

Each day, discovery.



ELTHAM COLLEGE

13a Medical and First Aid Policy

Last reviewed: Sept 2025



Version Control Information

Reason For Amendment	Name	Date	Main changes
Annual Review	Lead Nurse	Aug 2016	
Clarification of requirements for school trips	Lead Nurse	June 2017	
Annual Review		August 2017	Updated to reflect change of medical centre location
Removal of conditional language	JHM	February 2018	
Annual Review	Lead Nurse	May 2019	Updated first aid information for new Turberville building and up to date first aid numbers
Annual Review	Lead Nurse	May 2020	Locations of first aid boxes
Annual Review	Lead Nurse	June 2021	Removal of locations and reference checking and audits.
Annual Review	Lead Nurse	June 2022	Updated
Annual Review	Lead Nurse	July 2023	Updated
Annual Review	School Nurse	June 2024	No changes
Update	School Nurse	Nov 2024	Updated to include documentation of controlled drugs kept at The Foxbury + enhanced details of patient own medication
Annual Review	Lead Nurse	September 2025	Minor corrections and updates on staffing details, to also include paediatric first aid training in senior and junior school. JZM

Other Related Documents

- Health and Safety Policy Statement;
- Health and Safety Policy;
- Travel (School Trips) Policy;



- Anaphylaxis Guidance;
- Asthma Guidance;
- Biohazard Spills Guidance;
- Confidentiality (Medical Centre) Guidance;
- Mental Health Guidance;
- Staff Medical Questionnaire;
- Head Injury Guidance;
- Infection Control policy.



1 Framework

- Eltham College is an inclusive community that supports and welcome students with medical conditions;
- All staff understand and are trained in the school's general emergency procedures;
- Eltham College has clear guidance on the administration of medication at school;
- Eltham College has clear guidance on the storage of medication at school;
- Eltham College has clear guidance about record keeping;
- Eltham College is aware of the common triggers that can make common medical conditions worse or can bring on an emergency. The school is actively working towards reducing or eliminating these health and safety risks and has a written schedule of reducing specific triggers to support this;
- Each member of the school and health community knows their roles and responsibilities in maintaining and implementing an effective medical conditions policy;
- The medical conditions policy is regularly reviewed, evaluated and updated.

2 Medical and First Aid Policy

In accordance with Health and Safety legislation (Health and Safety (First Aid) Regulations 1981), it is the responsibility of the Governing Body to ensure adequate and appropriate first aid provision at all times when there are people on the school premises and for staff and students during off-site visits and activities.

In order to ensure First Aid provision, it is the policy of the school that:

- There will be sufficient numbers of trained personnel together with appropriate equipment available to ensure someone competent in basic first aid techniques can rapidly attend an incident at all times when the school is occupied;
- A qualified First Aider is always available during normal school hours;
- Appropriate First Aid arrangements are made whenever staff and students are engaged in offsite activities and visits.

3 Responsibilities

The Health and Safety Committee, on behalf of the governing body is responsible for ensuring:

- First aid needs are assessed and addressed;
- Sufficient numbers of suitably qualified first aiders are available during school hours;
- Appropriate first aid cover is available for out-of-hours and off site activities.

The School Nurse is responsible for:

- Assessing first aid needs throughout the school;
- Advising on appropriate levels of first aid provision;
- Identifying first aid training needs;
- Maintaining a record of all first aid training undertaken by school staff;
- Arranging attendance on external first aid courses;
- Liaising with the Health and Safety committee on first aid issues;
- Providing first aid support during school hours;
- Organising provision and replenishment of first aid equipment;
- Maintain records of accident reports and treatment given in the school and medical centre.



Qualified first aiders are responsible for:

- Responding promptly to calls for assistance;
- Providing first aid support within their level of competence;
- Summoning medical help as necessary;
- Recording details of treatment given.

Teachers of PE on each school site are responsible for:

- Ensuring appropriate first aid cover is available at all sporting activities
- Ensuring first aid kits are taken to all practice sessions and matches.

Junior school staff are responsible for:

- Assessing and treating minor injuries;
- Liaising with the nurse for advice when necessary.

All staff are responsible for:

- Acting in capacity of a responsible adult in the event of an emergency;
- Accurately recording all accidents on the relevant Accident, Incident and Near Miss form and informing the school nurse;
- Carrying out risk assessments for any off-site trips and ensuring that adequate first aid provisions are taken. (First Aid Kits are available from the School Nurse). Where possible, a qualified first aider will accompany any school trips. With residential trips, it is school policy that a member of staff will hold at least the Level 2 emergency first aid certificate. A first aid bag will always be taken on such visits by the first aider or the appointed person. Pupils with medical conditions are identified for each trip, and the trip leader informed.

4 First Aid Risks

The Health and Safety Committee and School Nurse carry out a continuous assessment of first aid needs. The assessment takes account of:

- Numbers of students, staff and visitors on site;
- Layout and location of buildings and grounds;
- Specific hazards;
- Special needs;
- Out of hours and off-site activities.

The assessment identifies:

- How many first aiders are needed during the school day;
- Out of hours and off-site arrangements;
- High risk areas needing a qualified first aider within the department;
- First aid equipment needed;
- Location of first aid equipment;
- Necessary first aid notices and signs;
- Good practice in record keeping.



5 Numbers of Students and Staff on Site

During the school day there are approx. 819 Students, and 230 staff at the Senior School, and 272 Students and 35 staff in the Junior School. Although there are no hard and fast rules about how many first aiders a school should have per capita, Health and Safety guidelines recommend a minimum of one qualified first aider for every 100 people on site. At Eltham College we have approx. 69 qualified first aiders in the Senior School and 24 in the Junior School. 93 in total. This includes 39 additional paediatric emergency first aid trained staff in the senior school and 18 in the Junior School.

6 Layout and Location of Buildings and Grounds

Both senior and junior school sites are large with extensive grounds and some scattered buildings. Accidents can happen anywhere at any time and therefore all staff are trained in basic first aid skills and should know how and when to obtain help in an emergency.

7 Specific Hazards

Accident statistics can indicate the most common times, locations and activities at which accidents occur at school, highlighting areas where students and staff may be at greater risk of injury. Review of these statistics show that injuries and accidents are most likely to occur during games/PE lessons and matches, during science, technology, and art lessons, at break-times, in the kitchen and maintenance departments. Out of hours and off-site activities may present particular risks depending on the location and nature of the activity and the numbers of students and staff involved.

8 Special Needs

There are some students who have specific health needs. The school nurse will give advice to staff as appropriate. Parental consent to the sharing of health information in school is obtained when the child joins the school.

9 Out of Hours and Off-site Activities

Many school activities take place outside of normal school hours and off site. First aid provision must be available at all times while people are on the school premises and when on school trips or visits.

10 Provision of First Aid Personnel and Equipment

The school has a well-equipped treatment room staffed by registered nurses. It is open throughout the school day to deal with everyday accidents and injuries, as well as the emotional well-being of the child. The school nurse carries a mobile phone to enable contact at any time during the day. If the lead school nurse is off-site for any reason staff will be informed of her absence, one other school nurse in the senior school and junior school nurse will be present. If the occasion arises where all nurses' senior and junior are off site a staff wide email and notice of procedure to be followed will be displayed.

11 First aiders

A current up to date list of qualified first aiders is available online from [SharePoint/staff/Documents/Medical/First Aiders](#), and in every First Aid box.

12 First Aiders in Higher Risk Areas

P.E.: All PE staff to be qualified first aiders.



Kitchen:	Minimum of 1 qualified first aider.
Art Department:	Minimum of 1 qualified first aider.
Science Department:	Minimum of 1 qualified first aider.
Maintenance:	Minimum of 1 qualified first aider.

13 First Aid Kits

First aid kits are located in many areas of the school and are clearly labelled with a white cross on a green background in accordance with Health and Safety regulations. The contents of first aid kits may vary depending on the particular needs in each location (for example, blue detectable plasters in the kitchen). The school nurses will provide first aid kits as appropriate. The Games and PE staff are allocated several first aid kits and are taken to practices and matches. The kit is returned to the school nurse for restocking once a term.

A first aid kit will be taken to all off-site activities and visits. First aid kits suitable for use on day trips and those involving overnight stays are available from the nurses.

All minibuses carry a first aid kit.

The school nurses are responsible for the checking and restocking of first aid kits/boxes. The school nurses should be notified when items have been used so they can be replaced without delay.

It is essential that there is accurate, accessible information about how to obtain emergency aid. All new staff and students are provided with information about how to obtain first aid assistance.

This includes:

- Location of Medical Centre;
- How to contact school nurse in an emergency;
- Dealing with an accident in the nurse's absence;
- Names of qualified first aiders;
- Location of first aid kits;
- How to call an ambulance in an emergency.

First aid notices are posted in communal areas such as corridors and entrance halls and in high-risk areas such as science, technology, and games departments.

Notices are easily recognisable through the use of the standard first aid symbol and include information on:

- Names, location and telephone numbers of qualified first aiders;
- Location of first aid boxes;
- Emergency telephone numbers within the school;
- Arrangements for obtaining emergency aid outside normal hours e.g. how to call an ambulance.

Rooms where first aid kits are located are clearly marked with a sign.

All first aid notices are checked regularly for accuracy and amended as necessary.



14 Training

A qualified first aider is someone who holds a valid certificate of competence in first aid at work. The certificate must be issued by an organisation approved by the health and safety executive, such as Red Cross or St John Ambulance, and must be renewed every three years. The junior school nurse currently carries out first aid training to all staff on site.

The school nurse will arrange for staff to attend the first aid at work and the re-qualification courses as required during the September, January, and May terms

An appointed person is someone who has attended a minimum of four hours first aid training (renewable every three years) and is competent to give emergency aid until further help arrives.

Students are encouraged to learn first aid skills through schemes such as the Duke of Edinburgh and Heartstart UK.

Additional first aid training is provided by the junior school nurse for those with special health needs.

15 Emergency Procedures

Depending on the severity of the injury or illness, a casualty will either see the school nurse at the next appropriate opportunity e.g. break or lunchtime or go immediately to the school nurse. During lessons times students are to be accompanied by a member of staff or a responsible friend if appropriate.

In the event of a severe illness or injury the school nurses and/or ambulance will be called to attend without delay.

If the school nurses are not available, one of the qualified first aiders or school receptionist will be contacted.

Whenever possible someone will remain with the casualty until help arrives.

If an ambulance is called, the school receptionist will be informed as soon as possible, and someone will go to the front of school to give directions to the ambulance crew.

Parents or legal guardian/next of kin of the casualty will be notified. If parents or legal guardian/next of kin are not available, a responsible adult acting loco parentis will accompany the casualty to hospital with written details of the incident and any treatment/drugs given until Parents or legal guardian/next of kin arrive.

16 Reporting and Record Keeping

All staff have a duty to record accidents, incidents and near misses, in order to protect both themselves and/or the person(s) involved.

During school hours all accidents (students and staff) must be reported to the school nurses, who will record them in the medical records.

During school hours and outside of normal school hours, to staff, pupil or visitor, should any Accidents (involving injury to persons), Incidents (involving property damage but no injury) or a Near-Miss (where an Accident or Incident was averted but where lessons could be learned) occur on school premises then staff should log on the online Accident, Incident and Near-Miss Reporting form as appropriate. This can be found on SharePoint / staff / [Health and Safety Accident, Incident and Near Miss form \(office.com\)](#) hyperlink attached. Information contained will be shared with the relevant H&S leads and school nurses



to collate and monitor to support continued awareness and improvement of H&S at Eltham. See appendix 1.

Each section relevant should be fully completed by the first aider or person dealing with the incident within 48 hours electronically, in the first instance. The need for a prompt report is important to determine a RIDDOR report / investigation. If required under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) a form F2508 will be completed by the Head of Facilities and sent to the HSE. All such reports will be fully investigated.

Every effort should be made to use the online Accident, Incident and Near Miss reporting form. In the event of manual recording using paper forms due to inaccessibility/IT failure please use the printed paper version found in the common room and your nearest first aid box/kit.

17 Infection Control in the Event of an Epidemic or Pandemic Disease

The school will follow all the procedures and guidelines set out by the Health Protection Agency (HPA) and the Department of Health (DoH) in the event of an actual or potential epidemic or pandemic outbreak of a disease. These will depend upon the alert level set by the World Health Organisation.

Following consultation with the local authority, Board of Governors and senior school staff, guidance and information will be posted for parents and guardians on the school website. The School will also use email, text and telephone to convey any changes in status.

It is difficult to determine the consequences for the school in the event of a widespread epidemic. The school will make every attempt to continue to operate normally unless advised otherwise by UK Health Security Agency (UKHSA) formerly Public Health England (PHE). Flexibility will be required of all staff and students. Good hygiene is always encouraged within the school community in order to minimise the spread of any infection and keep disruption of normal school life to a minimum.

The Medical Centre will be prepared and will follow guidance set by the Health Protection Agency (HPA). Isolation areas will be established with appropriate procedures and materials to prevent the spread of infection.

Protocol followed as per Infection Control policy.



18 Accident / Injury / Illness Record Paper format

Please fill in one of these forms if accident, injury or illness occurs and unable to use the online Accident, Incident and Near-Miss Reporting form: [Health and Safety Accident, Incident and Near Miss form \(office.com\)](#)

A paper copy of the form below can be found in your nearest first aid box. Please inform the nurse if there are no copies left. Please complete each section relevant, then handed to the **school nurse**.

Please note, the completion of this form is a legal requirement.

Health and Safety Accident, Incident and Near Miss form

THIS FORM IS USED FOR RECORD KEEPING ONLY - ALL SAFEGUARDING PROTOCOLS SHOULD BE PRIORITISED.

Use this form to record any Accidents (involving injury to persons), Incidents (involving property damage but no injury) or a Near-Miss (where an Accident or Incident was averted but where lessons could be learned).

Information contained will be shared with the relevant H&S leads to collate and monitor to support continued awareness and improvement of H&S at Eltham.

Hi, Jenny. When you submit this form, the owner will see your name and email address.

* Required

1. Name of person reporting incident. *


Enter your answer

2. Date of incident: *

Please input date (dd/MM/yyyy)





3. Time of incident: * 


Enter your answer

4. Location of incident: * 

Enter your answer

5. Which staff, students or visitors were involved? * 

Enter your answer

6. What happened? * 

- ☐ Near miss - no injury or damage to property or equipment..
- ☐ Accident involving injury to students, staff or visitors.
- ☐ Incident involving significant damage to equipment or property only.

7. Specific details of the incident:


* 




7. Specific details of the incident:

* 


Enter your answer

8. Specific details of the accident: * 


Enter your answer

9. Describe the injury / symptoms. * 

Enter your answer

10. What First Aid measures or other response was used or given? * 

Enter your answer


11. Was the accident followed up or reported? If so, how? * 

Enter your answer




12. What happened to the person immediately afterwards? * 

Enter your answer

13. Specific details of the incident, not involving any injury: * 

Enter your answer

14. How was the incident followed up and who was it reported to? * 

Enter your answer

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19 Medical Policy statement

Eltham College is an inclusive community that supports and welcome students with medical conditions.

Eltham College provides all students with all medical conditions the same opportunities as their peers.

19A We will help to ensure that:

- They can be healthy;
- They can stay safe;
- They can enjoy and achieve;
- They can make a positive contribution;
- All staff understands their duty of care to children and young people in the event of an emergency;
- Staff feel confident in knowing what to do in an emergency;



- This school understands that certain medical conditions are serious and can be potentially life threatening, particularly if ill managed or misunderstood;
- This school understands the importance of medication being taken as prescribed;
- All staff understands the common medical conditions that affect children at this school. Staff receive training on the impact medical conditions can have on students.

19B Key Staff Understand and are Trained in what to do in an Emergency for the Most Common Serious Medical Conditions at this School

Key staff at this school are aware of the most common serious medical conditions at this school.

Eltham College medical informs appropriate staff (including supply teachers and support staff) of students in their care who may need emergency help.

If in the case of an emergency a copy of the student's medical care plan will be sent to the emergency care setting with the student.

19C Eltham College has Clear Guidance on the Administration of Medication at School

Administration – Emergency Medication

All students at this school with medical conditions have easy access to their emergency medication.

All students are encouraged to carry and administer their own emergency medication, when their parents and health specialists determine they are able to start taking responsibility for their condition. All students carry their emergency medication with them at all times, except if they are controlled drugs as defined in the Misuse of Drugs Act 1971. This is also the arrangement on any off-site or residential visits.

Students who do not carry and administer their own emergency medication know where their medication is stored and how to access it.

Students who do not carry and administer their own emergency medication understand the arrangements for a member of staff (and the reserve member of staff) to assist in helping them take their medication safely.

Administration – General

All use of medication defined as a controlled drug, even if the student can administer the medication themselves, is done under the supervision of a named member of staff at this school.

Eltham College understands the importance of medication being taken as prescribed.

Training is given to all staff members who agree to administer medication to students, where specific training is needed.

Parents at this school understand that if their child's medication changes or is discontinued, or the dose or administration method changes, that they should notify the school immediately.

If a student at this school refuses their medication, staff record this and follow procedures. Parents are informed as soon as possible.



All staff attending off-site visits are aware of any students with medical conditions on the visit. They receive information about the type of condition, what to do in an emergency and any other additional support necessary, including any additional medication or equipment needed.

If a trained member of staff, who is usually responsible for administering medication, is not available this school makes alternative arrangements to provide the service. This is always addressed in the risk assessment for off-site activities.

If a student misuses medication, either their own or another student's, their parents are informed as soon as possible. These students are subject to the school's usual disciplinary procedures.

19D Eltham College has Clear Guidance on the Storage of Medication at School

Safe Storage – Emergency Medication

Emergency medication is readily available to students who require it at all times during the school day or at off-site activities. If the emergency medication is a controlled drug and needs to be locked up, the keys are readily available and not held personally by members of staff.

Most students at this school carry their emergency medication on them at all times. Students keep their own emergency medication securely.

Students at this school are reminded to carry their emergency medication with them.

Students, whose healthcare professionals and parents advise the school that their child is not yet able or old enough to self-manage and carry their own emergency medication, know exactly where to access their emergency medication.

Safe Storage – Non-emergency Medication

All non-emergency medication is kept in a secure place, in a lockable cupboard in a cool dry place. Students with medical conditions know where their medication is stored and how to access it.

Staff ensure that medication is only accessible to those for whom it is prescribed.

Safe Storage – General

There is an identified member of staff who ensures the correct storage of medication at school.

All controlled drugs are kept in a locked cupboard and only named staff have access, even if students normally administer the medication themselves.

Records will be maintained of doses administered and the amount of the controlled drug stored; this is documented in a controlled drug book, kept in the locked drug cupboard.

Two members of staff are required to check controlled drugs in, and one member of staff is required to check drugs out and document in the controlled drug book.

An identified member of staff checks the expiry dates for all medication stored at school.

The identified member of staff, along with the parents of students with medical conditions, ensures that all emergency and non-emergency medication brought into school is clearly labeled with the student's name, the name and dose of the medication and the frequency of dose. This includes all medication that students carry themselves.



All medication is supplied and stored, wherever possible, in its original containers. All medication is labelled with the student's name, the name of the medication, expiry date and the prescriber's instructions for administration, including dose and frequency. If a pharmacy label is not possible, we would require evidence of the prescription. For non-prescribed medication, a detailed email to the medical team of the medication, reasons for administration and dosage would suffice.

We cannot accept any medication that has a handwritten label or if it's not in original packaging.

Medication is stored in accordance with instructions, paying particular note to temperature.

Some medication for students at this school may need to be refrigerated. All refrigerated medication is stored in an airtight container and is clearly labelled. Refrigerators used for the storage of medication are in a secure area. Student own medication will be checked monthly and audited annually to ensure compliance with the policy

Safe Disposal

Sharps boxes are used for the disposal of needles.

19E Eltham College has Clear Guidance about Record Keeping

Enrolment Health Forms

Parents at this school are asked if their child has any health conditions or health issues on the enrolment form, which is filled out at the start of each school year. Parents of new students starting at other times during the year are also asked to provide this information on enrolment forms.

Medical Care Plans

Eltham College uses a medical care plan to record important details about individual children's medical needs at school, their triggers, signs, symptoms, medication and other treatments. Further documentation can be attached to the medical care plan if required. For example, if the medical condition directly impacts on a student's learning, then the student will have a LSP (Learning Support Plan) which reflects this.

A medical care plan, accompanied by an explanation of why and how it is used, is sent to all parents of students with a long-term medical condition.

This is sent:

- at the start of the school year;
- at enrolment;
- When a diagnosis is first communicated to the school.

Every student with a medical care plan at this school has their plan discussed and reviewed at least once a year.



Day to Day Health Records

Records dealing with health needs, injury and illness are maintained and kept by the school nurse digitally on a confidential medical recording system. Access to these records are restricted to the medical team, which consists of the school nurse, nurse assistants and medical administrator. When appropriate, the school nurse can share information with the headmaster, deputy head, Pastoral care team, form tutors, parents and student concerned. The school nurse is bound by the Nursing and Midwifery Council Code of Professional Conduct to maintain confidentiality.

Records of dealing with social and psychological well-being are documented by the school nurses, pastoral team and form tutors as appropriate via CPOMs.

Disclosure of information can only be made in the case of a child protection issue, the risk of self-harm or with the consent of the student.

Storage and Access to Medical Care Plans

Parents and students at this school are provided with a copy of the student's current agreed medical care plan.

Healthcare plans are kept securely and digitally on sharepoint/ staff/ medical.

All members of staff who work with groups of students have access to the medical care plans of students in their care.

When a member of staff is new to a student group, for example due to staff absence, the school makes sure that they are made aware of (and have access to) the medical care plans of students in their care.

Eltham College ensures that all staff protect student confidentiality.

Eltham College seeks permission from the student and parents before sharing any medical information with any other party, such as when a student takes part in a work experience placement.

Use of Medical Care Plans

Medical care plans are used by this school to:

- Inform the appropriate staff and supply teachers about the individual needs of a student with a medical condition in their care;
- Remind students with medical conditions to take their medication when they need to and, if appropriate, remind them to keep their emergency medication with them at all times;
- Identify common or important individual triggers for students with medical conditions at school that bring on symptoms and can cause emergencies. This school uses this information to help reduce the impact of common triggers
- For those students with complex health needs liaise with General Practitioner to ensure all information is relevant and maintained
- Ensure that all medication stored at school is within the expiry date;
- Ensure this school's local emergency care services have a timely and accurate summary of a student's current medical management and healthcare in the event of an emergency;



- Remind parents of students with medical conditions to ensure that any medication kept at school for their child is within its expiry dates. This includes spare medication.

19F Consent to administer medicines

If a student requires regular prescribed or non-prescribed medication at school, parents are asked to provide consent giving the student or staff permission to administer medication on a regular/daily basis, if required.

If a student requires regular/daily help in administering their medication, then the school outlines the school's agreement to administer this medication on the student's healthcare plan.

19G Residential visits

Parents are sent a residential visit form to be completed and returned to school shortly before their child leaves for an overnight or extended day visit. This form requests up-to-date information about the student's current condition and their overall health. This provides essential and up-to-date information to relevant staff and school supervisors to help the student manage their condition while they are away. This includes information about medication not normally taken during school hours.

All residential visit forms are taken by the relevant staff member on visits and for all out-of-school hours' activities where medication is required. These are accompanied by a copy of the student's medical care plan.

All parents of students with a medical condition attending a school trip or overnight visit are asked for consent, giving staff permission to administer medication at night or in the morning if required.

The residential visit form also details what medication and what dose the student is currently taking at different times of the day. It helps to provide up-to-date information to relevant staff and supervisors to help the student manage their condition while they are away.

20 Monitoring and Review of the Policy

Medical and first aid arrangements are continually monitored by the school nurse and are formally reviewed annually to ensure the provision is adequate and effective. Annual reviews will be carried out by the school nurses, and the health and safety committee with additional reviews following any significant changes in structure, such as new buildings, relocation or changes in staffing and/or student numbers.