

THE STONEHENGE SCHOOL

First Aid Policy

2022

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1. Aims

The aims of our first aid policy are to:

- > Ensure the health and safety of all staff, pupils and visitors
- > Ensure that staff and governors are aware of their responsibilities with regards to health and safety
- > Provide a framework for responding to an incident and recording and reporting the outcomes

2. Legislation and guidance

This policy is based on advice from the Department for Education on <u>first aid in schools</u>, <u>health and safety in schools</u> and <u>actions for schools during the coronavirus outbreak</u>, and the following legislation:

- > The Health and Safety (First Aid) Regulations 1981, 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 make an assessment of 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
- > <u>The School Premises (England) Regulations 2012</u>, which require that suitable space is provided to cater for the medical and therapy needs of pupils

3. Roles and responsibilities

3.1 Appointed person(s) and first aiders

The school's appointed person is Mrs R Gaunigio. They are 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 (see section 7) 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
- Sending pupils home to recover, where necessary

- > Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
- > Keeping their contact details up to date

Our school's appointed person(s) and first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

3.2 The local authority and governing board

Wiltshire Council has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school's governing board.

The governing board delegates operational matters and day-to-day tasks to the Headteacher and staff members.

3.4 The headteacher

The headteacher is 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 the school 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
- > 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 pupils
- > Reporting specified incidents to the HSE when necessary (see section 6)

3.5 Staff

School staff are responsible for:

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

4. First aid procedures

4.1 In-school 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 pupil is too unwell to remain in school, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- If emergency services are called, the Office Manager or DSL will contact parents immediately
- > The first aider/relevant member of staff will complete the "Pupils Reporting to the Medical Room" book and enter details in Pars on the same day or as soon as is reasonably practical after an incident resulting in an injury.

During coronavirus: first aiders will follow Health and Safety Executive (HSE) guidance for <u>first aid during coronavirus</u>. They will try to assist at a safe distance from the casualty as much as possible and minimise the time they share a breathing zone. Treating any casualty properly will be the first concern. Where it is necessary for first aid provision to be administered in close proximity, those administering it will pay particular attention to sanitation measures immediately afterwards including washing their hands.

4.2 Off-site procedures

When taking pupils off the school premises, staff will ensure they always have the following:

- > A school mobile phone
- > A portable first aid kit
- Information about the specific medical needs of pupils
- > Parents' contact details

Risk Assessments will be completed by an Assistant Head prior to any educational visit that necessitates taking pupils off school premises via the Evolve system.

There will always be at least one first aider on school trips and visits.

During coronavirus: we will take account of any government advice in relation to educational visits during the coronavirus pandemic.

5. First aid equipment

A typical first aid kit in our school 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.

First aid kits are stored in:

Lower School			
Lower School Dining Hall- outside Room 12	1st Floor PE office near Room 9	Main Hall- girls and boys changing rooms	
Hub Kitchen			
Skills			
Middle School			
Kitchen- office	Lower science Prep room	Rosindell Building science	
Food Tech Room 27	between rooms 34 and 35	prep room between rooms 32 and 33	
Tech Room 28		and 33	
Library		Premises garage, minibuses	
Upper School			
Medical room			
Sports Centre			
Hall- PE Dept. room.			

6. Record-keeping and reporting

6.1 First aid and accident record book

- > An entry in the "Pupils Reporting to the Medical Room" book will be completed by the first aider/relevant member of staff 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 medical room record book at appendix 2. This is also followed up with an on-line entry into the Pars system, which all staff can access.
- > Records held in the medical room book and accident book will be retained by the school 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.

6.2 Reporting to the HSE

The Office Manager and School Business Manager on behalf of The Headteacher, 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 Office Manager and School Business Manager will report these to The Heath and Safety Executive as soon as is reasonably practicable and in any event within 10 days of the incident. 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), the report should be completed within 15 days.

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 scalding 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 schools 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:

How to make a RIDDOR report, HSE

http://www.hse.gov.uk/riddor/report.htm

6.3 Notifying parents

Head injuries or significant injuries requiring further investigation -The Appointed Person, Member of senior staff On Call or Office Manager will inform parents of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable.

6.4 Reporting to Ofsted and child protection agencies

The DSL and Headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school's care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

The DSL will also notify Wiltshire Council's Multi Agency & Safeguarding Hub of any serious accident or injury to, or the death of, a pupil while in the school's care.

7. Training

All school staff are able to undertake first aid training if they would like to.

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

8. Monitoring arrangements

This policy will be reviewed by the Office Manager and School Business Manager every year.

At every review, the policy will be approved by the Headteacher

9. Links with other policies

This first aid policy is linked to the

- > Health and safety policy
- > First Aid Risk Assessment
- > Policy on supporting pupils with medical conditions
- > Individual Risk Assessments on the
 - Treatment of pupils in the medical room (Ref P19),
 - First Aid to pupils- General (Ref P 20),
 - o First Aid to Pupils- Bumps to the head (Ref P21),
 - Administering Medications (Ref P22)

Appendix 1: list of First Aiders and Training Log

<u>Level 3 First Aid at Work – Appointed First Aiders</u>			
<u>Name</u>	<u>Location</u>	<u>Contact</u>	Certification dates
Mrs R Gauniqio	Upper School Offices, GF	1207	Feb 2020-Feb 2023
Mr S Carter	Upper School		Feb 2020-Feb 2023
Mr A Vickery	Lower School	07792 058744	
QNUK Level 3 Emerg	ency First Aid at Work (HSE Appr	roved) Training	1
UPPER SCHOOL			
Mrs D Bush	Upper School Offices, GF	1238	June 2021-June 2024
Mrs P Campari- Moss		1261	June 2021-June 2024
Mrs J Cotterell	Upper School Offices, 1st Floor	1211	June 2021-June 2024
Mrs D Harker	Upper School Offices, 1st Floor	1210	June 2021-June 2024
Mrs S Hoult	Upper School Offices, GF	1202	June 2021-June 2024
Mrs K Moran	Room 63 US / LS	1241	June 2021-June 2024
Mrs H Morrison	Upper School Offices, 1st Floor		June 2021-June 2024
Miss E Rackham	PE Dept.		Dec 2021- Dec 2024
Mrs L Thomas	Upper School Offices, GF	1201	June 2021-June 2024
Mrs C Van Staden	Reception, Upper School	1200	June 2021-June 2024
Mrs J Wakeham	Upper School Offices, 1st Floor	1205	June 2021-June 2024
LOWER SCHOOL			
Mrs S Hinks	The Hub, Lower School	1255	Sept 2019-Sept 2022
High Risk Areas- Tech	Middle school teaching rooms		
Mrs S Williams	Tech Room	1251	June 2021-June 2024
High Risk Areas- Science	Middle school teaching rooms		
Mrs B Grzymkowska	Science Technician's Area	1225	March 2021-March 2024

Mrs L Pollard	Science Technician's Area	1225	June 2021-June 2024

Appendix 2: Pupils reporting to the Medical Room entry

Details		Incident	Treatment/Follow up (e.g. sent back to class / home)		
Date	Name			Staff Si	gnature
Class				Pars	Coding
Time in	Time out		Parent signature	Head Y N	injury
				Parent informed Y N	
				Parent Y N	informed

Appendix 3: Incident reporting in schools (accidents, diseases and dangerous occurrences) Guidance for employers Introduction

Introduction

This information sheet gives guidance on how the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) apply to schools. Most incidents that happen in schools or on school trips do not need to be reported. Only in limited circumstances will an incident need notifying to the Health and Safety Executive (HSE) under RIDDOR. The information sheet gives practical guidance to schools about what they need to report and how to do it.

What needs to be reported?

RIDDOR requires employers and others in control of premises to report certain accidents, diseases and dangerous occurrences **arising out of or in connection with work**.

The information sheet includes examples of the incidents that sometimes result from schools' activities and are reportable under RIDDOR.

The sheet contains three sections, which cover:

- injuries and ill health involving employees (Section 1);
- injuries involving pupils and other people not at work (Section 2);
- dangerous occurrences (Section 3).

Who should report?

The duty to notify and report rests with the 'responsible person'. For incidents involving pupils and school staff, this is normally the main employer at the school. The education pages on HSE's website at www.hse.gov.uk/services/education provide information about who the employer is in different types of schools.

Some school employers may have centrally co-ordinated reporting procedures. In others, reporting may be delegated to the school management team. The health and safety policy should set out the responsibilities and arrangements for reporting in each school.

Incidents involving contractors working on school premises are normally reportable by their employers. Contractors could be, eg builders, maintenance staff, cleaners or catering staff.

If a self-employed contractor is working in school premises and they suffer a specified injury or an over-seven-day injury, the person in control of the premises will be the responsible person. (See HSE's RIDDOR web pages at www.hse.gov.uk/riddor for more detail on the reporting arrangements for selfemployed people.)

Who do I report to?

For general advice about how to report, see HSE's RIDDOR web pages. You can report all incidents online and there is a telephone service for reporting **fatal and specified injuries only**.

Reporting details for out of hours incidents are available from HSE's out of hours web page at www.hse.gov.uk/contact/ contact.htm.

For incidents on school premises involving members of staff, pupils or visitors, HSE is the enforcing authority and you should submit your reports to them. HSE is also the enforcing authority for nursery provision provided and operated by local authorities. For privately run nursery schools, the local authority is the enforcing authority.

What records must I keep?

You must keep records of:

- any reportable death, specified injury, disease or dangerous occurrence that requires reporting under RIDDOR; Incident reporting in schools (accidents, diseases and dangerous occurrences) 2 of 4 pages Health and Safety Executive
- all occupational injuries where a worker is away from work or incapacitated for more than three consecutive days. From 6 April 2012 you don't have to report over-three-day injuries, but you must keep a record of them. Employers can record these injuries in their accident book.

You must keep records for at least three years after the incident.

Section 1: Injuries and ill health to people at work

Under RIDDOR, the responsible person must report the following work-related accidents, including those caused by physical violence, if an employee is injured, wherever they are working:

- accidents which result in death or a specified injury must be reported without delay (see 'Reportable specified injuries');
- accidents which prevent the injured person from continuing their normal work for more than seven days (not counting the day of the accident, but including weekends and other rest days) must be reported within 15 days of the accident.

The responsible person must also report any case of a work-related disease, specified under RIDDOR, that affects an employee and that a doctor confirms in writing (see 'Reportable diseases'). You can find detailed guidance about RIDDOR reporting and online reporting procedures at www.hse.gov.uk/riddor/ report.htm.

If you are in control of premises, you are also required to report any work-related deaths and certain injuries to self-employed people that take place while they are working at the premises.

Reportable specified injuries

These include:

- 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), which: cover more than 10% of the body; or cause significant damage to the eyes, respiratory system or other vital organs;
- 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

Physical violence

Some acts of non-consensual physical violence to a person at work, which result in death, a specified injury or a person being incapacitated for over seven days, are reportable. In the case of an over-seven-day injury, the incapacity must arise from a physical injury, not a psychological reaction to the act of violence.

Examples of reportable injuries from violence include an incident where a teacher sustains a specified injury because a pupil, colleague or member of the public assaults them while on school premises. This is reportable, because it arises out of or in connection with work.

Reportable occupational diseases

Employers must report occupational diseases when they receive a written diagnosis from a doctor that their employee has a reportable disease linked to occupational exposure. (See www.hse.gov.uk/riddor for details of the reporting arrangements for selfemployed people.)

These include:

- carpal tunnel syndrome;
- severe cramp of the hand or forearm;
- occupational dermatitis, eg from work involving strong acids or alkalis, including domestic bleach;
- hand-arm vibration syndrome;
- occupational asthma, eg from wood dust and soldering using rosin flux;
- tendonitis or tenosynovitis of the hand or forearm;
- any occupational cancer;
- any disease attributed to an occupational exposure to a biological agent.

Stress

Work-related stress and stress-related illnesses (including post-traumatic stress disorder) are not reportable under RIDDOR. To be reportable, an injury must have resulted from an 'accident' arising out of or in connection with work.

In relation to RIDDOR, an accident is a discrete, identifiable, unintended incident which causes physical injury. Stress-related conditions usually result from a prolonged period of pressure, often from many factors, not just one distinct event.

Section 2: Incidents to pupils and other people who are not at work

Injuries to pupils and visitors who are involved in an accident at school or on an activity organised by the school are only reportable under RIDDOR if the accident results in:

- the death of the person, and arose out of or in connection with a work activity; or
- an injury that arose out of or in connection with a work activity and the person is taken directly from the scene of the accident to hospital for treatment (examinations and diagnostic tests do not constitute treatment)

The lists of specified injuries and diseases described in Section 1 only apply to employees. If a pupil injured in an incident remains at school, is taken home or is simply absent from school for a number of days, the incident is **not reportable**.

How do I decide whether an accident to a pupil 'arises out of or is in connection with work'?

The responsible person at the school should consider whether the incident was caused by:

- a failure in the way a work activity was organised (eg inadequate supervision of a field trip);
- the way equipment or substances were used (eg lifts, machinery, experiments etc); and/or
- the condition of the premises (eg poorly maintained or slippery floors).

So, if a pupil is taken to hospital after breaking an arm during an ICT class, following a fall over a trailing cable, the incident would be reportable. If a pupil is taken to hospital because of a medical condition (eg an asthma attack or epileptic seizure) this would not be reportable, as it did not result from the work activity.

This means that many of the common incidents that cause injuries to pupils at school tend not to be reportable under RIDDOR, as they do not arise directly from the way the school undertakes a work activity. Remember, in all these cases, you only need to consider reporting where an accident results in a pupil's death or they are taken directly from the scene of the accident to hospital for treatment. There is no need to report incidents where people are taken to hospital purely as a precaution, when no injury is apparent.

What about accidents to pupils during sports activities?

Not all sports injuries to pupils are reportable under RIDDOR, as organised sports activities can lead to sports injuries that are not connected with how schools manage the risks from the activity.

The essential test is whether the accident was caused by the condition, design or maintenance of the premises or equipment, or because of inadequate arrangements for supervision of an activity. If an accident that results in an injury arises because of the normal rough and tumble of a game, the accident and resulting injury would not be reportable.

Examples of reportable incidents include where:

■ the condition of the premises or sports equipment was a factor in the incident, eg where a pupil slips and fractures an arm because a member of staff had polished the sports hall floor and left it too slippery for sports; or

■ there was inadequate supervision to prevent an incident, or failings in the organisation and management of an event.

What about accidents to pupils in a playground?

Most playground accidents due to collisions, slips, trips and falls are not normally reportable. Incidents are only reportable where the injury results in a pupil either being killed or taken directly to a hospital for treatment. Either is only reportable if they were caused by an accident that happened from or in connection with a work activity.

This includes incidents arising because:

- the condition of the premises or equipment was poor, eg badly maintained play equipment; or
- the school had not provided adequate supervision, eg where particular risks were identified, but no action was taken to provide suitable supervision.

Physical violence

Violence between pupils is a school discipline matter and not reportable under RIDDOR, as it does not arise out of or in connection with a work activity.

Other scenarios

Injuries to pupils while travelling on a school bus .If another vehicle strikes the school bus while pupils are getting on or off and pupils are injured and taken to hospital, this is normally reportable under RIDDOR. 4 of 4 pages Health and Safety Executive Published by the Health and Safety Executive EDIS1(rev3) 10/13 However, you do not have to report deaths and injuries resulting from a road traffic accident involving a school vehicle travelling on the public highway under RIDDOR. These are classed as road traffic incidents and are investigated by the police.

Incidents involving pupils on overseas trips.RIDDOR only applies to activities which take place in Great Britain. So, any incident overseas is not reportable to HSE.

Incidents to pupils on work experience placements . If pupils are on a training scheme or work placement, they are deemed to be employees for the period of the placement. In these circumstances, the employer, as the responsible person, should report a death, injury or disease to a pupil, which arises out of or in connection with work. This means the wider range of reporting categories for employees is applicable.

Section 3: Dangerous occurrences

These are specified near-miss events, which are only reportable if listed under RIDDOR.

Reportable dangerous occurrences in schools typically include:

- 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.

Supplementary information

Consultation

Under the Safety Representatives and Safety Committees Regulations 1977 and the Health and Safety (Consultation with Employees) Regulations 1996, employers must make relevant health and safety documents available to safety representatives.

This includes records kept under RIDDOR, except where they reveal personal health information about individuals. Further information is available in Consulting employees on health and safety: A brief guide to the law Leaflet INDG232(rev2) HSE Books 2013 www.hse.gov.uk/pubns/indg232.htm.

Reporting requirements of other regulators

There may be other reporting requirements placed on schools by other regulators in the education sector. The requirements of these other regulators are separate to, and distinct from, the legal duty to report incidents under RIDDOR.

Further information

For information about health and safety, or to report inconsistencies or inaccuracies in this guidance, visit www.hse.gov.uk/. You can view HSE guidance online and order priced publications from the website. HSE priced publications are also available from bookshops.

This guidance is issued by the Health and Safety Executive. Following the guidance is not compulsory, unless specifically stated, and you are free to take other action. But if you do follow the guidance you will normally be doing enough to comply with the law. Health and safety inspectors seek to secure compliance with the law and may refer to this guidance.

This information sheet is available at: www.hse.gov.uk/pubns/edis1.htm.

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Appendix 4

CALLING AN AMBULANCE IN AN EMERGENCY.

YOU DO NOT NEED TO BE A FIRST AIDER TO CALL AN AMBULANCE

IF AN AMBULANCE IS NEEDED



The person with the casualty at the time of the incident should call the emergency services. The operator will then assess the health of the casualty and assist the caller in dealing with the situation. The ambulance service will need to know the full name and date of birth of the pupil involved. The operator will ask you "Is the patient breathing, is there any significant blood loss, is the patient conscious?



Stay with the casualty. Direct those around you to help. If there is no-one else around shout for assistance.



If you have to use a landline away from the casualty ask for assistance from another person to relay information from the landline.



When the situation is in hand ask someone to contact the school office with as much detail as possible. School staff must wait for the ambulance at the main gate- the gate must be unlocked and any obstructions cleared to allow quick access to the casualty.

Fill in an Accident/Incident form.

The office staff should:

- 1. Ask people to stand strategically to direct the ambulance to the casualty.
- 2. Send two members of the office staff to the incident.
- 3. Make contact with the casualty's parents/next of kin and print out a contact sheet if the casualty is a student.
- 4. If the casualty is a student and the student's parents do not reach the school before the Ambulance needs to depart, a member of staff will be required to accompany the ambulance.
- 5. The Headteacher should be informed of the incident and an accident form should be sent to the first person dealing with the incident.