



SoundSkool Music

First Aid Policy

Last Review Date	31 August 2025
Review Date	22 August 2025
Reviewed By	Giza Smith
Amendments Made Since Last Review Date	

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Statement of intent

SoundSkool is committed to providing emergency first aid provision in order to deal with accidents and incidents affecting staff, students and visitors. The arrangements within this policy are based on the results of a suitable and sufficient risk assessment carried out by the college in regard to all staff, students and visitors.

The college will take every reasonable precaution to ensure the safety and wellbeing of all staff, students and visitors.

This policy aims to:

- Ensure that the college has adequate, safe and effective first aid provision 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.
- Ensure that staff and students are aware of the procedures in the event of any illness, accident or injury.
- Ensure that medicines are only administered at the college when express permission has been granted for this.
- Ensure that all medicines are appropriately stored.
- Promote effective infection control.

Nothing in this policy will affect the ability of any person to contact the emergency services in the event of a medical emergency. For the avoidance of doubt, staff should dial 999 in the event of a medical emergency before implementing the terms of this policy and make clear arrangements for liaison with ambulance services on the college site.

1. Legal framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Health and Safety (First Aid) Regulations 1981
- The Road Vehicles (Construction and Use) Regulations 1986
- The Management of Health and Safety at Work Regulations 1999
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013
- DfE (2017) 'Supporting students at college with medical conditions'
- DfE (2022) 'First aid in colleges, early years and further education'
- DfE (2023) 'Early years foundation stage (EYFS) statutory framework' updated July 2025
- DfE (2023) 'Automated external defibrillators (AEDs): a guide for maintained colleges and academies' updated January 2025

The policy is implemented in conjunction with the following college policies:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Educational Visits and College Trips Policy
- Health and Safety Policy
- Social, Emotional and Mental Health (SEMH) Policy

2. Roles and responsibilities

The Governance board and CEO are responsible for:

- The overarching development and implementation of this policy and all corresponding procedures.
- Ensuring that the relevant risk assessments, and assessments of the first aid needs of the college specifically, have been conducted.
- Ensuring that there is a sufficient number of appointed first aiders within the college based upon these assessments.
- Ensuring that there are procedures and arrangements in place for first aid during off-site or out-of-hours activities, e.g. educational visits
- Ensuring that insurance arrangements provide full cover for any potential claims arising from actions of staff acting within the scope of their employment.
- Ensuring that appropriate and sufficient first aid training is provided for staff, and ensuring that processes are in place to validate that staff who have undertaken training have sufficient understanding, confidence and expertise in carrying out first aid duties.
- Ensuring that adequate equipment and facilities are provided for the college site.
- Ensuring that first aid provision for staff does not fall below the required standard and that provision for students and others complies with the relevant legislation and guidance.
- Ensuring that the college has:
 - A suitably stocked first-aid kit.
 - An appointed person to take charge of first-aid arrangements.
 - Information for all employees giving details of first-aid arrangements.

The Head of College is responsible for:

- The day-to-day development and implementation of this policy and its related procedures.
- Ensuring that all staff and parents are made aware of the college's policy and arrangements regarding first aid.
- Ensuring that all staff are aware of the locations of first aid equipment and how it can be accessed, particularly in the case of an emergency.
- Ensuring that all students and staff are aware of the identities of the college first aiders and how to contact them if necessary.

Staff are responsible for:

- Ensuring that they have sufficient awareness of this policy and the outlined procedures, including making sure that they know who to contact in the event of any illness, accident or injury.
- Securing the welfare of the students at college.
- Making students aware of the procedures to follow in the event of illness, accident or injury.

First aid staff are responsible for:

- Completing and renewing training as dictated by the Board of Directors.
- Ensuring that they are comfortable and confident in administering first aid.
- Ensuring that they are fully aware of the content of this policy and any procedures for administering first aid, including emergency procedures.
- Keeping up to date with government guidance relating to first aid in colleges.

The Lead First Aider is responsible for:

- Overseeing the college's first-aid arrangements.
- Taking charge when someone is injured or becomes ill.
- Looking after the first-aid equipment, e.g. restocking the first aid container.
- Ensuring that an ambulance or other professional medical help is summoned when appropriate.
- Calling the emergency services where necessary.
- Maintaining injury and illness records as required.
- Undertaking an appointed persons course, emergency first aid training, first aid at work, and refresher training where appropriate, to ensure they have knowledge of:
 - What to do in an emergency.
 - How to assess and monitor a casualty.
 - First aid for the unconscious casualty.
 - First aid for someone who is having a seizure.
 - Maintaining injury and illness records as required.
 - Paediatric first aid.

3. First aid provision

The college will routinely re-evaluate its first aid arrangements through a [risk assessment](#), at least annually, to ensure that these arrangements continue to be appropriate for hazards and risks on the college premises, the size of the college, the needs of any vulnerable individuals onsite, and the nature and distribution of students and staff throughout the college.

The college will have suitably stocked first aid boxes in line with the assessment of needs. Where there is no special risk identified in the assessment of needs, the college will maintain the following minimum provision of first aid items:

- A leaflet giving general advice on first aid
- 20 individually wrapped sterile adhesive dressings, of assorted sizes
- 2 sterile eye pads
- 2 individually wrapped triangular bandages, preferably sterile



- 6 safety pins
- 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 2 large-sized individually wrapped sterile unmedicated wound dressings
- 3 pairs of disposable gloves

All first aid containers will be identified by a white cross on a green background.

The appointed person will routinely examine the contents of first aid boxes, including any mobile first aid boxes for offsite use – these will be frequently checked and restocked as soon as possible after use. Items will be safely discarded after the expiry date has passed.

First aid boxes are in the following areas:

SoundSkool Music, Soapbox 69 to 85 Old Street, EC1V 9HX

- First Aid Cupboard, Kitchen, Ground floor.
- Office/Server Room, Basement

SoundSkool Music, Dragon Hall 17 Stukeley Street London WC2B 5LT

- Main Office, First floor
- Kitchen Cupboard, Ground Floor

4. First aiders and appointed persons

The main duties of first aiders will be to administer immediate first aid to students, staff or visitors, and to ensure that an ambulance or other professional medical help is called when necessary.

The college will ensure that all first aiders hold a valid certificate of competence, issued by a HSE-approved organisation, and that refresher training and retesting of competence is arranged for first aiders within the college before certificates expire.

The college will be mindful that many standard first aid at work training courses do not include resuscitation procedures for children, and will consequently ensure that appropriate training is secured for first-aid personnel where this has not already been obtained.

First aiders will ensure that their first aid certificates are kept up-to-date through liaison with the SBM.

Each classroom's first aiders will be responsible for ensuring all first aid kits are properly stocked and maintained. The appointed person will be responsible for maintaining supplies.

First aid notices will be clearly displayed throughout the college with information on the names and locations of first aiders to ensure that students and staff know who they must contact in the event of illness or injury.

The current first aid appointed person(s) are:

Name	Contact	Location	Date of first aid
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			qualification
Pamela Christie	07907 761480	SoundSkool Soapbox 69-85 Old Street EC1V 9HX	August 2025
Keeley Reed	keeley@dragonhall.org.uk	SoundSkool 17, Stukeley Street	August 2024
Michaela Crivello	michaela@dragonhall.org.uk	London WC2B 5LT	August 2024
Giza Smith	07729 908282	SoundSkool Soapbox 69-85 Old Street EC1V	July 2024
Nick Crivello	nick@dragonhall.org.uk	9HX	August 2024

The college will ensure that there is always a sufficient number of first-aid personnel available on site at all times to provide adequate cover to all areas of the college.

All staff members will be made aware that agreeing to become a first aider for the college is strictly on a voluntary basis and that they should never feel pressured to take on this role.

When selecting first aiders, the college will follow the criteria laid out in government guidance, considering the individual's:

- Reliability and communication skills.
- Aptitude and ability to absorb new knowledge and learn new skills.
- Ability to cope with stressful and physically demanding emergency procedures.
- Availability to respond immediately to an emergency.

The college will ensure that first aid training courses cover mental health in order to help them recognise the warning signs of mental ill health and to help them develop the skills required to approach and support someone, while keeping themselves safe. Students will be supported in accordance with the college's Social, Emotional and Mental Health (SEMH) Policy

5. Emergency procedures

If an incident, illness or injury occurs, the member of staff in charge will assess the situation and decide on the appropriate course of action, which may involve calling for an ambulance immediately or calling for a first aider.

If called, a first aider will assess the situation and take charge of first aider administration. If the first aider does not consider that they can adequately deal with the presenting condition by the administration of first aid, then they will arrange for the injured person to access appropriate medical treatment without delay.

Where an initial assessment by the first aider indicates a moderate to serious injury has been sustained, or the individual has become seriously unwell, a responding staff member will call 999 immediately.

Where necessary, a trained staff member will administer emergency help and first aid to all injured persons. The purpose of this is to keep the victim alive and, if possible, comfortable, before professional medical help arrives. In some situations, immediate action can prevent the accident from becoming increasingly serious, or from involving more victims. Where the seriously injured or unwell individual is a student, the following process will be followed:

- A responding staff member calls 999 immediately and follows the instructions of the operator – this may include the administering of emergency first aid
- Where an ambulance is required, a staff member accompanies the student in the ambulance and calls the student's parent as soon as possible to inform them of the course of action taken. The staff member remains with the student at the hospital until a parent arrives.
- Where an ambulance is not required, but medical attention is needed, the student is taken to a hospital or doctor in a taxi/minicab, accompanied by at least **two** staff members – one of which will be a first aider, to sit with the student in the back seat

and attend to their medical needs. The student's parent is called as soon as possible to inform them that this course of action has been taken, and at least one of the staff members remains with the student at the hospital or doctor's office until a parent arrives.

- The college will ensure that no further injury can result from any incidents that occur, either by making the scene of the incident safe, or, if they are fit to be moved, by removing injured persons from the scene.
- Responding staff members will see to any students who may have witnessed the incident or its aftermath and who may be worried or traumatised, despite not being directly involved. These students will be escorted from the scene of the incident and comforted. Younger or more vulnerable students may need parental support to be called immediately.

Once the above action has been taken, details of the incident will be reported promptly to:

- The Head of College.
- The parents of the victim(s).

The college is aware that responding to an incident can be stressful for the first aider, and that following an incident, the first aider may require support. This may take the form of a debrief from any ambulance crew on scene, an appointment with their GP, or mental health support from external helplines and websites located at the bottom of the government page ['Promoting and supporting mental health and wellbeing in colleges and colleges'](#).

6. Reporting accidents and record keeping

In the event of incident or injury to a student, a parent will be informed as soon as practicable. In the event of a serious injury or an incident requiring emergency medical treatment, the student's class teacher will telephone the student's parent as soon as possible. Parents will be informed in writing of any injury to the head, whether minor or major, and be given guidance on the action to take if symptoms develop.

A list of emergency contacts will be kept at the on SoundSkool encrypted Cloud.

The appointed person will ensure that records are kept of any injuries, accidents or illnesses, as well as any first aid treatment that is given – this will include:

- The date, time and place of the incident.
- The name and class of the injured or ill person.
- Details of the injury or illness and what first aid was given.
- Details of what happened to the person immediately afterwards, e.g. whether they were sent home or went back to class.
- The name and signature of the first aider or person dealing with the incident.

The Head of College will ensure that any injury or accident that must be reported to the HSE or LA under RIDDOR obligations is reported in a timely and detailed manner.

All records will be filed and stored in line with the Records Management Policy.

7. Offsite visits and events

Before undertaking any offsite visits or events, the teacher organising the trip or event will assess the level of first aid provision required by undertaking a suitable and sufficient risk assessment of the visit or event and the persons involved.

The college will take a first aid kit on offsite visits **if necessary** which contains at all of or relevant items mentioned below:

- First Aid in an Emergency booklet
- 4 individually wrapped sterile adhesive dressings.
- 3 large sterile dressing.
- 3 triangular bandages individually wrapped and preferably sterile.
- 3 eye Pads
- 3 wash proof plasters (packs of 20)
- 3 sterile moist cleansing wipes (packs of 10).
- 2 microporous tape 2.5 x 10m
- 9 nitrile powder-free disposable gloves (pairs)
- 3 finger dressings
- 1 revive-aid
- 2 disposable heat retaining blanket
- 2 burnshield dressings
- 1 pair of non-rusted blunt-ended scissors.
- 2 conforming bandage

For more information about the college's educational visit requirements, please see the Educational Visits and College Trips Policy.

8. Illnesses and allergies

When a student becomes ill during the college day, their parent will be contacted and asked to pick their child up as soon as possible.

A quiet area will be set aside for withdrawal and for students to rest while they wait for their parent to pick them up. Students will be monitored during this time.

Where a student has an allergy, this will be addressed via the college's Allergen and Anaphylaxis Policy.

The college will manage any emergencies relating to illnesses and allergies in accordance with the [Emergency procedures](#) section of this policy.

9. Consent

Parents will be asked to complete and sign a medical consent form when their child is admitted to the college, which includes emergency numbers, alongside details of allergies and chronic conditions – these forms will be updated at the start of each college year.

Staff will not act 'in loco parentis' in making medical decisions as this has no basis in law. Staff will always aim to act and respond to accidents and illnesses based on what is reasonable under the circumstances and will always act in good faith while having the best interests of the student in mind – guidelines will be issued to staff in this regard.

10.. Monitoring and review

This policy will be reviewed annually by the Board of Directors, and any changes will be communicated to all members of staff.

Staff will be required to familiarise themselves with this policy as part of their induction programme. Staff will be informed of the arrangements that have been made in connection with the provision of first aid, including the location of equipment, facilities and personnel.

The next scheduled review date for this policy is 31 August 2026.