



Department
for Education

Paediatric first aid requirements in the statutory framework for the early years foundation stage

**Consultation report and government
response**

June 2016

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Introduction

Consultation on amendments to the paediatric first aid requirements in the Statutory Framework for the Early Years Foundation Stage (EYFS) ran from 15 October to 10 December 2015. The consultation proposed to make it a requirement, in addition to existing EYFS requirements, that newly qualified early years staff (with a full and relevant level 2 or level 3 childcare qualification) must have either a full paediatric first aid (PFA) or an emergency PFA certificate before they can be included in the required adult: child ratios in an early years setting. These requirements would be in addition to the introduction of Millie's Mark, the voluntary quality award scheme to be introduced in the summer of 2016.

Made under the Childcare Act 2006, the EYFS is the statutory framework which sets out requirements for learning and development and safeguarding and welfare that all early years providers must meet. This ensures all children learn and develop well and are kept healthy and safe, regardless of which setting they attend.

The current legal requirements for paediatric first aid are set out in the safeguarding and welfare section of the EYFS. This provides:

3.25. At least one person who has a current paediatric first aid certificate must be on the premises and available at all times when children are present, and must accompany children on outings. Childminders, and any assistant who might be in sole charge of the children for any period of time, must hold a current paediatric first aid certificate. Paediatric first aid training (see footnote 18) must be relevant for workers caring for young children and where relevant, babies. 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.

Footnote 18: Providers can choose which organisation they wish to provide the training (preferably one with a nationally approved and accredited first aid qualification or one that is a member of a trade body with an approval and monitoring scheme) but the training must cover the course content as for St John Ambulance or Red Cross paediatric first aid training and be renewed every three years.

Summary of responses received

The consultation received 377 responses, of which 275 were submitted through the online response form, 76 by email and 26 on paper. 123 (32%) of the responses were from full or sessional day care providers and 50 responses were received from first aid training providers. 42 local authorities responded and 23 responses came from maintained and independent schools. A full breakdown of response types can be found in the following table.

Response Type	Number of Responses & percentage
Private/Voluntary Full Day Care Provider:	69 18%
Private/Voluntary Sessional Care Provider:	54 14%
First Aid Training Provider:	50 13%
Other:	49 13%
Local Authority:	42 11%
Childminder:	32 8%
Childcare or Early Years Organisation:	30 8%
Primary School with Nursery or Reception class:	16 4%
FE Childcare Training Provider:	11 3%
Holiday/Before/After school Provider:	9 2%
Parent/Carer:	6 2%
Maintained Nursery School:	4 1%
Independent School:	3 1%
Health Professional:	2 1%
Total:	377 100%

Analysis of responses to questions

The consultation document included 9 questions designed to assess the strength of support for the proposals.

Question 1

Do the current requirements in the EYFS on paediatric first aid need to be changed/strengthened?

There were 360 responses to this question

	Total	Percent
Yes	328	91%
No	32	9%

328 (91%) respondents believe that the EYFS PFA requirements should be changed or strengthened.

“Settings have a responsibility to ensure that all children are cared for at the highest level and that any emergency is dealt with immediately by a trained member of staff. Our setting has a large outdoor play area, covered area and indoor play and it is important that all staff can deal with emergencies wherever they are as any delay in the person with the PFA certificate reaching them could be life threatening.” (Playgroup)

“Students are aware of the need to have a first aid qualification when they are in the workplace, it shocks them when they move into the settings to discover the number of staff who do not have a First Aid certificate.” (FE College)

Question 2

Do you agree with the proposal that, in addition to the voluntary quality assurance scheme, the Government should introduce a mandatory requirement for newly qualified early years staff (with full and relevant level 2 or level 3 childcare qualification) to also hold a current Paediatric First Aid (PFA) or emergency PFA certificate in order to be included in the required staff: child ratios in an early years setting?

There were 369 responses to this question

	Total	Percent
Yes	310	84%

	Total	Percent
No	59	16%

There were 369 responses of whom 310 (84%) said yes. Of those, 113 said they thought the training should be included in the level 2 and 3 childcare training rather than as a stand-alone course.

94 respondents additionally said that they believed that all staff working in settings should be trained, of which 38 said that this should include catering and administrative staff not directly involved in caring for children. 62 respondents thought that rather than having all staff trained, the number should be calculated on a proportional basis according to the number of children in the setting.

"It is often the newest qualified staff who manage outdoor play where the likelihood for an accident is higher, they are the least experienced and to make First Aid mandatory should ensure that they are at least provided with the basic skills and knowledge to manage an accident." (FE College)

Question 3

Do you agree that the benefits of the proposals laid out in this consultation justify the additional costs to childcare providers? Do you have any views on the impact assessment of our proposals?

There were 347 responses to this question

	Total	Percent
Yes	263	76%
No	84	24%

The impact assessment calculated the cost to childcare providers over a ten year period. Although 263 (76%) of those who responded to this question agreed that the benefits of the proposals justify the additional costs to childcare providers, 121(35%) nevertheless expressed concerns about ongoing costs associated with re-training in order to renew PFA certificates every three years.

A price cannot be put on child safety. The organisation I work for, all have full PFA (Nursery provider)

We are concerned about the costs to smaller settings and groups as this could be a significant proportion of their income. Similarly large settings may find the cost considerable where large numbers of staff are employed. Volunteers and bank staff also need to be considered. (Local Authority, Early Years Team)

Question 4

Do you agree this proposal should come into force from 1 September 2016, for staff who have completed their L2 or L3 childcare qualification after 30 June 2016? If not, please suggest an alternative date.

There were 340 responses to this question

	Total	Percent
Yes	278	82%
No	62	18%

Some that answered no to this question said that the proposed date wasn't soon enough. For others there was concern that some colleges might not have enough time to make the necessary arrangements needed to include this alongside childcare training courses before September 2016.

Question 5

Should newly qualified members of staff with a level 2 or level 3 qualification be allowed a three month 'grace' period to complete PFA training after starting work with a new employer?

There were 354 responses to this question

	Total	Percent
Yes	233	66%
No	121	34%

Of those that said no to this question, 47 respondents were concerned that it is not always possible to arrange training within a 3 month timeframe and so want exceptions to be allowed where providers cannot arrange training within a specified time period.

Yes, we believe that grace period of no more than three months should allow for the new practitioner to complete the PFA training as part of their probation period at the setting. (Local Authority)

Question 6

Do you agree with the course content for a one-day emergency PFA certificate? Should any other subjects be added or taken away from the suggested course content?

There were 329 responses to this question

	Total	Percent
Yes	222	67%
No	107	33%

Just over 20% of those that responded said that all courses should be the full PFA training and that emergency PFA would not be sufficient to meet the first aid needs of children. Nearly 12% said that courses should have more content on health conditions that affect young children, e.g. asthma, meningitis. However, some, including first aid training providers felt that what was proposed was too much for a one day course and it should concentrate in particular on life threatening conditions.

We additionally surveyed members of the First Aid at Work Quality Partnership, a group set up by the Health and Safety Executive, on the content of emergency PFA courses. The broad consensus amongst members was that the course content should be:

- To be able to assess an emergency situation and prioritise what action to take
- Help a baby or child who is unresponsive and breathing normally
- Help a baby or child who is unresponsive and not breathing normally
- Help a baby or child who is having a seizure
- Help a baby or child who is choking
- Help a baby or child who is bleeding
- Help a baby or child who is suffering from shock

Question 7

Should any exceptions be made on equal opportunities grounds to new staff with a disability that would allow them to be included in the adult:child ratios without a PFA or emergency PFA certificate provided that the EYFS requirements are otherwise met?

There were 335 responses to this question

	Total	Percent
No	205	61%

	Total	Percent
Yes	130	39%

The majority (61%) of responses were not in favour of allowing exceptions. 45 respondents said that exceptions should be allowed if there are enough other trained staff immediately available to act in an emergency situation. Others said that it would be unfair to exclude staff with disabilities from the ratio if they were otherwise capable members of staff.

If they are not able to complete PFA training due to their disability then are they suitable to be working with children and counted within the ratios as they may not be able to act quickly in an emergency?

All staff, if working as part of the adult:child ratios, should have basic first aid training. If they are part of ratios then there can be times when they could be on their own with children so they need to be able to respond to that emergency. (Training College)

It should be irrelevant whether the member of staff has a disability or not. If they are able to work with early years children then there will be ways on offer from recognised providers to fully partake in the PFA course. (Pre-School)

Staff with disabilities should not be excluded from first aid training, if they are able to work as a part of a staff team, then having the knowledge will be beneficial, even if they are not able to carry out some of the tasks, they may be able to help others, (by reassuring, offering advice, calling for help etc.) to carry out first aid treatment (Out of school club)

High quality training providers should have mechanisms in place to facilitate PFA learning for staff with disabilities. Good training providers should be able to make suitable adjustments to ensure that training is inclusive. It would also benefit them as parents in their own personal situations as well as in their role as a practitioner. (National Day Nurseries Association)

This is an important adjustment to make to ensure that staff with disabilities are not disadvantaged from working in early years. (NAHT)

There may be individuals who are highly competent at working with young children but exceptionally, for medical or other reasons, may not be best placed to assist in incidents requiring paediatric first aid. It would be iniquitous to exclude them from the workforce in such circumstances. (Voice)

Question 8

5. Should early years providers be encouraged to display (or make available) staff PFA certificates in order to make it clear to parents how many and which staff are trained?

There were 359 responses to this question

	Total	Percent
Yes	309	86%
No	50	14%

Although 86% of respondents were in favour, 14% expressed difficulty with this proposal. Comments in favour included that having sight of the certificates would help to reassure parents about the safety of their children. Difficulties were mostly about a lack of display space and there was one comment about the difficulties experienced by providers that have to pack everything away, including displays, after every session. Some suggested that a displayed list of first aiders would be sufficient and would be similar to the requirements for first aid at work.

Question 9

Most of the comments and suggestions made by respondents were comments on questions 1 to 8. There were however a few additional suggestions. These are:

- There should be annual refresher training on using CPR and dealing with choking.
- Providers could have inset training days specifically on PFA.
- There should be a requirement to have one person in each nursery room with a full PFA certificate.
- The EYFS should make it clear the options available for finding PFA training providers, e.g. those that offer regulated qualifications, voluntary aid societies, trade or industry bodies. (based on comments from 8 separate PFA training organisations)
- There should be compulsory PFA training for unregulated nannies (Insurance company).
- Responsibility for PFA training should be given to a regulatory body, preferably the HSE.
- There is a concern that with an increased emphasis on paediatric first aid, childcare practitioners could limit children's risky play opportunities and lose sight of the benefits children gain from risk taking. Our recommendation is that the benefits of risky play and the detrimental effect of limiting these opportunities should be built into paediatric first aid training. (County Council)

Government response

The Government has noted the concerns expressed in question 3 about the costs associated with renewal PFA training. However, given the very positive views expressed in questions 1 and 2 and that the majority of respondents to question 3 thought that the costs are justified, the Government will proceed to include, from 1 September 2016, a

requirement in the EYFS that for newly qualified early years staff (with full and relevant level 2 or level 3 childcare qualification) to also hold a current Paediatric First Aid (PFA) or emergency PFA certificate in order to be included in the required staff: child ratios in an early years setting. Childcare providers will be allowed a three month 'grace' period to complete PFA training after starting work with a new employer.

Although about a fifth of respondents want all training to be for the full PFA course the majority accepted the proposal that courses could be either full or emergency PFA. The majority thought that the proposed content of emergency PFA training is acceptable but the government accepts that the course content agreed with the First Aid at Work Quality Partnership is more appropriate given the course length and the need to concentrate on specific life threatening conditions. This course content will be included in the EYFS.

The Government appreciates the concerns expressed under question 7 about staff with some disabilities being able to complete PFA training and provide PFA in an emergency in a setting. However, the Government also believes that it is wrong to exclude from childcare those who are otherwise capable members of staff with the ability to care for children and help them reach their full potential. For that reason the EYFS will include an exception on equal opportunities grounds for new staff with a disability that would allow them to be included in the adult:child ratios without a PFA or emergency PFA certificate provided that the EYFS requirements are otherwise met. These staff members will, where possible, be required to attend PFA training, to learn what they can and receive a certificate of attendance.

Early years providers will be encouraged to display (or make available) staff PFA certificates or a list of staff with PFA training.

We will make it clear in the EYFS the options that are available for finding PFA training providers.

Next steps

Subject to Parliamentary approval, we intend to amend the necessary regulations with a view to them coming into force in September 2016. We also intend that a revised EYFS which reflects the proposed changes will be published shortly alongside the amended regulations.

Annex: List of organisations that responded to the consultation

Chloe's Little Friends Childminding Services
1st Aid at Work Training Services
A1 Training Co
ABC Aid Limited
Access Training East Midlands
Achieving for Children, Children's Workforce Development Team
Acorns Nursery School
Acorns Playgroup
All Saints Pre-School
Enfield Council
Applewood Nursery
Approved First Aid Training
Bradford College
Wycliffe Preparatory School
The Association of Professional Nannies
The Athelstan Nursery
Aura Training Ltd
Avenue Playgroup
Aylesbury College
Babcock Prime Education Services
Greenacre Pre-School
Broom Valley Community School
Barnsley Council, Early Start and Family Services
Barracudas
Karen's Kiddie Care
FlexiMed Training
St Mary's Nursery (Childcare & Early Years)
Beech Tree Club
Big Steps Childcare Limited
Bishops Tachbrook Preschool
Blackburn College

Blackpool Council

Plymouth City Council

Bostock Health Care

Epsom Downs Primary School

Bright Horizons Family Solutions Limited

Bright Stars Pre-School

Bright Start Day Care

Hillfields Children's Centre and Nursery School

British Red Cross

Ducklings Preschool

Bostock Healthcare/FAIB

Buckinghamshire County Council

Build-you-up.com Trainining

M Bull First Aid

Hawk Training

Rosendale Children's centre

CACHE

Spectrum ASC

Surrey County Council

Cavendish Primary School

Childrens Daycare Centre Ltd

Churwell CIC – PLAY@Churwell

CJ Associates Training Ltd

Wiltshire Council

Heartbeat First id Training Ltd

South East Training Skills

Coton Green Pre-school Nursery

Crawley Green and Wenlock preschool

Langley Pre-school

D A C Childcare Training

Little Foxes Playgroup

Pebbles Day Nursery

The Old Station Nursery

Dudley Local Authority

Early Inspirations Nursery & Preschool

Early Years and Childcare Service

Early Years Team, Gloucestershire County Council

Norfolk County Council, Early Years

Essex County Council

Fairhaven Under Fives Centre

Family Action - Peterborough

Fast Response First Aid Training

Federation of First Aid Training Organisations (FOFATO)

First Aid Industry Body Ltd

First Aid Training Associates

First Steps Playgroup Manchester Limited

First To Aid

First With Iain

For Under Fives Ltd

Forest Row Community Pre-school

Garden Cottage Nursery School

North Lincolnshire Council

Sparrows childcare

Aashleigh childminding

Grafton Childcare

Gravesham Community Leisure

Greenhill Academy

Halstead Nursery

Happy Hours Pre School

Happy Kids Childcare Limited

Harbour Primary & Nursery School

Harlequin Childcare

PMVA

Heatherside Pre-school

Holy Angels Playgroup

Holy Cross Primary School

Norfolk County Council

St Mary's Academy

Halton Borough Council

Huntington Under Fives Preschool

St Richards Pre-school

Joy in Life Training

Kendal Nursery School

Kent County Council

Kiddi-creche Private Day Nurseries Ltd

Kingsway Pre-school

Kingswood Early Years Centre

4Children

Hazelwood Nursery

Ladybird Forest Pre-School

Lakes First Aid

Lancashire County Council - Early Education Consultative Group

Lazarus Training Ltd

Lee Street Church Playgroup

Leeds City College

Leicester City Council

Leicestershire County Council

North Cheshire Jewish Nursery

Little Acorns Pre-school (Twyford)

Little Acorns Pre-school

Little Jax Preschool

Little Legends Nursery

Little Oaks preschool

Little Snoring Pre-school

Cumbria County Council

Approved First Aid

Marlin Training Ltd

CM Childminding

Ambulance Service

Kings Norton Nursery School and Camp Lane Children Centre

Michael Morton

Milestones Training Ltd

Seashells Nursery

NAHT

National Day Nurseries Association

New Life Day Care

Newark Community First Aid

Noah's Ark Children's Nursery Ltd

Norland College

North Yorkshire County Council

Northumberland County Council

The Brambles Nursery School and Children's Centre

Daisy Maisies Limited

Oakdale Children's Nursery

Oakley Services UK Limited

Oaktree Day Nursery

Old Court Community Pre-School

Oldham Council Education and Early Years

Out of School Alliance LLP

Blueclouds Training

ELearn First Aid

Pearson

Penny Bridge Nursery

Pippins Pre=School and Nursery

Oak Lee Montessori School

Playdays Childcare Ltd

Pointer School

Polly Anna's Nursery

Birchtree Pre-School

Pre-school Learning Alliance

Milnrow Preschool

Sunny Days Preschool, Malmesbury

First Steps Nursery
Feltonfleet School
Professional Association for Childcare and Early Years (PACEY)
Prospects Services
Pupils 2 Parliament
Qualsafe Awards
Rainbow Day Nursery
Rainbow Day Nursery & Pre-School
Ready Steady Go
Ready Teddy Go Pre School
Rectory Lane Nursery
Remote First Aid
YMCA Training
Ridgeway Methodist Pre-School
RLSS UK
Robertsbridge Children's Services
Roberttown Community Pre-school
Royal Devon and Exeter Hospital NHS Nursery
Rotherham Metropolitan Borough Council
Aura Training Ltd
Safe and Sound
Safety Training Awards
Samuels Christian Nursery
Consultant & A Home From Home LTD
Service for Young Children
Fareacres Pre-School and Day Nursery
Shepperton Pre-school
St. Mary's Pre-School, Riverhead
Silverton Preschool
Smilers
Before and After School Club
Buckinghamshire Learning Trust
Southampton City Council, Early Years Development and Childcare Partnership

Southend Borough Council

First Friends Childminding

St Andrews Pre School

St Barnabas CEVC Primary School

St Bede's Childcare Ltd

St Francis Pre-School

St John Ambulance

St John's Nursery Playgroup

St John's Pre-school

St Mary's Preschool Group

St Nicholas Pre-school

St. Mary's Nurseries

Stalbridge Pre-school

Stepping Stones Day Nursery

Sticky Fingers and OASTies

Stockport MBC

Sunshine Day Nursery

Surrey CC Early Years

Surrey First Aid Training

Sussex Coast College

Squirrels Childcare

Swimbag Limited

Teddies on a Rainbow Nursery

LT Training

Blackburn College

Thornton Pre-School Playgroup

Tigerlily Training

Tillys Preschool Ltd

Time Childcare

Tiptree Preschool Playgroup

Toad Hall Nursery Group

The Green Nursery Ltd

Linden Training

UNISON

University of Worcester

Vocational Training Services

Voice: the union for education professionals

Hullabaloo Out of School Club

Brookside Pre-school

Wellies

Bright Kids

Westerham Day Nursery

Whitehorse Training

Southwell Smiley Faces

Vale View Primary School

Woodside Children's Nursery

Woodlands Pre-School

Tirlebrook Pre-school Playgroup

Wrens Preschool

Oaklands College

Young Epilepsy

Zeeba Daycare

Zoom Nurseries Ltd



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