

OXFORD INTERNATIONAL COLLEGE BRIGHTON

FIRST AID POLICY

(to be read in conjunction with Administration of Medicines Policy)

Last reviewed:	September 2025
Next review due:	September 2026
Reviewed by:	College Nurse Director of Boarding Director of Operations Deputy Head Pastoral Wellbeing and Pastoral Principal

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1. Introduction

It is a requirement of the Education (Independent School Standards) (England) Regulations 2014 that schools in the independent sector have a written First Aid Policy. This policy is available to parents and students and to all members of staff from the College website or on request from the College office.

OIC Brighton will ensure, as far as is reasonably practicable, that first aid arrangements will be managed in compliance with:

- The Health and Safety at Work Act 1974 and subsequent regulations and guidance;
- The Health and Safety (First Aid) Regulations 1981 (S11981/917);
- The DfE guidance on First Aid in schools;
- Paragraph 3(6) of the schedule to the Education (Independent School Standards) (England) Regulations 2014;
- The Independent School regulatory requirements as amended from time to time.

2. Definition

'First Aid' means the treatment of minor injuries which do not need treatment by a medical practitioner as well as treatment of more serious injuries prior to assistance from a medical practitioner for the purpose of preserving life and minimising the consequences of injury or illness.

'Staff' means any person employed by the College including volunteers, supply and part time staff.

3. Aims of this policy

- 3.1 To ensure that the College has adequate, safe and effective First Aid provision in order for every student, member of staff and visitor to be well looked after in the event of any illness, accident or injury, no matter how major or minor.
- 3.2 To ensure that all staff and students are aware of the procedures in the event of any illness, accident or injury.
- 3.3 To ensure that First Aid provision is available at all times while people are on College premises and while on visits organised by the College.

And in summary:

- To ensure compliance with all recent and relevant legislation;
- To undertake suitable and sufficient assessments of first aid needs;
- To identify and implement reasonably practicable arrangements for dealing with accidents;
- To provide competent persons for carrying out first aid treatment;
- To conduct regular checks on first aid equipment and the availability of consumables;
- To ensure all first aid training is at the appropriate level and is updated regularly;
- To ensure all records appertaining to first aid are accurate, accessible and stored efficiently;
- To ensure all first aid policies and procedures on site are clear and available to all.

4. Roles and Responsibility

- 4.1 The **Proprietors** of OIC Brighton, as the employer, have overall responsibility for the health and safety of all employees and anyone else on the college premises. The **Board of Governors** has delegated responsibility for ensuring the College has a Health and Safety Policy (a copy of which can be found on the College website) and arrangements for first aid.

As part of this, the Board of Governors is responsible for ensuring that suitable and sufficient risk assessments of the College and the health and safety of employees, students and visitors (including contractors) are regularly carried out, identifying measures taken for controlling any identified risks. Risk assessments will take into consideration, for example, the size and location of the College and any specific vulnerabilities of students and staff such as those with specific health needs and/or disabilities.

- 4.2 The **Principal** of OIC Brighton is responsible for the health and safety of the students, staff, parents and visitors when on site, the implementation of this policy and the effective co-operation of staff at all levels with regard to the working of this policy in accordance with the Health and Safety Policy.

- 4.3 The **Director of Operations**, in conjunction with the **Principal**, is responsible for ensuring that this policy is put into practice (among other things through INSET and staff information and training) and that all staff and students (including those with reading and language difficulties) are aware of, and have access to, this policy and the College's health and safety policy.

The **Director of Operations** is responsible for ensuring that those staff who are the school's First Aiders have the appropriate and necessary First Aid training and guidance as required and that they have sufficient understanding, confidence and expertise in relation to First Aid.

The **Director of Operations**, as authorised by the Proprietor, will regularly (at least annually) carry out a First Aid risk assessment and review the College's First Aid needs to ensure that the College's First Aid provision is adequate. The risk assessment will include an assessment of the College's insurance arrangements.

The **Director of Operations** is responsible for ensuring that there is adequate and appropriate First Aid equipment, facilities and qualified First Aid personnel and for ensuring that the correct First Aid procedures are followed. The College Nurse will regularly review the current number of First Aiders and whether they are all trained to meet the standards required.

- 4.4 The **College Nurse** will liaise with the Finance and procurement team to replenish first aid boxes and equipment around the College and the equipment taken off site. The post-holder acts as First Responder and as an advisor to staff.
- 4.5 The **Director of Operations** receives and holds accident and injury report forms via Sphera and reports RIDDOR, as necessary.
- 4.6 **First Aiders:** Various staff have completed HSE approved First Aid courses and hold a valid certificate of competence in First Aid (**Appendix 1 – Duty of the First Aider**).

In addition to the College Nurse, OIC Brighton will have an appropriate number of first aiders. A list of certificated First Aiders and the areas in which they work are recorded on a spreadsheet saved on the college drive, and posters will be published on the noticeboards of all College sites.

- 4.7 **College Staff:** College staff who are not designated first aiders still have responsibility as a duty of care for first aid provision throughout the College. All staff should be aware of this policy, the College's Health and Safety Policy and basic first aid.
- 4.8 **Students:** Students should be familiar with this policy and should ensure they are aware who the first aiders are.
- 4.9 **The Designated Safeguarding Lead** is the **Mental Health Lead** for the **College**.

5. First Aid boxes

- 5.1 The contents of the First Aid boxes should be used for the purpose of ensuring that the patient is protected prior to receiving assessment and appropriate treatment from qualified staff and if appropriate a paramedic, the emergency services or a doctor (Appendix 2 – First Aid box contents).
- 5.2 First Aid boxes are marked with a white cross on a green background and are located around the college and are as near to hand washing facilities as is practicable.
- 5.3 First Aid boxes are inspected by the designated member of staff before the start of every term to ensure, as a minimum, the box contains the items listed in Appendix 2. If First Aid boxes are used, items should be replaced immediately by notifying the College Nurse who will ensure that the First Aid box is properly re-stocked.
- 5.4 First aid boxes should be checked monthly by each department/ area using the checklist provided, and the College nurse should be notified of any missing items to ensure that the first aid boxes are correctly re-stocked.

6. Requirements for excursions

- 6.1 First Aid boxes for any off-site activities are kept in each college site. The Extracurricular Visits
- 6.2 Co-ordinator should be notified when the first aid box has been returned following an excursion. The first aid box will be checked and re-stocked by the member of staff who led the excursion.
- 6.3 The member of staff leading the excursion should collect a first aid bag and ensure it is fully stocked before leaving the College site.
- 6.4 If attending the premises of a third party, the persons in attendance should be provided with relevant information of the first aid arrangements prior to attending and made familiar with the arrangements on their arrival at the third-party venue.

If they are not happy with arrangements provided by the third party and they do not feel in a position to make their own arrangements that would cover them to an adequate level, the excursion should be cancelled.
- 6.5 All first aid provisions for excursions are covered in the risk assessments completed by staff prior to the excursion.

7. Requirement for sports matches

At least one First Aid qualified person is present at the pitch during all on-site sports matches. The lead member of staff at an away match will normally have 3-day first aid training (one-day training is a minimum). Not all away matches have external first aid cover and it is important that teaching staff who teach sport should have at least basic first aid cover and ideally first aid training. All sports teaching staff will have their own first aid kits and they should take these with them to both home and away matches. First Aid is considered as part of the risk assessment (venue, first aid provision).

8. Information about students

OIC Brighton takes student privacy and confidentiality very seriously. The College Nurse will be responsible for sharing information to other staff on a need-to-know basis.

- 8.1 Parents must provide written consent for the administration of first aid and medical treatment by college staff to their child before the child is admitted to the college.
- 8.2 Medical information on students is held within the college's management information systems – ISAMs.
- 8.3 The non-sensitive medical information on each student is available to relevant senior staff for the purposes of ensuring that they have knowledge about students that they are responsible for taking on college trips.

9. Policy for students with medical conditions that are known to the college

- 9.1 Information is collated from the Medical Forms to compile a 'Special Medical Needs' list of students with on-going and established medical conditions, allergies and any other relevant medical information which is available to staff. The list will be updated regularly throughout the college year. A photograph of students with serious allergies or medical conditions will be appended to the list. The lists will be held in the medical centre and in Boarding House Duty Offices.
- 9.2 Appropriate lists will also be distributed to the Senior Leadership Team and Heads of House, as well as reception, the café and dining areas. As they contain personal and confidential information, the lists should not be photocopied more than necessary.
- 9.3 The College Nurse will support and provide in-service training as appropriate for First Aiders and other members of the team in the emergency treatment of students with particular medical conditions.
- 9.4 The College Nurse will ensure that individual Health Care Plans are available to staff as required. If a student has a Health Care Plan, it will be uploaded onto ISAMS or CPOMS for easy access.

10. Procedure in the event of illness

- 10.1 If a student feels unwell, they should go to Reception and advise a member of staff. If a student is unwell during lessons, they should consult the member of staff in charge who will assess the situation and decide on the next course of action. The student will be told to go to see the nearest qualified First Aider and accompanied, as necessary. The qualified First Aider

will decide on the next course of action and provide First Aid as required. The College has a health centre. The College will contact parents/guardians in the event of an emergency (see section 12.4 'Reporting to parents').

10.2 If a member of teaching staff is unwell, they should advise the Principal and ensure that appropriate cover is arranged.

10.3 If a member of the administrative staff is unwell, they should advise their line manager, who will log their absence with HR.

11. Procedure in the event of an accident or injury

11.1 If an accident occurs, the member of staff in charge will assess the situation and decide on the next course of action, which may involve calling immediately for an ambulance. First Aiders are to be alerted if necessary.

11.2 If a spillage of blood or other bodily fluids occurs, the member of staff should contact the nearest, qualified First Aider to arrange for the proper containment, clear up and cleansing of the spillage site. All qualified First Aid staff receive appropriate training (Appendix 3 – Guidelines for dealing hygienically and safely with spillages of bodily fluids).

11.3 If an accident occurs off the College site and during an activity managed by a member of College staff, then that member of staff should liaise with the staff at the site (if appropriate) and take the appropriate course of action that may include calling an ambulance.

11.4 The member of staff in charge has responsibility to complete an Accident Report and forward it to the Estates Manager (Sphera).

11.5 The College will contact parents/guardians in the event of an emergency. (See section 12.4 'Reporting to parents').

12. Accident reporting and record keeping, including RIDDOR

12.1 All injuries, accidents and illnesses, however minor, must be recorded on Sphera (for injuries and accidents) and CPOMS (for illnesses), by which the Principal, DSL and College Nurse are alerted.

12.2 Accident records: All injuries, accidents and near misses should be recorded on the college health and safety management system (Sphera). The Estates Manager is responsible for ensuring that accidents are recorded correctly and that RIDDOR reporting is done. An accident report should be completed on Sphera for every serious or significant accident that occurs on or off the College site if in connection with the College - this will be kept by the Estates Manager. Records of staff incidents should be stored for at least three years, and student records until the student reaches the age of 25.

12.3 Any accident /incident that requires a student, employee or visitor to be taken to hospital by car or ambulance must be recorded on Sphera by the incident approver as soon as possible. From these reports, contact will be made to Authorities as required.

12.4 Reporting to parents: in the event of an emergency, the Principal, a senior member of staff or the College Nurse will attempt to contact a student's parents or guardian as soon as possible by telephone. However, in accepting a place at the college, parents authorise the Principal

(acting in 'loco parentis') to give consent on the advice of an appropriately qualified medical specialist to their child receiving emergency medical treatment, including general anaesthetic and surgical procedure, if the College is unable to contact them in time. Parents will be informed of all serious or significant injuries, accidents or illness involving their child as soon as possible.

12.5 Reporting to the Health and Safety Executive: The College is legally required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) to report to the HSE (most easily done by calling the Incident Contact Centre (ICC) on 0845 300 99 23) any accidents involving staff during an activity connected with work, or self-employed people while working on the premises:

- Work related accidents resulting in death or major injury (including as a result of physical violence) must be reported immediately (major injury examples: dislocation of hip, knee or shoulder; amputation; loss of sight; fracture other than to fingers, toes or thumbs);
- Work related accidents which prevent the injured person from continuing with his/her normal work for more than 3 days must be reported within 10 days;
- Cases of work-related diseases that a doctor notifies the College of (for example: certain poisonings; lung diseases; infections such as tuberculosis or hepatitis; occupational cancer);
- Certain dangerous occurrences (near misses – reportable examples: bursting of closed pipes; electrical short circuit causing fire; accidental release of any substance that may cause injury to health). Accidents involving students or visitors where the person is killed or is taken from the site of the accident to hospital and where the accident arises out of or in connection with:
 - any College activity (on or off the premises);
 - the way a College activity has been organised or managed (e.g. the supervision of a field trip);
 - equipment, machinery or substances;
 - the design or condition of the premises.

For more information on how and what to report to the HSE, please see <http://www.hse.gov.uk/riddor/index.htm>. It is also possible to report online via this link.

13. Monitoring

The Deputy Principal Pastoral and Wellbeing and College Nurse will organise an annual termly review of the College Accident and Boarding House Treatment Books in order to take note of trends and areas of improvement. This will form part of the (at least) annual First Aid risk assessment. The information may help identify training or other needs and be useful for investigative or insurance purposes. **Policy Review**

The Board of Governors, in conjunction with the Principal and Finance Manager, regularly review the College's first aid needs (at least annually), and particularly after any changes, to ensure the provision is adequate.

The number of trained first aiders is also monitored to ensure that the College's obligations for first aid standards are being met.

14. Appendix 1 - Duty of the First Aider

- 14.1 The main duty of First Aiders is to give immediate First Aid to students, staff or visitors when needed and to ensure that an ambulance or other professional medical help is called when necessary.
- 14.2 First Aiders are to ensure that their First Aid certificates are kept up to date through liaison with the Estates Manager or line manager.
- 14.3 Every effort is made to ensure that there is always at least one qualified First Aider on site when people are on the College site.
- 14.4 The First Aiders will undergo update training within every three-year period. All new staff are made aware of the First Aid procedures (which include the location of equipment, facilities and first aid personnel, and the procedures for monitoring and reviewing the College's first-aid needs) and know who to contact in the event of any illness, accident or injury. All staff will use their best endeavours, at all times (particular in an emergency), to secure the welfare of the students.
- 14.5 All staff have a responsibility to familiarise themselves with this policy, the College's first aid
- 14.6 procedures and ensure that they know who the First Aiders are and how they can be contacted.
- 14.7 The College is keen for as many staff as possible to possess some knowledge of First Aid and to have enough knowledge to consider particular hazards in relation to the subjects taught by them.
- 14.8 The opportunity to take part in First Aid training is offered to all new staff as part of their induction. New boarding and PE staff are expected to attend First Aid courses as early as possible in their employment. All staff should take precaution to avoid infection and must follow basic hygiene procedures.
- 14.9 Anyone on the College premises is expected to take reasonable care for their own and others' safety.

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15. Appendix 2 - First Aid Box Contents

The contents provided in First Aid Boxes are in accordance with BS8599-1

Medium (EurekaPlast) first aid boxes

Contents of a first aid box:	Quantity
First Aid Guidance Leaflet	1
Sterile Dressings 12 x 12 cm	4
Sterile Dressings 18 x 18 cm	3
Triangular Bandage	3
Eye Pad Dressing	3
Assorted Washproof Plasters	60
Sterile Saline Cleansing Wipes	30
Microporous Tape 2.5cm x 5m	2
Powder Free Nitrile Gloves (Pair)	9
Finger Dressing Pad	3
Resuscitation Face Shield	1
Foil Blanket	2
Burn Gel Dressing 10 x 10 cm	2
Tough Cut Scissors	1
Conforming Bandage	2

Small first aid boxes

Contents of a first aid box:
Triangular bandage x 2
Instant cold/ ice pack x 1
Savlon cream x 1
Saline eye wash x 2
Non-sterile gloves x 2 pairs
Resuscitation face shield x 1
Sterowipe (cleansing wipe) x 10
Safety pins – 6 x 2
Micropore tape x 1
Eye pad x 2
Medium first aid dressing x 2
Large first aid dressing x 2
Low adherent dressing x 2
Adhesive dressing x 2
Assorted plasters x 2 packs of 10

School approved first aid kit (located in the science labs):

Contents of a first aid box:
6 x Medium First Aid Dressings
2 x Large First Aid Dressings
2 x Eye Pad with Bandage
4 x Triangular Bandages
10 x Non-Alcohol Wipes
20 x Assorted Waterproof Plasters
3 x Pair of Medium Vinyl Gloves
6 x Safety Pins
1 x First Aid Guidance Leaflet
5 x Low Adherent Pads 5 x 5cm
1 x Revive Aid Personal Resuscitator
1 x Sterile Swabs 5 x 5cm (Pack of 5)
1 x Pair of Scissors
1 x Microporous Tape 2.5cm x 5m
1 x Empty Metallic Green Premier Box

Additional items specific to individual departments are provided in First Aid boxes after discussion with the Head of Department or authorised member of staff.

School Vehicle/ School Trip First Aid Box Contents:

Contents of a first aid box:
Alcohol Free Cleansing Wipes x 10
Conforming Bandage - 7.5cm x 4m x 1
Crepe Bandage - 5cm x 4.5m x 1
First Aid Guidance Leaflet x 1
Vinyl Gloves - Pair x 2
Microporous Tape - 1.25cm x 5m x 1
Resuscitation Face Shield x 1
Safety Pins x 6
Instant Ice Pack x 2
Sterile Dressing - Medium x 1
Sterile Dressing - Large x 1
Grab Bag x 1

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16. Appendix 3 - Guidelines for Spillages of bodily fluids

This guidance is provided for OIC Brighton employees who may be dealing with, or be responsible for, the cleaning up of bodily fluids as part of their work within the college. The best way to prevent possible infection is to avoid contact with body fluids. However, as this is not always possible, these hygiene guidelines will help employees to deal with bodily fluids safely.

16.1 Procedure

- Bodily Fluids Disposal equipment is available from the College Nurse in the health centre and the onsite cleaning team stock the emergency spillage compound.
- Before dealing with anybody fluid spillage you must wear disposable gloves and apron.
- Use Emergency Spillage Compound and leave for at least one and a half minutes.
- Use paper towels to wipe up bleach and spillage and then discard into yellow clinical wastebag.
- Take off your apron while still wearing the gloves and dispose of it into yellow clinical waste bag. Then wash your hands in hot soapy water with your gloves still on, dry with absorbent paper towel and remove your gloves by peeling them off from the inside out and dispose of them in the yellow clinical waste bag.
- Wash and dry hands thoroughly in hot soapy water.
- Infected waste must be disposed of as clinical waste in a proper clinical waste sack. Contact the College Nurse who will collect the sack and store in a Yellow Hazardous Waste bin in a safe and secure location.

Please note that Emergency Spillage Compound may damage soft furnishings, and carpet so should not be used on these surfaces. These areas should be cleaned and disinfected using hot water and detergent followed by steam cleaning.

16.2 Soiled clothing

- Do not manually rinse/soak soiled items.
- Flush any solid material (vomit, faeces), into the toilet, carefully avoiding any splashing.
- Place clothing in a sealed, waterproof bag for the parent/guardian to collect.
- In a boarding house: use the pre-wash/slurice cycle followed by a hot wash.
- Wash hands with liquid soap and dry with paper towels.

16.3 Blood spills on clothing

- Change clothes (immediately if possible).
- Do not manually rinse/soak.
- Place clothing in a sealed, waterproof bag for the parent/guardian to collect.
- Place the plastic bag in a yellow clinical waste bag.
- In a boarding house: use the pre-wash/slurice cycle followed by a hot wash.
- Wash hands with liquid soap and dry with paper towels.

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