



Greenfields School

First Aid Policy

2025-26

Implemented	By Whom	Last Review	By Whom	Next Review
August 2023	J.Parry	March 2026	C.Singh	March 2027

Document History (last 3 versions)			
Date of Issue	Version No.	Person(s) responsible for change	Nature of Change
08/09/23	1	J. Parry	Review and amendment
09/09/25	2	R. Redman	Review and amendment
03/10/25	3	Creslyn Singh	Review and update
12/03/26	4	Creslyn Singh	Reviewed

This policy aligns with the ALN Code (Wales) 2021, the Equality Act 2010, the UNCRC, the Independent School Standards (Wales) Regulations 2024

This policy is aligned with Welsh Government's "Supporting Learners with Healthcare Needs" (2017), the Wales Safeguarding Procedures (2019), the Independent School Standards (Wales) Regulations 2024, and Newport City Council's Health & Safety and Educational Visits protocols.

Our School

Greenfields School is an independent special school for young people with Social, Emotional and Mental Health (SEMH) difficulties for both boys and girls aged 9-16 years old. The school is registered for up to 30 learners and consists of 2 small primary style transition classes to provide a nurturing environment to develop and progress throughout the learning journey and the learners transition to Secondary education; and learning is delivered through the Greenfields Curriculum, which incorporates Health & Wellbeing, Relationships & Wellbeing, expressive, practical and therapeutic learning strands. We are a school that is able to support children and teenagers who suffer with trauma or mental health problems and whose troubled behaviour acts as a barrier to learning. Located in Newport we therefore benefit from some amazing community spaces where we enhance our curriculum with equestrian skills, free running, farm skills, pottery painting, outdoor learning, swimming lessons, boxing and fitness classes. All the staff at Greenfields School are committed to creating a setting which not only focuses on academic success, but also provides our learners opportunities to develop their social, communication and independent skills

Mission Statement

Preparing learners for the future by providing a sustainable outstanding educational experience where all learners realise pursue and achieve their full potential, enabling them to thrive as adults.

It is Greenfields School's responsibility to provide adequate and appropriate first aid to learners, staff, parents and visitors and to put the procedures in place to meet this responsibility. The policy will be reviewed annually.

Aims

- To identify the first aid needs of the school in line with the
 - Health and Safety at Work etc. Act 1974
 - RIDDOR 2013
 - Welsh Government: Supporting Learners with Healthcare Needs (2017)
 - ALNET Act (2018)
 - Wales Safeguarding Procedures (2019)
- To ensure that the provision is available at all times while people are on school premises, off the premises whilst on school visits and on the journeys to and from school for those learners travelling in school arranged transport.

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Objectives

- To appoint the appropriate number of suitably trained people as Appointed Persons and First Aiders to meet the needs of the school both on and off site.
- To provide relevant training and ensure monitoring of training needs.
- To provide sufficient and appropriate resources and facilities.
- To inform staff and parents (via the prospectus) of the School's First Aid arrangements.
- To keep accident records and to report to the HSE as required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

Duties and Responsibilities

The Headteacher is responsible for the health and safety of their employees and anyone else on the premises. This relates to all staff

The Health and Safety Co-ordinator must ensure that a risk assessment of the School is undertaken and that the appointments, training and resources for first aid arrangements are appropriate and in place. The Health and Safety Co-ordinator should ensure that the insurance arrangements provide full cover for claims arising from actions of staff acting within the scope of their employ.

The Headteacher is responsible for putting the policy into practice and for developing detailed procedures. The policy and information on the School's arrangements for first aid are communicated to all staff and learners.

New staff are to be informed of procedures as part of their induction programme, the First Aid room has any important first aid details displayed in it and staff training is given in response to need.

All staff are expected to do all they can to secure the welfare of the learners.

First Aiders

This section must be updated as necessary.

Name	Qualification	Provider
Rhys Redman	First Aid	CB training
<i>All staff complete First Aid Awareness as part of Mandatory Training</i>		

The Appointed Person/ First Aiders must complete an accredited First Aid at Work (FAW) or Emergency First Aid at Work (EFAW) qualification from a Welsh-approved training provider, and will be updated every three years. They will:

- Take charge when someone is injured or becomes ill
- Ensure that an ambulance or other professional medical help is summoned when appropriate.
- All incidents are to be recorded either in the Accident Book or Minor Incident Book, as appropriate. .
- Where possible constant supervision will be provided for poorly or injured learners.
- Where the injury or illness requires, or if there is any doubt over the health and welfare of a learner they will be sent home.
- If the situation is life threatening or of cause for concern any member of staff can ring 999 and request ambulance help.
- For their own protection and the protection of the patient, staff that administer first aid will follow necessary precautions.
- ensures that an ambulance or other professional medical help is summoned when appropriate.
- First aiders must complete a training course approved by the Health and Safety Executive. Updates are required every three years.
- At school, the main duties of a first aider are to: give immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school; when necessary, ensure that an ambulance or other professional medical help is called.
- A full accident form must be completed for any serious injuries.

Reporting

- The Headteacher or most senior teacher on site will be informed of any serious injury occurring in a day.
- All incidents, injuries, head injuries and treatments are to be reported in the Accident Log on Behaviour Watch
- Care staff/registered managers/parents are to be informed of a head injury.
- Staff should also complete the accident reporting form for employees if they sustain an injury at work.

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, the school follows RIDDOR 2013 reporting requirements.

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Reportable incidents will be recorded and notified via the HSE digital portal.

1. Involving employees or self employed people working on the premises.
2. Involving learners and visitors

Any serious medical incident (requiring hospitalisation or emergency medication) must be reported to CIW as a significant event

Record Keeping

This policy follows Welsh Government guidance 'Supporting Learners with Healthcare Needs' (2017).

Medicines can only be administered where written consent has been received from parents, corporate parents, or the registered manager

The Head or their nominated representative must ensure that a record is kept of any first aid treatment given. All accidents are recorded via Behaviour Watch and paper copies are provided to Parents/Homes.

The report will include:

- the date, time and place of incident
- the name (and class) of the injured or ill person
- details of their injury/illness and what first aid was given
- what happened to the person immediately afterwards
- name and signature of the first aider or person dealing with the incident

Accident and first aid treatment records can be used to help to identify trends and areas for improvement. They also could help to identify training or other needs and may be useful for insurance or investigative purposes. Records should also be scanned onto the system and uploaded to behaviour watch and paper copies stored with the headteacher. Learners with known medical needs will have an Individual Healthcare Plan or Personal Emergency Evacuation Plan (PEEP), reviewed termly and before any off-site activity.

Accident and first aid trends are analysed termly and fed into the Self-Evaluation (SEF) and School Development Plan (SDP).

Administration of drugs and medicines

Medicines are not normally brought into school, but consideration has been given that some learners do not live locally.

Appropriate trained First aid and/or Care staff may, on occasions supervise learners who need to take antibiotics or similar medication prescribed by a doctor, provided the dosage and name of the learner are clearly stated. There may also, on very rare occasions (for example during an epileptic seizure or anaphylaxis) that appropriately trained first aid and/or care staff may need to administer emergency medication on behalf of the learner.

Medicine which is found by staff to be out of date will not be administered. A record will be kept in the Medication administration record (MAR) as the type of medication and the name of the first aid trained care staff responsible for administering said medicine it should be recorded in the schools MAR giving the time the medicine was taken. Homeopathic remedies will not be administered.

Outside of these rare emergency situations, the school will not administer medication to the learners as some young people may be taking other regular medications. If pain relief is therefore required the parent or Registered Managers with parental responsibility, will oversee this provision as they will have knowledge of other regular medication prescribed and have sought advice from GP as to the suitability of the pain relief.

For emergency medication (e.g., epilepsy rescue meds, EpiPen, asthma inhalers), staff follow the learner's healthcare plan, parental/corporate parent instructions.

Staff supporting learners with specific needs should always ensure the learners carry (blue) asthma pumps and epi-pens in their bags etc, so they are ready to use if required. Prior to any trips try to check that the medication is in date and that you know where to find it.

It is the responsibility of the Parents and/or Registered Managers to ensure that medication young people in their care are using (asthma and epi-pens) are in date and are suitable for use.

If a child has a serious condition requiring regular medication the learner will have a medical support plan which clearly details medication required, dosage and storage.

Medication must be stored in a locked medical cabinet or secure, temperature-controlled container in accordance with Welsh legislation.

First aid planning must consider any Additional Learning Needs under the ALNET Act (2018). Staff may need training to safely support learners with specific medical conditions.

First Aid Boxes are located in:

- First Aid room
- Kitchen
- Science classroom
- Art/Design classroom
- Both Pod Classrooms

Your Class First Aid kit should contain:

- An information leaflet
- Disposable gloves
- Individually wrapped anti-septic wipes,
- Individually wrapped sterile adhesive dressings (plasters can be used check that the learner isn't allergic and they will hold dressings in place),
- A triangular bandage (can be used for head wounds),
- A support bandage for sprains,
- A cool pack to reduce swelling.

A qualified First Aider must accompany every off-site visit, in line with All Wales Educational Visits Guidance. Trip Leaders must confirm emergency access procedures for the venue, nearest medical facilities, and have direct phone contact with the school's designated emergency lead.

No medicine/tablets are to be kept in the first aid boxes

You must ensure before you administer First Aid PPE is in place.

Reportable Major Injuries are:

1. Fracture, other than to fingers, thumbs and toes;
2. Amputation;
3. Dislocation of the shoulder, hip, knee or spine;
4. Loss of sight (temporary or permanent);
5. Chemical or hot metal burn to the eye or any penetrating injury to the eye;
6. Injury resulting from an electric shock or electrical burn leading to unconsciousness, or requiring resuscitation or admittance to hospital for more than 24 hours;

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7. Any other injury leading to hypothermia, heat-induced illness or unconsciousness, or requiring resuscitation, or requiring admittance to hospital for more than 24 hours;
8. Unconsciousness caused by asphyxia or exposure to a harmful substance or biological agent;
9. Acute illness requiring medical treatment, or loss of consciousness arising from absorption of any substance by inhalation, ingestion or through the skin;
10. Acute illness requiring medical treatment where there is reason to believe that this resulted from exposure to a biological agent or its toxins or infected material.
11. Sporting injuries are reportable only if they were due to defective equipment or failings in the organisation and management of an event.

All staff will receive ligature training, in the case of such an event occurring, the tool to cut the ligature is located in the medical cabinet of the staff room. To access this cabinet, a staff member will need to get the key from the Key safe located in the locked cupboard at the back of reception.

Minor injuries (small cuts, grazed knees) should be logged. Always record the name of the learner, the injury, cause and location, date and your name. Parents/carers/Registered Managers or Deputy should be emailed to ensure the flow of information and pastoral care is of the highest quality.

When a minor bump to the head occurs a letter should be written, parents/carers/Registered Managers or Deputies should be telephoned directly in case the learner becomes unwell that evening. This is especially important in an organisation such as Greenfields when staff work on a rotational shift system.

If you suspect self-harming or non-accidental injury, **do not** confront the learner, immediately seek advice from the Designated Safeguarding Lead (Creslyn Singh), as in line with the schools Safeguarding Policy.

The role of all staff and other staff

All staff have a duty to prevent accidents, if you see a potential hazard take action if safe to do so, and inform the Headteacher and they should then take action taken to remove the hazard/safety issue and report to maintenance or Head of Service if needed.

The Headteacher is responsible for restocking/ordering items to replenish the first aid kit. First aiders are required to inform her of items that have been used and that need

to be restocked. It is the responsibility of the person administering first aid to ensure that Headteacher is aware of stock for reorder and it is noted in the book kept in reception. Visit first aid kits are should be restocked following the same protocol. Trip leaders must complete a risk assessment form prior to any visit and ensure that the first aid kit is appropriate to the activity. The designated EVC person should carry the learners' medical forms with contact details. The trip leader should be able to give directions to the ambulance service: it may be useful to have the Postcode for reference.

Ligature cutters must be checked weekly and recorded on the ligature safety audit.

Specific Hazards

Most of the school is designated a low risk area, in line with offices. However, certain activities in science and DT are of a more moderate risk (cuts from saws, using a laser or glue gun). Learners should be given a safety briefing and asked to wear protective clothing or equipment to prevent accidents. Science and DT classrooms should have eyewash available in the first aid kit. As part of their planning, all staff of science should note any specific hazards and what to do in relation to any chemical spills as raised in the room & COSHH specific risk assessments.

Guidance of the safe disposal of Bodily Fluids (Blood, Vomit etc.)

- PPE must be used when clearing up such fluids.
- There are packs of gel in school specifically designed to clear up bodily fluids in a safe and practical manner. Follow the instructions on the pack to ensure manufacturers guidance on the effective use of the product
- Once the fluids have been absorbed (you may need to use more than one pack of gel)
- Scoop the used gel (with a small plastic tool) avoiding contact with your hands in the designated clinic waste bag. Secure to ensure no material can escape and place in the clinical waste bin.
- Used PPE should also be placed in the appropriate bag and placed in the clinical waste bin.
- The bin will be collected by the companies designated supplier and will be disposed of in accordance with clinical waste protocols.

The area where the bodily fluids were present should be cleaned thoroughly with an appropriate disinfectant or steam cleaned to kill any bacteria that may be present. (PPE must be worn to ensure that Bacteria is not transferred).

Available Training for Staff:

- First Aid Awareness – Myrus
- Ligation Training
- Caretech L&D Team Training – Externally arranged
- EpiPen Training
- Other Training can be provided dependent on needs of individual learners

Linked Policies

<ul style="list-style-type: none">• Critical Incident• Safeguarding• Health and Safety• Drugs & Alcohol misuse	<ul style="list-style-type: none">• Positive Handling• Administering Medicines• Working Procedures• Educational Visits
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Monitoring and review

The Headteacher is responsible for ensuring that the vision and values of the school are rigorously applied to the anti-bullying work in the school and in reporting termly to the proprietor representative (and the local authority where applicable) on how the policy is being enforced and upheld. The proprietors are, in turn, responsible for supporting the vision and values and evaluating the effectiveness of the policy via the termly report and by in-school monitoring.

It is strongly advised that in reviewing this policy advice and guidance is also taken from the Welsh Government Guidance document titled “Supporting Learners With Healthcare Needs” (issued March 2017) which is also available here [WG31248 \(gov.wales\)](https://www.gov.wales/sites/default/files/publications/2018-12/supporting-learners-with-healthcare-needs.pdf) (<https://www.gov.wales/sites/default/files/publications/2018-12/supporting-learners-with-healthcare-needs.pdf>)

The policy and procedures are reviewed and updated on an annual basis, to ensure continued compliance with the Independent School Standards (Wales) Regulations 2024, and relevant guidance issued by the Welsh Government.

Headteacher:	Creslyn Singh	Date:	22 nd October 2025
Proprietor:	Rob McConomy	Date:	22 nd October 2025