

FIRST AID NEEDS RISK ASSESSMENT



Author:	Amran Suleman
School Role:	Head of School
Date:	01.09.2022

Reviewer:	Niall Kelly/ Sarah Morgan
School Role:	Proprietor
Date:	01.09.2022

Next review date:	01.09.2023
--------------------------	------------

Introduction

First Aid can save lives and prevent minor injuries becoming major ones. Under the Health and Safety Legislation, Howard House School ensures that there are adequate and appropriate equipment and facilities for providing first aid in the workplace.

Although there is no requirement to take account of non- employees, the purpose of this policy is to ensure that there is appropriate first aid provision for employees, pupils and visitors at all times while people are on site and whilst on off site visits.

The school promotes awareness of health and safety issues to prevent, where possible, potential hazards or accidents. However, if accidents do occur, there will be qualified staff following clearly defined procedures to treat injuries with the aim of reducing the impact of the accident and if necessary to save life.

What Howard House School will do:

- Determine through an assessment the first aid requirements for the school.
- Ensure sufficient first aid trained staff are available on-site.
- Ensure that suitable first aid arrangements are in place when off-site.
- Ensure that staff nominated to provide first aid receive recognised training.
- Ensure appropriate first aid material, equipment and facilities are provided.
- Inform staff and pupils of first aid arrangements.
- Ensure that all first aid equipment and facilities are well maintained.
- Ensure that suitable records of first aid treatment are kept.

Determining First-Aid Needs The Health and Safety (First Aid):

Regulations do not oblige schools to provide first aid for anyone other than their own staff, but guidance recommends that organisations, such as schools, which provide a service for others should include these other persons in their risk assessments and provide for them.

First-aid provision must be available at all times while people are on school premises, and off the premises whilst on school visits. In determining appropriate provision overall, Howard House School has taken into account the following factors:

- The size and location of the establishment and the distribution of employees and pupils.
- Distance emergency services would need to travel to site.
- The establishments' history of accidents.
- Provision for absence of first aiders due to sickness, holiday cover etc.
- Staff accompanying a visit.

FIRST AID NEEDS RISK ASSESSMENT

- Nature of the off-site activities e.g. off-site and sporting activities.
- Hazards and risks encountered in the workplace.
- Staff and pupils with special medical conditions or disabilities.
- Provision outside normal hours e.g. extended services.

Type and Number of First-Aid Staff:

The Health and Safety (First-Aid) Regulations 1981 require an employer to provide an adequate number of suitable persons who are able to render first-aid to employees if they are injured or become ill at work. There are two levels of provision:

- Emergency First Aid at Work (EFAW): This level will be relevant when qualified first aid person/s is required but the work environment is deemed to be lower risk (such as an office).
- First Aid at Work (FAW): This level will be relevant when qualified first aid person/s is required but where the work environment is deemed to be higher risk.

First Aid Policy 2021 It is recommended that schools provide persons qualified to the higher level of 'first aid at work' (FAW).

The following chart has assisted the establishment in determining what level and how many first aid personnel are required:

Hazard Level	Number of employees and/or students	Level of first aid provision required
Low hazard	Less than 25	At least one appointed person
(e.g. Office, Shops, libraries, schools)	25 – 50	At least one person trained in EFAW
	More than 50	At least one person trained in FAW for every 100 persons (or part thereof)

Appointed Persons:

Where an assessment of first-aid needs identifies that first aid personnel are not necessary, the minimum requirement is to appoint a person to take charge of the first-aid arrangements, including looking after the equipment and facilities, and calling the emergency services when required.

Arrangements should be made for an appointed person to be available to undertake these duties at all times when people are at work.

To fulfil their role, appointed persons do not need first-aid training, though emergency first-aid training courses are available. Appointed person's emergency first aid training courses do not require HSE approval. Appointed persons with such training will not be deemed to be a qualified first aid person as defined in the regulations. Therefore, it is important to remember that appointed persons are not first-aiders and should not attempt to give first aid for which they have not been trained.

Selection, Qualifications and Training:

The selection of staff to become first aid qualified personnel has taken into account a number of factors including:

- Reliability, disposition and communication skills.
- Aptitude and ability to absorb new knowledge and skills.

FIRST AID NEEDS RISK ASSESSMENT



- Ability to cope with stressful and physically demanding emergency procedures.

In the event of difficulty in recruiting volunteers, willingness to serve as a first aider is made a selection criterion for staff appointed to any relevant post in the establishment.

A person is only 'suitably qualified' if they have undergone training and have qualifications from a provider that is approved by the Health and Safety Executive. Courses are as follows:

- The FAW is a full three-day course in first aid at work. First Aid Policy 2021
- The EFAW s one-day course in emergency first aid at work.

A three-year certificate will be issued to those who successfully complete an FAW or EFAW course. Re-qualification training for both courses is required after the three-year period.

Howard House School designated First Aiders

Name:	Qualification Title	Expiry Date:
Hazel Redford	Emergency First Aid at Work Level 3	12.04.2024
Justin McComb	Emergency First Aid at Work Level 3	12.04.2024
Letasha Merrin	Emergency First Aid at Work Level 3	12.04.2024
Adam Miller	Emergency First Aid at Work Level 3	12.04.2024

Appendix 1: First Aid risk Assessment

School:	Howard House School		
Address:	Netherton Colliery, Bedlington, Northumberland, NE22 6BB		
Risk Assessment Undertaken By:	Signed	Print Name:	
	<i>Amran Suleman</i>	AMRAN SULEMAN	
Date:	1 st September 2021	Review By: (no later than 12 months)	1 st September 2022
Baseline Assessment			
Do employees have easy access to suitably stocked and signed first aid boxes?			Yes
Has a person been appointed to take charge of first aid arrangements?			Yes – School Administrator
Are suitably notices displayed within the premises detailing how to contact a first aider and where the first aid kit(s) are kept?			Yes
How many adults are there? (allow for visitors/contractors)			25
How many children over 8 are there?			25
Total:			50
How many children under 8 are there?			0
HSE Guidelines:			
If there are children under 8 there need to be a paediatric first aider available at all time			

FIRST AID NEEDS RISK ASSESSMENT



HSE guidelines for low risk:

- Less than 25 at least 1 appointed person
- 26-50 at least 1 first aider trained in First Aid at Work
- More than 50 at least 1 first aider trained in First Aid at Work for every 100 employed (or part thereof)

Assuming that schools fall into the "low" risk category:	required	In place
	1	5