



First Aid Policy

Policy Issued	September 2022
Next Review	September 2023
Lead Professional	OSM
SGG Ratification	November 2023

Rationale:

The purpose of the policy is to ensure that a suitable first aid framework is provided, in order to allow all schools to comply with local first aid legislation.



Contents	
1.	Purpose of Policy
2.	Guidelines
3.	First Aid Training
4.	Clinic Equipment
5.	Reporting Incidents
6.	Communications
7.	Students with pre-existing medical conditions
8.	Appendix – Aldar Policy



1. Purpose of the Policy

The purpose of the policy is to supplement the Aldar Education Policy with AMA specific procedures.

2. Guidelines

AMA has three nurses appointed which is based on the guidelines defined by the HAAD, where 2 are located in the main purpose built clinic and 1 in the Foundation Stage Clinic.

3. First Aid Training

In addition to the appointed nurses at AMA, a selected number of additional first aiders are identified. Only persons who are comfortable in potentially being required to administer first aid are appointed as a first aider. Employees operating in roles such as physical education, swimming and other higher risk areas, are trained and competent in emergency first aid care. The required first aider ratio is 20% of total full time staff. The list of AMA First Aiders can be found following the link and on the schools Health and Safety display board located in Main Reception [AMA First Aid Trained Staff](#).

4. Clinic Equipment

Clinics are stocked aligned to the guidelines provided by HAAD in relation to equipment, quantities and medications. First aid boxes are checked on a monthly basis, using the online reporting system (Evotix). The nurse should ensure that mandatory checks are completed and that any missing items are replaced.

5. Reporting incidents

An incident record is completed for all persons visiting the clinic. Certain types of incidents are to be reported onto the incident management system (Evotix). Examples include:

- a. If a person is sent or advised to go for further medical treatment.
- b. If a parent is requested to collect a child due to sickness or illness.
- c. An injury that is potentially caused as a result of a failure in an Aldar EHS process, standard, equipment etc.



The Nurse at AMA is provided with access to the incident management system in order for them to report such incidents. The Aldar EHS department will receive notification of such incidents.

If there is an incident that requires an ambulance to be called this should be reported on the Aldar Education Bronze What's App group.

6. Communication

All staff members and security are briefed on the emergency and reporting procedures to follow. The findings of certain incidents will be communicated to all staff members, in order to prevent any reoccurrences. Contractors are briefed on emergency procedures and first aid protocols when entering the school for the first time.

7. Students with pre-existing medical conditions

High risk student details are stored centrally in a Teams folder which is shared with all staff for their quick reference and can be found using the following link. [Student Medical Records.](#)

8. Aldar First Aid Policy

This policy is supported by the Aldar Education SOP for First Aid, please refer to the policy for more details and can also be found as Appendix 1 [SG-OP-OR-005 - First Aid.pdf.](#)



Appendix 1

Not Restricted
Level 6 | All Staff

Policy

Policy	First Aid
Service Pillar	Operations Operational Risk
Policy Number	SG-OP-OR-005
Effective Date	28 th August 2019
Assessment Cycle	28 th August 2021
Author Modified	Chris McCarthy 14 June 2021 v2.0



Implementation and Exemptions

All schools are required to observe and implement this service guidelines as a minimum expected service level.

Exemptions will only be granted for legal (contravention of local and / or federal legislation), technological, cultural, or physical reasons. Sufficient supporting documentation is required in order to obtain an exemption.

Objective and/or Scope

- 1.1 The purpose of the policy is to ensure that a suitable first aid framework is provided, in order to allow all schools to comply with local first aid legislation.
- 2.1 The scope of this policy covers the first aid provisions and personnel within all Aldar schools. The scope covers all students, employees and any other persons who may require first aid care, whilst present on an Aldar Education facility.

Guidelines

Appointing Adequate First Aid Personnel

- 5.1 Each school is responsible for appointing the correct number of doctors and nurses based upon the requirements defined by the HAAD (defined below in table 1)

Table 1:

NUMBER OF STUDENTS	NUMBER OF NURSES/DOCTORS
LESS THAN 1000	AT LEAST 1 FULL TIME NURSE / AT LEAST ONE PART TIME DOCTOR
1000 - 2000	TWO FULL TIME NURSES AD ONE FULL TIME DOCTOR
2000+	FOR EVERY 1000 STUDENTS ONE ADDITIONAL SCHOOL NURSE IS REQUIRED AND TWO FULL TIME DOCTORS

- 5.2 Any part time doctors are required to be available at least twice per week, for a minimum period of 2 hours per visit.
- 5.3 At least one professional with training in advanced resuscitative techniques and paediatric advanced life support should be immediately available until all school students leave the school.



Not Restricted
Level 6 | All Staff

- 5.4 The required first aider ratio is 10% of total full time staff.

First aid training

- 5.5 In addition to the appointed nurses and doctors within each school, a selected number of additional first aiders will be identified. Each school is responsible for identifying and appointing the first aiders. Only persons who are comfortable in potentially being required to administer first aid should be appointed as a first aider. Employees operating in roles such as physical education, swimming and other higher risk areas, should be trained and competent in emergency first aid care.
- 5.6 The OSM will liaise with the appointed ALDAR first aid training provider, in order to schedule the training. Upon successful completion of the course, a copy of the certificate will be provided. The employee should provide a copy of the certificate also to the OSM. The validity of the course is generally 2 years. The course will cover emergency first aid + AED and oxygen use.
- 5.7 Only ALDAR approved first aid training providers are to be used.
- 5.8 All school doctors and nurses must ensure that they hold the required certificates, in order to allow them to operate within this capacity. All local health requirements must be met.

First aid clinics & equipment

- 5.9 All first aid clinics must comply with local requirements. The HAAD regulation manual provides detailed guidance on the equipment, quantities and medications which are required in each school. Similar guidance can be found within the Health Authority Abu Dhabi (HAAD) standards.
- 5.10 First aid contents should be checked on a weekly basis, using the online reporting system. The nurse should ensure that the check is completed and that any missing items are replaced.
- 5.11 All first aid boxes should also be checked in the same manner.

Reporting incidents

- 5.12 An incident record must be completed for all persons visiting the clinic.
- 5.13 Certain types of incidents will need to be reported onto the incident management system. Examples include:
If a person is sent or advised to go for further medical treatment.
If a parent is requested to collect a child due to sickness or illness.
An injury that is potentially caused as a result of a failure in a ALDAR EHS process, standard, equipment etc.

Refer to ALDAR incident reporting policy for further details.

- 5.14 The doctor within each school will be provided with access to the incident management system, in order for them to report such incidents. The EHS department will receive notification of such incidents.
- 5.15 Immediate and further action may be required to prevent a reoccurrence. Control actions can be identified by the school operations or the EHS department. The incident management system can be used to monitor allocated actions.
- 5.16 Higher level incidents should be discussed during the monthly EHS committee meetings and communicated to all relevant stakeholders.
- 5.17 **Incidents which occur within the school but outside of school hours**
- 5.18 School doctors and nurses will remain on duty throughout the duration of school hours.



Not Restricted

Level 6 | All Staff

- 5.19 If an incident occurs when a nurse or doctor is not on duty, a member of the security team will be able to provide immediate first aid care. All security personnel should receive first aid training.
- 5.20 Third party after school sports providers should ensure that their staff are first aid trained.
- 5.21 Alternatively, emergency services may be requested in order to provide further medical care.
- 5.22 All incidents involving contractors or service providers within the school, should be reported using the Incident management system. It is the contractor's responsibility to report any incidents to the school OSM.
- 5.23 **Injury to a student/staff/parent/contractor**
- 5.24 If a child suffers an injury at school the initial responder should provide any immediate medical care to the child. If possible the injured child should be taken to the school clinic for further treatment.
- 5.25 An initial assessment of the injured student will be carried out by the school medical team. Based upon the assessment, the medical team will decide if any immediate further medical treatment is required by paramedics. If yes the emergency services and parents will be contacted.
- 5.26 An appointed person within the school must be identified who's roll it is to call the emergency services.
- 5.27 If no, the child will be dealt with by the school medical team and returned to class or advised to seek further medical treatment and the parents contacted.
- 5.28 The same process will be applied if in case injury/illness to a staff member, parent or contractor occurs.
- 5.29 **Communication**
- 5.30 All staff members and security will be briefed on the emergency and reporting procedures to follow.
- 5.31 A list of trained first aiders will be available within the school.
- 5.32 The findings of certain incidents will be communicated to all staff members, in order to prevent any reoccurrences.
- 5.33 Contractors will be briefed on emergency procedures and first aid protocols when entering the school for the first time.
- 5.34 **School medical procedures**
- 5.35 As per HAAD requirements each school is required to have a number of mandatory health procedures
- Health Examination and Screening Policy
 - Policy on Health records
 - Policy on Immunization
 - Policy on Notification of parents
 - Policy on Minor Injuries, First aid and Emergencies
 - Policy on Head Lice
 - Policy on Medications
 - Policy on Diabetes Care Management and Glucagon Administration
 - Policy on Food Allergy Management
- 5.36 The school doctor and his/her team are responsible for developing and maintaining the above mentioned procedures. Additional procedures may be developed, the above the minimal requirements.
- 5.37 **Students/staff with pre-existing medical conditions & allergies (use of Epi pen)**



Level 6 | All Staff

- 5.38 Any pre-existing medical conditions and allergies must be highlighted by the parents/guardians. A record of such conditions and allergies must be documented within the student's medical record.
- 5.39 Any staff members with pre-existing medical conditions and allergies must highlight this, so that it can be documented within their staff records.
- 5.40 Some students may require an Epi pen for allergic reactions. The Epi pen should be held within the school medical centre, along with details of the allergy and emergency contact numbers. Older students may also keep an Epi pen with them.
- 5.41 Teachers should be aware of students who require an Epi pen and the correct procedures to follow in the event of anaphylactic shock.

- 5.42 Each school should have a specific Epi pen procedure.

- 5.43 **First aid on school trips**
- 5.44 The school must ensure that a trained first aider is present on all school trips which take place outside of the school.
- 5.45 The trained first aider must also ensure that a first aid kit is available for the trip. The school clinic can provide support for the content and availability of such kits.
- 5.46 All incidents on school trips must be reported via the Incident management reporting system.

References

- 6.1.1 Abu Dhabi first aid code of practice
- UAE labour law – article 93 & 95
- Dubai technical guideline 17 – first aid
- Health Authority Abu Dhabi (HADD) school requirements
- <http://schoolsforhealth.haad.ae/school-clinics.aspx?lang=en-US>

Responsibilities

1. The school principal is responsible for ensuring adequate first aid personnel and equipment are available, in line with requirements defined by 'The Health Authority Abu Dhabi (HAAD).
2. The school nurse is responsible for monitoring all medical provisions, to ensure that the required amounts are readily available.
3. The Operations Manager (OSM) at each school is responsible for monitoring the validity of trained first aiders within the school. The OSM is responsible for liaising with the selected training providers and arranging timely first aid training.
4. All trained first aiders also have a responsibility to monitor their own training qualification and ensure that it remains current.
5. The OSM is responsible for keeping an up to date copy of each first aider's qualification.
6. The school nurse is responsible for ensuring a weekly first aid content check is completed. Any missing/expired items must be reported to the OSM, who can then order additional items.
7. For new school openings, the OSM is responsible for ensuring all medical provisions are available prior to opening.
8. The Group Head of Operational Risk and Safety is responsible for monitoring the policy.
9. The Group Head of Operational Risk and Safety is responsible for reviewing the technical competence of any proposed first aid training providers
10. All trained first aiders are responsible for providing first aid care as and when required.
11. All first aiders are responsible for attending any first aid training which has been scheduled. This could be refresher training or new training.



Not Restricted

Level 6 | All Staff

12. The Nurse or OSM are responsible for reporting any incidents onto the internal Aldar reporting system