The New Walk School *Bespoke support. Brighter futures.*

First Aid Policy

The New Walk School policy framework

Policy	First Aid Policy	**Version**	V1
Issue date	08 May 2026	**Next review**	08 May 2027
Policy owner	Headteacher	**Approved by**	Directors of The New Walk School Ltd

1. About The New Walk School

The New Walk School is an independent specialist day school for pupils aged 7 to 19 who have Social, Emotional and Mental Health (SEMH) needs, autism spectrum conditions, learning difficulties and communication difficulties. The school is located on New Walk in Leicester — a setting with a long-standing association with academic life — and is operated by The New Walk School Ltd, a Company Limited by Guarantee.

The majority of our pupils hold an Education, Health and Care Plan (EHCP) and many have experienced previous educational placements that did not meet their needs. Our offer combines a broad academic curriculum with an in-built therapeutic provision rooted in the PACE model — Playfulness, Acceptance, Curiosity and Empathy — developed by Dr Dan Hughes. PACE is a relational approach designed to build trust, regulate distress and create the safety from which learning can take place. It informs how every adult in the school speaks to, listens to and works with our pupils.

2. The PACE therapeutic model in practice

First aid at The New Walk School is delivered with PACE in mind. Pupils who have experienced trauma can find medical attention frightening; staff slow down, name what they are doing, and stay relationally connected throughout:

- Playfulness — staff use a light, warm tone to reduce shame and de-escalate distress, using humour appropriate to the pupil and the moment.
- Acceptance — pupils' feelings and inner experiences are accepted unconditionally, even where specific behaviours are not. Acceptance is communicated before any limit is set.
- Curiosity — staff seek to understand the meaning behind a pupil's behaviour rather than reacting to its surface, asking 'what is this telling me?'
- Empathy — staff name and stay with the pupil's emotional experience, communicating that the pupil is not alone with what they feel.

PACE is not a behaviour-management tool layered on top of practice; it is the relational foundation from which all other aspects of the school operate.

3. Statutory framework

This policy meets the requirements of the Health and Safety (First-Aid) Regulations 1981, the DfE's First Aid in Schools guidance, and the Education (Independent School Standards) Regulations 2014.

4. Provision of first aid

The New Walk School ensures: an adequate number of trained first-aiders on site at all times, including paediatric first-aiders given our pupil age range; appropriately stocked first aid kits in clearly marked locations; a designated first-aid room with privacy, washable surfaces and a suitable couch; and procedures that meet the needs of pupils with EHCPs and medical conditions.

5. First-aiders

Named first-aiders are listed on the school's notice boards and in the staff handbook. Their training is renewed every three years. At least one paediatric first-aider accompanies every off-site visit.

6. Responding to an incident

Staff who witness an incident make the area safe, summon a first-aider, comfort the pupil with a calm and warm presence, and remain with the pupil until handover. Major incidents trigger a 999 call as the first action; minor incidents are managed in the first-aid room.

7. Pupils with known medical conditions

Individual Healthcare Plans are in place for pupils with conditions that may require an emergency response (asthma, anaphylaxis, epilepsy, diabetes, etc.). Plans are co-produced with the family and the pupil's clinical team and reviewed at least annually. Detail is set out in the Supporting Pupils with Medical Conditions Policy.

8. Communication with parents/carers

Parents/carers are informed on the same day of any first-aid incident involving their child. Head injuries, however apparently minor, are always communicated immediately and a written head-injury notification is provided.

9. Records

All first-aid interventions are recorded in the accident book and on the pupil's welfare record. Records are reviewed monthly by the Headteacher for trends.

10. Training, kits and equipment

First aid kits are checked monthly by the Health and Safety Lead. Defibrillator and emergency medication storage (including spare inhalers and adrenaline auto-injectors) are detailed in the Supporting Pupils with Medical Conditions Policy.

Monitoring and review

This policy is reviewed annually by the Headteacher in consultation with the senior leadership team and the Directors of The New Walk School Ltd. It will be reviewed earlier where there is a material change in legislation, statutory guidance or the operational needs of the school. The most recent version is held on the school's policy register and is made available to parents, carers and staff on request.

Linked policies and documents

This policy should be read alongside the school's wider policy suite, including: Safeguarding and Child Protection; SEND; Behaviour and Relationships; Anti-Bullying; Equality, Diversity and Inclusion; Health and Safety; Curriculum; and Complaints.