



MIAG LIMITED

First Aid Policy

Ratified by Chair of Govs.

Signed by

Date

[Signature]
05/11/25

Date:
Review Date:

The aims of our First Aid Policy are to:

- ✚ Ensure the health and safety of all staff, Learners and visitors
- ✚ Ensure that staff and the Management Board are aware of their responsibilities with regard to health and safety
- ✚ Provide a framework for responding to an incident and recording and reporting the outcomes

Legislation and guidance: This policy is based on advice from the Department for Education (DFE) on first aid in our provisions and health and safety in our provisions, and the following legislation:

<https://www.gov.uk/government/publications/first-aid-in-our-provisions/first-aid-in-our-provisions-early-years-and-further-education>

The Health and Safety (First Aid) Regulations, which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel

- ✚ The Management of Health and Safety at Work Regulations 1992, which require employers to assess the risks to the health and safety of their employees
- ✚ The Management of Health and Safety at Work Regulations 1999, which require employers to carry out risk assessments, make arrangements to implement necessary measures and arrange for appropriate information and training
- ✚ The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept
- ✚ Social Security (Claims and Payments) Regulations 1979, which set out rules on the retention of accident records
- ✚ The Education (Independent Organisations Standards) Regulations 2014, which require that suitable space is provided to cater for the medical and therapy needs of Learners This policy complies with our funding agreement and articles of association.

Roles and responsibilities:

Our provisions' first aiders will be displayed prominently on all our sites. Our provisions first aider is responsible for:

- ✚ Taking charge when someone is injured or becomes ill
- ✚ Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
- ✚ Ensuring that an ambulance or other professional medical help is summoned when appropriate

First aiders are trained and qualified to carry out the role and are responsible for:

- ✚ Acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, and provide immediate and appropriate treatment
- ✚ Contacting the SENCO who will contact the parents/carers if the learner needs to be sent home
- ✚ Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (the person who first came across the incident)
- ✚ Keeping their contact details up to date. It is emphasised that the qualified First Aiders are NOT trained doctors or nurses.

Current Trained First Aider: Are advised by posters around the site

The Management Board

The MIAG Management Board has ultimate responsibility for health and safety matters in our provisions but delegates operational matters and day-to-day tasks to the ALP Centre Managers and all staff members.

The Operations Managers

The Operations Managers are responsible for the implementation of this policy, including:

- ✚ Ensuring that an appropriate number of appointed persons and/or trained first aid personnel are present in our provisions at all times.
- ✚ Ensuring that first aiders have an appropriate qualification, keep training up to date, and remain competent to perform their role.
- ✚ Ensuring all staff are aware of first aid procedures (see Staff handbook).
- ✚ Ensuring appropriate risk assessments are completed and appropriate measures are put in place.
- ✚ Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place.
- ✚ Ensuring that adequate space is available for catering to the medical needs of Learners.
- ✚ Reporting specified incidents to the HSE when necessary.

Staff are responsible for:

- ✚ Ensuring they follow first aid procedures.
- ✚ Ensuring they know who the first aiders in our provisions are.
- ✚ Completing accident reports (see appendix 2) for all incidents they attend to where a first aider is not called.
- ✚ Informing the headteacher or their manager of any specific health conditions or first aid needs.

First aid procedures:

Our provisions procedures In the event of an accident resulting in injury:

The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment.

- ✚ The first aider, if called, will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on scene until help arrives.
- ✚ The first aider will also decide whether the injured person should be moved or placed in a recovery position.
- ✚ If the first aider judges that a learner is too unwell to remain in our provisions, parents will be contacted and asked to collect their child/young person. Upon their arrival, the first aider will recommend next steps to the parents.
- ✚ If emergency services are called, the Operations Manager/SENCO will contact parents immediately.
- ✚ The first aider will complete an accident report form on the same day or as soon as is reasonably practical after an incident resulting in an injury.

Off-site procedures:

When taking Learners off our premises, staff will ensure they always have:

- ✚ A mobile phone.
- ✚ A portable first aid kit.
- ✚ Information about the specific medical needs of Learners.
- ✚ Parents' contact details.
- ✚ Risk assessments will be completed by the trip organiser **prior to** any educational visit that necessitates taking learners off our premises. This must be signed off by the ALP Manager/SENCO before the trip takes place.

First aid equipment:

A typical first aid kit in our provisions will include the following:

- A leaflet with general first aid advice
- Regular and large bandages
- Eye pad bandages
- Triangular bandages
- Adhesive tape
- Safety pins
- Disposable gloves
- Antiseptic wipes
- Plasters of assorted sizes
- Scissors
- Cold compresses

- Burns dressings

No medication is kept in first aid kits.

Record-keeping and reporting:

First aid and accident record book:

An accident form will be completed by the first aider on the same day or as soon as possible after an incident resulting in an injury.

As much detail as possible should be supplied when reporting an accident, including all of the information included in the accident form at appendix 2.

A copy of the accident report form will also be added to the Learner's educational record by the allocated member of staff within our provisions.

Records held in the first aid and accident book will be retained by our provisions for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

Reporting to the HSE:

The Operation Manager (Mike Howard) 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 Operation Manager will report these to the Chief Operations Officer who in turn will report to The Proprietor; The Chair of the Governing Board and Health and Safety Executive as soon as is reasonably practicable and in any event within 10 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 scalping 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 our provisions 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

Information on how to make a RIDDOR report is available here (Stallard Kane, the H&S provider for ALP will do this on our behalf): How to make a RIDDOR report, HSE
<http://www.hse.gov.uk/riddor/report.htm>

The Chief Operations Officer will provide an update on accidents as part of their report to the MIAG Management Board.

Training:

All our provisions staff are mandated to undertake First Aid Training.

All first aiders must have completed a training course and must hold a valid certificate of competence to show this.

Our provisions will keep a register of all trained first aiders, what training they have received and when this is valid until (see appendix 3).

Staff are encouraged to renew their first aid training when it is no longer valid. The staff member should contact the Operation Managers at least two months before the end of the certificate expiration if they have not already been contacted by the Manager.

Monitoring arrangements:

This policy will be reviewed by the Chief Operating Officer every year.

Links with other policies

This first aid policy is linked to:

-  Health and safety policy
-  Risk assessment policy
-  Medication Policy (Diabetes, Anaphylaxis, Asthma & Epilepsy)