

Health and Safety Corporate Procedure

First aid

ISSUE NUMBER	ISSUE DATE	NEXT REVIEW DATE
2	May 2018	May 2019

Purpose

This sets a common approach to providing adequate first aid provision at work in the Council. The purpose is to provide suitably trained and equipped personnel to treat employees and others using our sites if they become ill or injured.

Scope

The Council undertakes numerous activities that present significantly different risks and therefore require varying levels of first aid. This procedure recognises this variation and provides a common method of deciding the appropriate first aid provision in the form of people and equipment.

Sections

- **Section 1:** First aid needs assessment
- **Section 2:** First aid materials, equipment and facilities
- **Section 3:** First aid personnel
- **Section 4:** First aid training

There are five appendices which mirror the four sections of this procedure with a final checklist to assist managers.

This procedure replaces all previous corporate policies and procedures relating to first aid

Terminology

First aid is treatment for preserving life and minimising the consequences of injury and illness until suitable medical assistance is gained, if necessary.

Procedure

Section 1 – First aid needs assessment – Appendix 1

Managers of sites must consider the appropriate first aid provision for their site giving due regard to the activities and risks created. Appendix 1 contains guidance to assist in this assessment. The conclusions of this assessment should be recorded.

The needs assessment should consider:

- The hazardous nature of any activities in the workplace including specific activities, e.g. using chemicals, machinery and plant etc.
- The need to provide first aid for those other than employees, e.g. service users including vulnerable persons, children, volunteers, members of the public etc.
- The size and characteristics of the workplace, establishment or setting, distance between buildings or sites
- The remoteness of the establishment/setting from emergency medical services
- Locations of lone workers

- Historical accident information and data
- Provision when employees work part time, take annual leave or are off sick
- Any off site activity, work away from base including travelling

First aid needs assessment should be reviewed regularly (at least annually) and in anticipation of, or after any significant changes to ensure the provision remains suitable.

Peripatetic staff/travelling staff

Where staff work or travel away from their place of work or are home based, some provision for first aid is needed based on the type of risks involved. This may be no more than the provision of a small first aid kit so that the individual can self-administer first aid, but suitability must be decided through a needs assessment as for fixed location workers.

Informing employees of the arrangements

The assessment should also set out how employees will be informed of the arrangements.

Section 2 – First aid materials, facilities and equipment – Appendix 2

As a result of the first aid needs assessment, suitable and sufficient materials, equipment and facilities must be provided.

Appendix 2 gives guidance on the following:

- First aid box contents
- Medical rooms/ first aid accommodation
- Specific equipment

Section 3 – First aid personnel – Appendix 3

Staff who are expected to perform first aid duties should be notified in writing of their role and training requirements. They should be made aware of the first aid needs assessment and be clear what part they play in delivery of first aid. They should be provided with suitable training for their role which should be updated in accordance with Appendix 4.

There are different levels of first aid personnel which relate to different levels of training and different competencies. Details are set out in Appendix 3.

In summary they fall into four categories:

- Appointed Person
- Emergency First Aid at Work
- First Aid at Work
- Additional training (such as paediatric first aid or the use of a defibrillator.)

Details of how to obtain first aiders in an emergency should be prominently displayed. In smaller sites this may be a list of trained first aiders with contact details whereas on complex sites there may be one contact number managed for example by the Facilities

Management Team. Regardless it should be clear how a person obtains competent assistance rapidly.

Section 4 – First aid training – Appendix 4

Suitable training is required to fulfil the first aid personnel roles above. Training courses must comply with current standards from the [Resuscitation Council \(UK\)](#).

Appendix 4 contains a diagram to assist in understanding the requirements for refresher training.

Guides

[Health & Safety Executive guide to first aid at work](#)
[Resuscitation Council \(UK\)](#)

Appendices

Appendix 1 – First aid needs assessment

Appendix 2 – First aid materials, facilities and equipment

Appendix 3 – First aid personnel

Appendix 4 – First aid training

Appendix 5 – Management flowchart and checklist

Appendix 1 – First aid needs assessment

The table below is the Health & Safety Executive’s general guide on how many first aiders or appointed persons are needed. While it gives some direction on what level of provision may be suitable for a work place it does not consider site specific risks and needs.

Category of risk	Numbers employed at work	Guidance on number and type of first aid staff to be available on site at any time
Lower Hazards e.g. offices, shops, libraries	Less than 25	An appointed person
	25 – 50	At least one emergency first aider
	More than 50	One first aider for every 100 employed or part thereof
Higher hazards e.g. construction, forestry, workshops, use of dangerous machinery or sharp instruments, work with animals, light manufacturing, warehousing or higher risk activities.	Fewer than 5	An appointed person
	5 – 50	At least one first aider (either an emergency first aider or first aider depending on the type of injuries that might occur)
	More than 50	One additional first aider for every 50 persons or part thereof

Industry specific guidance can be obtained from your departmental health and safety teams.

The next table sets out a series of questions to assist in the assessment process and a format for recording the decision. Complex sites and activities that create higher risk may require a more detailed assessment.

Part 1 – First aid needs assessment		
Durley CE (Controlled) Primary School		
	Aspects to consider at your premises	First aid provision considerations (insert your information)
1	What are the risks of injury and ill-health arising from the work and activities as identified in your risk assessments?	120 children and 30 staff. Parents present for events in school. Premises have outside users. Events run by School Association bring in new people to the environment.
2	Are there any specific risks? (e.g. work with hazardous substances, dangerous tools, dangerous machinery, higher risk activities, HC3S kitchens, etc.)	Activities are not of a higher than average use. Cooking on the premises.
3	Are large numbers of people employed on site?	Although number of users is not large for the site, there are occasions during off site visits or during breakfast and after school activities that a first aider will need to be present.
4	What is your record of accidents and cases of ill-health? What type and where did they happen?	First aid provision available in accessible toilet area. Also bed that can be raised and wide range of medical provisions. Also first aid resources available outside during sport, playtimes and to take off site. All classrooms have basic first aid resources available in cupboard.
5	Are there staff/ children on site who have disabilities or specific health problems?	Pupils with asthma, nut allergies, epilepsy. All known to staff through personal profiles which are regularly updated.
6	Are there clients or service users on the site who may need first aid?	Wide range of service users.

7	Is there first aid cover for lunch times and for the beginning and end of the working day?	Adequate level of cover for all eventualities through out the school day as well as during before and after school activities.
8	What is the site layout and will it require additional first aid cover for separate buildings or floors of a multi-storey building?	Small contained site.
9	Do you have any work experience trainees?	All trainees complete a risk assessment ensuring we are aware of any specific first aid needs.
10	Are there a number of inexperienced or young staff/ workers/ visitors on site?	No
11	Do the numbers of people on site vary throughout the day? Are extra first aiders needed for peak periods?	Additional first aiders available during lunchbreaks and playtimes which would be considered to be times of higher risk.
12	Do staff work in shift patterns and does each shift have sufficient first aid cover?	No
13	Do you work on a site occupied by other organisations and share first aid arrangements?	All outside users have their own first aid training for their organisation and meet their own needs.
14	What is the distance from emergency services and how long are they likely to take to arrive on site?	Relatively remote building so will take 15-20 minutes for an ambulance to arrive. Have immediate access to first responders as well as defibrillator for children and adults available in school hall.
15	Do some staff work alone or remotely (including contracted home workers)?	First Aid Kit available at all times.
16	Do you have service users aged five years of age or younger?	4 members of staff have specific paediatric first aid training which is regularly updated. (Myra Topliss (ASC) Tracy Holttum (KS1 HLTA), Jane Higgins (KS1

		HLTA, Jeanette Ashton-Pool (Lunchtime supervisor))
17	Do members of the public visit your premises?	Hampshire County Council extends its first aid cover for members of the public using its sites and services
18	Do you have any employees with reading or language difficulties?	No

Part 2 – Summary of first aid provision required			
Durley CE (Controlled) Primary School			
Level of first aid staff (type of provision)	Numbers of staff required to be on site at any time	Names of trained staff	Date training requires updating
Emergency First Aid at Work		All Staff Karen Clegg Amanda Pink	23.07.2020 18.11.2021 21.9.2021
Schools First Aid (including Epipen)		Tracy Holttum	5.2.2021
Paediatric First Aid Trained		Jeanette Ashton Poole Jane Higgins Myra Topliss	17.5.2019 26.4.2019 3.12.2021
Appointed Person		Kirstie Baines Elizabeth Hanratty Amanda Pink	
Other: (Please specify) <i>(Note: This is not to include any training requirements for medicine administration)</i>			

First aid needs assessment completion		
Manager's comments	<i>Insert comments relevant to assessment as appropriate</i>	
Name of manager	Signature of manager	Date
Assessment reviews	<i>Set future actions and review dates & sign/comment upon completion</i>	
What needs to be done in the next 12 months to maintain suitable first aid provision?	Termly update of first aid resources Annual update of medical needs of pupils Update training as necessary	
Who is checking that it has been done?	Kirstie Baines Amanda Pink (first aid training) Tracy Holttum (first aid boxes)	
Who is tasked with doing it and by when?		

Review date	Reviewed by	Reviewer signature	Remarks

Appendix 2 – First aid Materials, Facilities and Equipment

First Aid Box contents

There is no mandatory list of items to be included in a first aid kit. The contents should reflect the conclusions of the first aid needs assessment.

Peripatetic/vehicle first aid box contents

The Health and Safety Executive recommends that, where there is no special risk identified, a minimum stock of first aid items for travelling first aid containers is:

- a leaflet giving general advice on first aid
- six individually wrapped sterile adhesive dressings
- one large sterile unmedicated wound dressing – approx. 18cm x 18cm
- two triangular bandages
- two safety pins
- individually wrapped moist cleansing wipes
- one pair of disposable gloves

Transport regulations require that all minibuses and public service vehicles used either as express carriage or contract carriage have on board a first aid container (in a prominent position, maintained in a good condition, and readily available for use) with the following:

- ten antiseptic wipes, foil packaged
- one conforming disposable bandage (not less than 7.5cm wide)
- two triangular bandages

- one packet of 24 assorted adhesive dressings
- three large sterile unmedicated ambulance dressings (not less than 15cm x 20cm)
- two sterile eye pads, with attachments
- twelve assorted safety pins
- one pair of rust less blunt-ended scissors

First aid rooms and facilities

Existing first aid rooms must:

- be identified with the white cross on green background symbol
- be clean and ready for immediate use
- be appropriately stocked
- have hand-washing facilities
- be close to toilet facilities
- be easily accessible to stretchers and other equipment needed to convey patients to and from the room
- where practical be sited on the ground floor near a suitable external exit route
- have emergency lighting where necessary
- have good communication either via a telephone or be located in areas constantly occupied to avoid leaving a casualty should further assistance be needed

If a site does not have a first aid room but the results of the first aid needs assessment suggest it should have, then the departmental health and safety team should be contacted.

Defibrillators

It is not currently a requirement to provide Automated External Defibrillators (AEDs) on site. The need for defibrillators should be considered and decided upon locally through the first aid needs assessment as should the access to, training and maintenance of the equipment.

Appendix 3 – First aid personnel

There are different levels of first aid personnel. People should be trained to the appropriate level determined in the first aid needs assessment.

- **Appointed person (AP).** Appointed persons are employees who have been nominated to take charge and contact the emergency services in the event of an incident. These people do not need to be trained, but if required, or as good practice, can attend any relevant first aid training course.
- **Emergency First Aid at Work (EFAW)** employees are those who have attended a six-hour emergency first aid course. Re-qualification is by re-attending the course. This training is valid for 3 years.
- **First Aider at Work (FAW)** employees attend a course that lasts for at least 18 hours (usually held over three days) and gain a certificate of competence. FAW certificates are valid for three years. Re-qualification courses last 12 hours and are normally held over two days. If re-qualification does not take place within three years the full course must be retaken

Additional Training

Examples of additional training needs (not exhaustive)

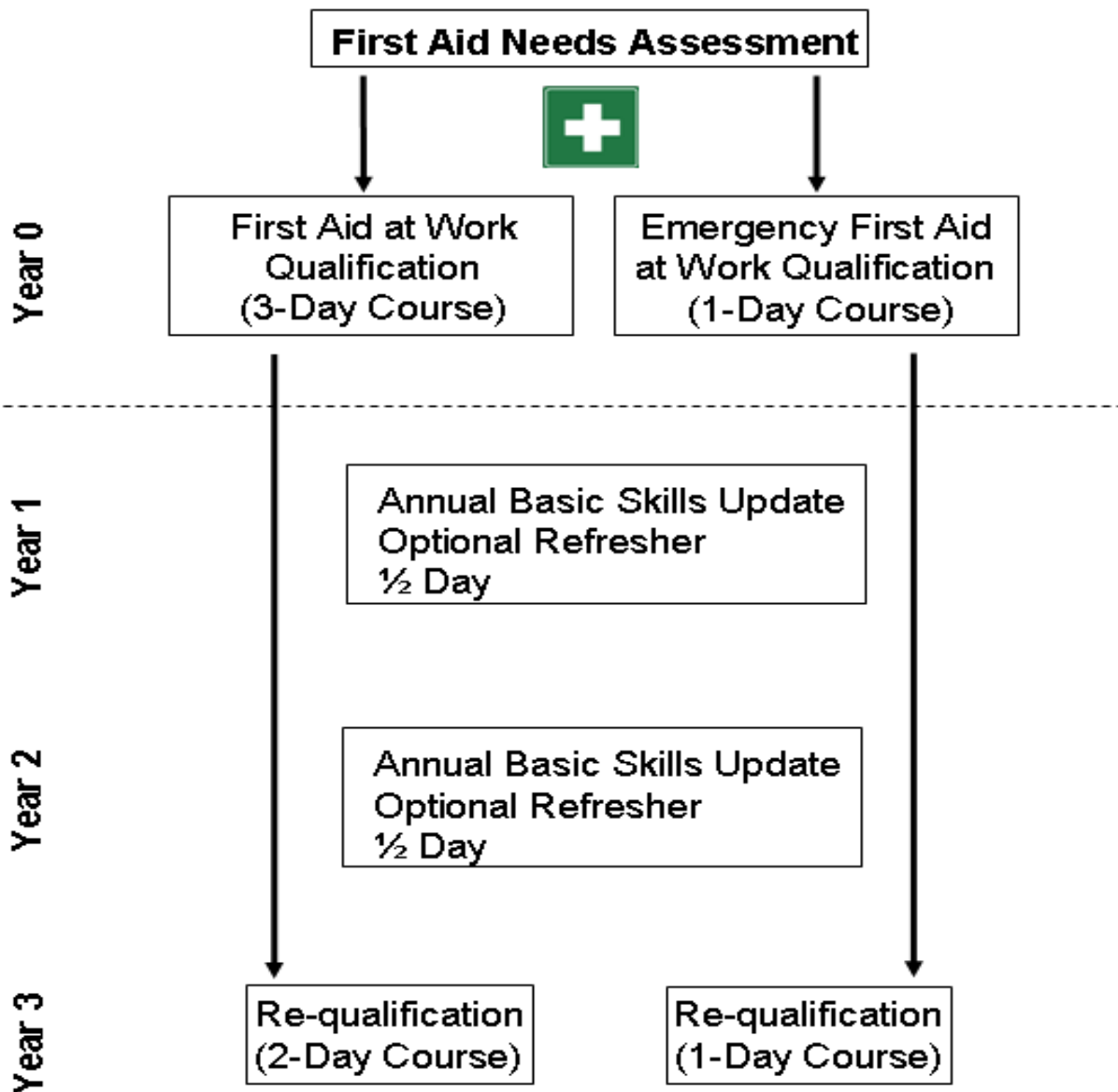
Additional training	Examples where additional training may be relevant in Hampshire County Council
Management of a casualty suffering from hypothermia or hyperthermia	Extensive exposure to the outdoor environment due to, for example, regular maintenance or other activity, e.g. Outside education activities or forestry
Management of a drowning casualty	Swimming pools, rivers, lakes, outside education activities.
Use of an Automated External Defibrillator	All sectors where you have decided that the presence of a defibrillator may be beneficial through a needs assessment
Recognising the presence of major illness (<i>including heart attack, stroke, epilepsy, asthma, diabetes</i>) and providing appropriate first aid	Wherever the environment is low hazard but you have identified a risk, either based on the known health profile, age and number of employees or a need to consider members of the public

Paediatric first aid, as required by the Department for Education or local authorities, which complies with the syllabus produced by OFSTED for first aid provision for children in a school or other childcare setting	Schools and nurseries
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Selection of personnel

People should be selected to be nominated first aiders both based on their personal attributes and their role. They should be reliable, have the aptitude to absorb new knowledge and learn new skills, and be able to cope in stressful situations. Their normal duties should allow them to be able to respond immediately and rapidly to an emergency.

Appendix 4 – First aid Training flow chart



Records

Copies of training certificates must be maintained by local management.

Refresher training

Training should be planned ahead to ensure the provision of qualified first aid staff remains in accordance with the first aid needs assessment conclusions.

Appendix 5 – Management check sheet and flow chart.

