

Case study: Paediatric First Aid

Name of setting: Bright Beginnings Childcare Centre

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Title: Exceeding requirements for Paediatric First Aid by having all core staff qualified and demonstrating good practice in checking confidence.

Background detail

The EYFS states that 'Providers should take into account the number of children, staff and layout of premises to ensure that a paediatric first aider is able to respond to emergencies quickly'. This case study has been developed to help us to identify best practice of how settings manage this requirement within the sector.

The nursery

The University in Leeds has had Childcare provision for over 30 years and Bright Beginnings Company has been in operation since 2000 but only in the new purpose built building for 5 years. At its last Ofsted inspection it was designated as 'good'. It is based on Campus at the University of Leeds. There are 168 day care places for children aged three months to four years. Bright Beginnings Childcare Centre is open Monday to Friday but closes during university holidays and bank holidays. The setting has seven rooms and an outside area and also has a forest school programme. The nursery delivers Free Early Education Entitlement and within the last year started 2 year funding as well. During the holidays they offer a play scheme with 32 places for children aged between three and eleven years.

Current arrangements in place

Bright Beginnings has 54 childcare staff and seven support staff. All core staff working directly with children have current Paediatric First Aid training. All Area Supervisors, Managers and Reception staff (totaling 16) have a First Aid in the Workplace qualification as well as Paediatric First Aid training.

About the practice

Considerations and assessment, managing the risk and staff

The staffing numbers meet all ratio requirements of the EYFS and the way the setting is designed enables staff to be deployed directly to meet the needs of the children. At Bright Beginnings, there are suitably qualified staff working throughout the centre. There are Paediatric First Aid trained staff and a room supervisor in each room. Breaks and ends of day are fully



covered as all staff has received Paediatric First Aid training. All rooms are easily accessed by staff in other rooms. There is also telephone communication in place for use in between rooms which ensures all staff can be accessed quickly in the event of an emergency. In every area, the Area Supervisors and a number of staff not included in the ratio have their First Aid at Work qualification as well as Paediatric First Aid training. They are deployed around the setting as 'floating' staff so can easily be called upon if needed.

Ongoing development and funding

Bright Beginnings recognises and values First Aid training and expects all staff working directly with the children to be qualified in Paediatric First Aid. The setting has an annual training budget and the Quality and Practice Manager monitors provision and maintains a training audit and spreadsheet to record all staff training, to ensure Bright Beginnings meets all legislative and company expectations. There is a rolling program of training every 3 years and all staff at that time will be trained and qualified in Paediatric First Aid. The next training is to take place in June 2015. There is a low staff turnover and if they do take on new staff, when the numbers build up a course is sourced for them to attend.

Maintaining Quality

Checks of ongoing confidence and understanding of staff

The Early Years Coordinator monitors levels of competency of the staff by supervisions and observations, using the settings standardised format. Staff engage in discussions regarding good practice in Paediatric First Aid and are given scenarios to explore to assess the staffs understanding and build confidence. An example of a scenario is 'if a child has fallen over and is holding their shoulder, what would you do?' There are regular monthly staff meetings and discussions around First Aid and Health and Safety. These measures mean that staffs practice around first aid is continuously reviewed.

The setting also reviews and monitors the recording of all accidents / incidents and looks at and records 'near miss' incidents to prevent accidents where possible thus having a 'proactive rather than reactive' attitude. An example of identifying a near miss was with a bookcase in the toddlers room which they used to climb up, this was removed and replaced with something more appropriate for the age and to avoid accidents.

All policies are reviewed annually and the training plan is reviewed monthly. Any changes that need to be addressed will be reviewed and amended immediately, ensuring all staff are aware of the changes.

Key points of good practice

- High levels of qualified staff
- Budgets for ongoing training
- Regular discussions and meetings carried out including observations and supervisions.
- Monthly Health and Safety meeting
- Monitoring of accidents and incidents, learning from these including near misses.

National Day Nurseries Association

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