 assorted safety pins
- 1 pair of non-rusted blunt-ended scissors.

For more information about the college's educational visit requirements, please see the Educational Visits, Outdoor Learning and Adventurous Activities Policy.

10. Storage of medication

Medicines will be stored securely and appropriately in accordance with individual product instructions, save where individual students have been given responsibility for keeping such equipment with them.

Medicines will be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration, and properly labelled, showing the name of the patient, the date of prescription and the date of expiry of the medicine.

Medicine brought in by students will be returned to their parents for safe disposal when they are no longer required or have expired.

An emergency supply of medication will be available for students with medical conditions that require regular medication or potentially lifesaving equipment, e.g. an EpiPen.

Parents will advise the college when a child has a chronic medical condition or severe allergy so that an IHP can be implemented and staff can be trained to deal with any emergency in an appropriate way. Examples of this include epilepsy, diabetes and anaphylaxis. A disclaimer will be signed by the parents in this regard.

Students will have any medication stored and, where appropriate administered, in accordance with their EHC plans and the college's Administering Medication Policy.

11. Illnesses and Allergies

When a student becomes ill during the college day, the parents will be contacted and asked to pick their child up as soon as possible.

A quiet area will be set aside for withdrawal and for students to rest while they wait for their parents to pick them up. Students will be monitored during this time.

The college will manage any emergencies relating to illnesses and allergies in accordance with the Emergency Procedures section of this policy.

12. [Updated] Consent

[Updated] Parents will be asked to complete and sign an Applica+ data entry form when their child is admitted to the college, which includes emergency numbers, alongside details of allergies and chronic conditions.

Staff do not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the student in mind – guidelines will be issued to staff in this regard.

13. Monitoring and review

This policy will be reviewed annually by the Headteacher, and any changes communicated to all members of staff.

Staff will be required to familiarise themselves with this policy as part of their induction programme. Staff will be informed of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel.

The next scheduled review date for this policy is May 2026.