

Name of setting: Little Stepping Stones Day Nursery

Date submitted: January 2015 (up-to-date as of July 2016)

Information supplied by: Jana Sivananthan (owner) and Daniella Baker (manager)

Title: All staff qualified in Paediatric First Aid

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

Little Stepping Stones opened in August 2013. It is in a residential area in Wandsworth but with no outside area attached, it uses the public park opposite for outdoor activities. The nursery is open 52 weeks a year Monday to Friday from 8 am – 6pm, it closes for bank holidays. Little Stepping Stones caters for children aged seven months to five years old. There are two main indoor areas for children.

Current arrangements in place

Little Stepping Stones employs 11 members of staff, all of whom are Paediatric First Aid qualified.

About the practice

By having all staff Paediatric First Aid trained, Little Stepping Stones ensures that they are providing the best possible safeguarding procedures for children and parents. All new staff are required to have Paediatric First Aid training to ensure that this is maintained. As everyone is Paediatric First Aid qualified there is someone at hand immediately in the event of an emergency. Lunch time staff, who are also Paediatric First Aid trained, cover staff breaks to ensure there is always a qualified first aider available in the event of an emergency. The manager and deputy manager also cover staff breaks. Risk assessments are carried out on the indoor environment, outdoors and park



opposite and regularly reviewed in staff meetings with all the team. As all staff are qualified Paediatric First Aiders, help can be sought quickly if an accident occurs in the park. Staff carry an appropriate first aid kit and a telephone. This means staff can summon help quickly from other nursery staff members or emergency services if needed. Indoors, the manager's office is situated between the two main playrooms and a close circuit television system provides the manager with a clear view of what is happening within room. This means emergency situations can be rapidly responded to.

Ongoing development and funding

All staff have their own training and development plan to help them continue building their skills and careers. This training is often paid for by the setting, however if a staff member should leave within six months of their training being paid for, then 50% of the cost of that training will be required to be refunded by the staff member. At present the nursery funds the training but in future the setting plans to affiliate with a local provider to put in place the Paediatric First Aid training. Staff attend training on a rolling programme, one or two at a time. This ensures that current practices are disseminated. Staff attending recent training share any updates in team meetings.

Maintaining Quality

Checks of ongoing confidence and understanding of staff

At Stepping Stones Nursery there are regular quarterly quizzes to check the knowledge and understanding of First Aid. These are based on common accidents within the nursery, such as a child getting sand in their eye, to check that staff provide appropriate first aid and check their confidence in dealing with accidents. The manager and deputy manager also organise role play situations to assess their confidence and competency. The staff also attend refresher courses with the First Aid training provider in between their three yearly Paediatric First Aid training to keep them up to date with current practice and issues. This informs policy and procedures which are updated annually or as changes occur. The manager reviews accident and incident forms to highlight any common areas or times where accidents occur. These are then actioned to prevent reoccurrence and near misses. For example, increased supervision was put into place following an incident where a pea got stuck up a child's nose and the positioning of a small climbing frame was altered to lessen trips and falls.

Key points of good practice

- High levels of qualified staff
- Regular quizzes to check knowledge
- Accident monitoring
- Role play situations to check confidence
- Refresher training.



National Day Nurseries Association

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