

Case study: Paediatric First Aid

Name of setting: Greengables

Date submitted: January 2015

Information supplied by: Jane Waterhouse, Manager

Title: Exceeding requirements for Paediatric First Aid qualified staff and 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

Greengables is a purpose built nursery, part of the Childbase Partnership chain. It is situated in Owlsmoor, Sandhurst, Berkshire. At its last Ofsted inspection it was designated as 'good'. Greengables is a day nursery open 52 weeks a year closing only on Bank Holidays. It caters for children from six weeks old to five years. It is currently registered for 97 children but is at 65% capacity.

Current arrangements in place

There are 18 employed staff at Greengables, all of whom hold a Paediatric First Aid qualification. There are also three staff who hold an additional First Aid at Work qualification that includes adults.

About the practice

Considerations and assessment, managing the risk and staff

To ensure the health and safety of all, the nursery has risk assessments, both generic and specific, and these are reviewed annually and signed off by the management. Generic risk assessments cover the indoors and outdoor areas and ensure staff are deployed to ensure continuous supervision of all children. Specific assessments are in place for individual children to keep them safe and ensure their individual needs are met. There are regular staff updates and orientation with policies and procedures being evaluated and reviewed.

All staff have updated First Aid training and there are qualified staff in each room. There are also thorough accident and incident reporting procedures in place. All staff are aware of the procedures to follow. Accident and incidents are regularly monitored and reviewed by the all tiers of the management team. Monthly checks enable any areas of weakness in staffs



confidence and competency to be raised and addressed rapidly. Greengables exceeds the Paediatric First Aid ratio requirements within the Early Years Foundation Stage and as all staff are Paediatric First Aid trained the children are adequately covered.

Greengables ensures that Paediatric First Aid trained staff can be at the scene of an emergency quickly by having all staff Paediatric First Aid trained and the manager is not included within ratios, this ensures there is always a qualified first aider available. There is a clear reporting and raising the alarm procedure and each room has an internal phone to allow staff to raise the alarm to management.

Ongoing development and funding

At Greengables there is a yearly training calendar, this planner enables the management to identify those members of staff who have their Paediatric First Aid qualification expiring within three months and the staff are booked for re-training. The cost of all training is included in the budget each year and the annual training calendar enables management to plan costs in advance. Greengables is part of Childbase Partnership and staff are contracted to the company, not a specific nursery. Their bank staff are used to cover staff attending training and staff can be deployed as needed when others leave. Greengables aspires to continue to ensure staff are Paediatric First Aid qualified.

Maintaining Quality

Checks of ongoing confidence and understanding of staff

It is important to check that all staff working at the setting continue their knowledge and understanding of all policies and procedures, including First Aid. At Greengables there is a health and safety monitoring board. This has questions about specific areas of practice including First Aid and Health and Safety. The management pick out a card with a question on, e.g. 'Go and ask a member of staff what they do in the event of....' If the member of staff does not get the answer correct they are referred to the relevant policy or procedure. This is carried out weekly and this enables the management to review the staffs understanding and knowledge of First Aid. All internal audits include a health and safety section and the Health and Safety officer regularly asks the staff team questions to check their knowledge and understanding of policies and procedures, including 'What to do if..'. Accidents and incidents are regularly reviewed at staff meetings. This has helped to avoid 'near misses.' For example, the corners of laminated sheets are now rounded off to avoid children cutting themselves.

Key points of good practice

- High levels of qualified staff
- Budgets pre-set for ongoing training
- Back-fill to allow staff time off for training
- Thorough and ongoing risk assessments are carried out to ensure children's safety
- Staff checks are made to confirm confidence and understanding at regular intervals.

National Day Nurseries Association

National Early Years Enterprise Centre, Longbow Close, Huddersfield, HD2 1GQ.

Tel: +44 (0)1484 40 70 70, Fax: +44(0)1484 40 70 60, Email: info@ndna.org.uk, Twitter: @NDNAtalk, Website: www.ndna.org.uk

Published: February 2015

