

Case study: Paediatric First Aid

Name of setting: Little Green Rascals Organic Day Nursery

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Title: Keeping all staff up to date via in house training

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 Little Green Rascals Children's Organic Day Nursery, York was registered in 2009 and is privately owned and managed. It is near York Maze in a two storey building with access to several outdoor areas. The nursery opens five days a week from 7.30am until 6.30pm all year round, except for bank holidays and a week at Christmas. The nursery employs 34 childcare staff who work directly with the children. At the last Ofsted inspection it was graded as 'Good'.

Current arrangements in place

Little Green Rascals employs 34 childcare staff, 14 of whom are qualified in Paediatric First Aid and two in Emergency First Aid at Work.

About the practice

Considerations and assessment, managing the risk and staff

The nursery uses an electronic management system to oversee the setting and they have a 'staff central record' which allows the management to ensure each of the four base rooms has a minimum of two Paediatric First Aid qualified practitioners at any given time. There is also a 'designated first aid officer' on site at all times and all practitioners are informed of the relevant officer upon arrival. This is a member of staff, who has completed Emergency First Aid at Work as well as Paediatric First Aid who takes the lead regarding first aid on a given day. The first aiders will address the emergency immediately whilst the designated officer is called for. The manager is also alerted to any accident on site and is required to assess the accident form and risk assessments immediately after the event. The accident form is reviewed, and then the relevant risk assessment is 're-assessed'. If necessary, action is taken to reduce further potential risks, such as the removal of a piece of equipment. This is then recorded in the accident/incident evaluations.



To ensure the nursery daily requirements for Paediatric First Aid qualified staff are in place, the rotas are checked by the management team. Every part of the setting is risk assessed. Risk assessments are reviewed weekly by the deputy manager and assessed again, once a month by the Health and Safety manager. The practitioner's safety checks their base rooms daily. Risk assessments are fully in place for all outdoor activities and trips. The practitioners work four day shifts, 7.30am-6.30pm, this ensures there are the correct number of trained practitioners on site at all times.

Ongoing development and funding

Staff training is a high priority at Little Green Rascals and they allocate a training budget, which is set out every March, for the coming financial year. The nursery also accesses free training offered by the local authority where possible. Little Green Rascals uses a 'staff central record' to assess and manage staff training. All practitioners have one to one supervisions, once every 6 weeks, which is also used to monitor training requirements and to ensure all certificates are current. Within the first 6 weeks of employment new staff have a child protection training session and Paediatric First Aid, if they do not already hold a current Paediatric First Aid Certificate.

Maintaining Quality

Checks of ongoing confidence and understanding of staff

Little Green Rascals regularly evaluates its practice every month during staff meetings. Policies and procedures and risk assessments are also reviewed on a monthly basis. The log of accidents and near misses is reviewed weekly and monthly. For example, following a child falling awkwardly from a piece of equipment, a ledge was widened so children could stand on this safely and minimise reoccurrence.

The nursery keeps details of training taken and needed, up-to date via a central record. Staff have regular one to one supervision where training is discussed and there is also regular in-house training to ensure knowledge is up to date. The training co-ordinator, is responsible for ensuring all staff training is relevant and up to date. This is done using the 'central record database' which notifies staff when training is due to expire and any gaps in current training needs. The Health & Safety Manager is fully trained in COSHH, NEBOSH etc, to enable the evaluation of risks within the setting and is qualified to teach Food & Hygiene across the site. As stated above, training is also discussed in each 1-1. Little Green Rascals is currently working towards all the staff team becoming First Aid qualified and hope to achieve this by 1st January 2016.

Key points of good practice

- Budgets and plans for training
- Monitoring and evaluation of practice.
- Regular safety checks of the site and grounds.
- First Aid training during induction.

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