

Paediatric First Aid (PFA) Policy (Aligned with EYFS September 2025 Reforms)

Policy Statement

At Butterflies Nursery, the health and safety of all children in our care is a top priority. We are committed to ensuring that all staff, including students, volunteers, and apprentices, are confident and competent in responding to accidents, injuries, and emergencies. This policy sets out our approach to ensuring that all relevant individuals included in staff-to-child ratios hold up-to-date, appropriate Paediatric First Aid (PFA) certification.

Paediatric First Aid Certification Requirements

- All staff counted in the staff-to-child ratio **must hold a full and valid PFA certificate**.
- In line with EYFS 2025 requirements, the following **must hold valid PFA certification** if they are included in ratios:
 - **Students on long-term placements**
 - **Volunteers aged 17 or over**
 - **Apprentices aged 16 or over**

PFA Training Standards

- All PFA training must meet the criteria set out by the Department for Education (DfE).
- Training must be:
 - Of at least **12 hours' duration**
 - **Renewed every three years**
 - Delivered by **approved and accredited providers**
 - Include both **practical and theoretical elements**, including CPR, treating choking, wounds, burns, anaphylaxis, and other paediatric emergencies

Certification and Evidence

- All staff, students, apprentices, and volunteers must provide **proof of certification** before being included in ratios.
- Validity dates will be recorded and monitored to ensure certificates are **renewed in advance of expiry**.
- A copy of each individual's certificate will be held on file and available for inspection.

Deployment of PFA-Trained Staff

- A **PFA-trained individual will be present on-site at all times** children are being cared for, including during:
 - Regular hours of operation
 - Outings and off-site visits
 - Mealtimes, in line with EYFS 2025 safer eating expectations
- Emergency contact information, first aid kits, and action plans for allergies or medical conditions are also available and maintained.

Induction and New Starters

- Staff who do not yet hold a valid PFA certificate **will not be included in ratios** until certification is obtained.
- PFA training will form part of the induction process for all eligible new staff, apprentices, or long-term students.

Monitoring and Review

- The setting will maintain a **central register of PFA certificates**, which will be monitored monthly.
- The policy will be reviewed **annually** or sooner if updates to the EYFS or training requirements are published.

Alignment with EYFS 2025 Changes

This policy supports and reflects the EYFS 2025 reforms by:

- Ensuring **only qualified individuals are included in ratio-based care**, including older apprentices, students, and volunteers
- Reinforcing the need for **first aid trained staff to be present during all parts of the day**, including high-risk times such as mealtimes
- Aligning with the increased emphasis on **health, safety, and emergency preparedness** under the revised framework

These measures enhance children's safety and ensure that emergency situations can be managed effectively and confidently.

Signed: Chrissie Day

Date: 16/7/2025