



Department
for Education

Consultation on amendments to the paediatric first aid requirements in the Statutory Framework for the Early Years Foundation Stage (EYFS)

Launch date 15 October 2015

Respond by 10 December 2015

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Introduction

Following a review of the paediatric first aid requirements set out in the *Statutory Framework for the Early Years Foundation Stage (EYFS)*, the Government proposes to strengthen the current arrangements further by requiring that additional staff are trained in first aid.

Who this is for

This consultation is for anyone with an interest in the early years. The Government is keen to hear from parents and carers, managers and staff of nurseries and other pre-school settings, childminders, health professionals, teachers and other practitioners, academics, local authorities, first aid training organisations, FE training providers and other organisations with an interest in early years and childcare.

Issue date

The consultation was issued on 15 October 2015.

Enquiries

If your enquiry is related to the policy content of the consultation you can contact the team by email:

Consultation.PFA@education.gsi.gov.uk

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: consultation.unit@education.gsi.gov.uk or by telephone: 0370 000 2288 or via the [DfE Contact us page](#).

Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK DfE consultations](#).

The response

The results of the consultation and the Department's response will be [published on GOV.UK](#) in Spring 2016.

About this consultation

This consultation document proposes 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.

We would like to hear your views on our proposals.

Respond online

To help us analyse the responses please use the online system wherever possible. Visit www.education.gov.uk/consultations to submit your response.

Other ways to respond

If for exceptional reasons, you are unable to use the online system, for example because you use specialist accessibility software that is not compatible with the system, you may download a word document version of the form and email it or post it.

By email

Consultation.PFA@education.gsi.gov.uk

By post

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Deadline

The consultation closes on 10 December 2015.

Proposal

This consultation document proposes 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 PFA or an emergency PFA (for the proposed content of this training see para 18) certificate before they can be included in the required adult: child ratios in an early years setting (including private, voluntary and independent providers; and schools).

Background

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 training¹⁸ 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.*

The clarification note at the end of the EYFS adds:

***On page 21**, footnote 18 says that first aid training “must cover the course content as for St John Ambulance or Red Cross **paediatric** first aid training and be renewed every three years”. Whilst the training undertaken may cover first aid for adults as well as children, first aid for adults is not an EYFS requirement. The footnote does not mean that early years providers must choose St John Ambulance or the British Red Cross to provide such training; providers are free*

to choose either of these organisations or another training provider. The Register of Regulated Qualifications may help providers to identify paediatric first aid providers and can be found at: <http://register.ofqual.gov.uk/qualification>. It may also be helpful to refer to the Health and Safety Executive's guidance about choosing a first aid training provider which can be found at: www.hse.gov.uk/firstaid/approved-training.htm.

The EYFS is available on [GOV.UK](http://gov.uk)

Legislative basis for making these changes

To make changes to the welfare regulations, the Secretary of State is required (under Section 43 of the Childcare Act 2006) to consult Her Majesty's Chief Inspector of Education, Children's Services and Skills (Ofsted) and such other persons as she considers appropriate. The Chief Inspector has been (and will be) consulted about revisions to the welfare requirements, and this consultation meets the requirement to consult with such other persons as the Secretary of State considers appropriate.

Proposal and rationale

Following the tragic death in 2012 of Millie Thompson in a nursery class, the coroner for the case wrote to the Secretary of State stating that all nursery staff should have PFA training. The Government wants to take account of the coroner's report, subsequently the subject of a 103,000-signature petition which lobbied for all nursery staff to have PFA training, a Parliamentary debate on the issue and a review by the Department for Education of the current requirements. The review has shown that parents would welcome additional reassurance that their children are safe through more staff being trained in PFA.

The Government is also introducing an entirely voluntary quality assurance scheme, for those nurseries that choose to train all their staff in paediatric first aid, rather than just those needed to meet the current mandatory paediatric first aid training requirements for early years providers set out in the EYFS. If the proposed changes under this consultation come into effect, they will form part of the EYFS requirements.

According to Health and Safety Executive statistics, in the four years from 2010 to 2014 there were 2,187 accidents involving children in early years provision which required a visit to the hospital. This figure only includes those children who were taken directly to hospital (and is limited to cases where a childcare provider may be at fault).-Of course, young children also have less serious accidents in early years settings, some of which require immediate first aid treatment.

Paediatric first aiders may be called upon to deal with a wide range of health issues affecting children, such as asthma and diabetes, as well as accidents varying in severity – anything from minor cuts and bruises to children being unconscious or not breathing. It is important that there are enough well-trained people with PFA training in early years settings who are able to deal with a wide range of health issues and accidents.

Keeping children safe is already a key element in the EYFS. The Government wants to underline the importance of paediatric first aid and to raise the expertise of the workforce to deal with a range of health issues by increasing the number of trained first aiders in early years settings. Please question 1 on the response form:

1. Do you agree that there should be more trained paediatric first aiders in early years settings?

The Government proposes to increase the number of trained paediatric first aiders by focusing on new entrants to the childcare workforce with full and relevant level 2 and level 3 qualifications. This will involve introducing a new qualification requirement in the EYFS, effective from September 2016, for such newly qualified staff to additionally hold a PFA certificate before they can be included in the required staff: child ratios in an early years setting. This can either be a full PFA certificate, covering a wide range of minor to serious injuries and sudden illnesses, as currently required for at least one member of staff in each setting **or** an emergency PFA certificate just covering the more serious injuries and sudden illnesses (the proposed content for an emergency PFA can be found in paragraph 21). The proposals will only apply to newly qualified staff. The following scenario illustrates how the proposal would work in practice:

From September 2016, where a nursery needs to replace a member of staff who was qualified to level 2 and has left the setting, in order to maintain a 1:8 ratio for their 3 and 4 year olds, the nursery has two main options:

- Recruit a newly qualified member of staff who has just completed their level 2 training in summer 2016 – this individual must have a full or emergency PFA certificate in order to count in the 1:8 ratio, regardless of how many other staff in the setting have a PFA certificate; or
- Recruit a member of staff who gained their level 2 qualification, for example, three years ago and who has worked in a childcare setting previously with that qualification – this individual does not need to have a PFA certificate in order to count in the 1:8 ratio, but the setting must still meet the current EYFS requirements.

Embedding paediatric first aid training in the ratio requirements for new entrants to the early years workforce will, over time, significantly increase the number of staff trained in

paediatric first aid. Approximately 15,000 people with level 2 and 3 childcare qualifications enter the workforce each year. This proposal would help to raise the overall skill level of staff in the sector. It would help early years providers to give more reassurance to parents that staff are well trained and able to help their children:

- where there are routine health issues (particularly where staff have had any additional training required, e.g. using epi-pens);
- when first aid is required or there is a medical emergency; and
- by providing a safer environment for children in which there is a raised medical awareness, better accident prevention and improved first aid skills.

First aid training can make a big difference. The quicker the response to an accident, the better the outcome for the patient and this is particularly true in life threatening cases.

Evidence from the National Day Nurseries Association, gathered while compiling guidance and good practice in PFA, suggests that where providers have a high number of their staff with paediatric first aid training, the level of confidence and overall competence in caring for children increases significantly. In addition, because staff have a greater knowledge of the causes of accidents they are better placed to prevent them in the first place. When an accident occurs, PFA trained staff are more able to support one another, thus ensuring that the incident is dealt with in a way that minimises distress to the child and other children, and ensuring that the right treatment is given or action taken.

We understand from stakeholder feedback that most nurseries, pre-schools and playgroups have at least 30% of their staff already PFA-trained in order to provide enough cover for sickness, holidays and training. Some providers have all or most of their staff trained and the government welcomes this. From April 2016, the Government is committed to introducing a voluntary quality assurance scheme, to provide recognition for those providers that have trained all their staff in PFA and to encourage other providers to do likewise. Both full PFA training and emergency PFA training will count towards achieving the quality mark. Please answer question 2 on the response form:

- 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?**

In light of existing regulatory requirements on childcare providers relating to paediatric first aid (set out in paragraph 3), and the introduction of a voluntary quality mark to demonstrate a higher level of compliance than currently required, the Government wants to ensure that further regulatory demands on the sector add genuine value, and that they do not lead to unintended consequences which could be detrimental to quality of care. In our Impact Assessment (IA), at Annex A, we have estimated that the average training costs to childcare providers will be £100 in the first year that PFA or emergency PFA certificates will need to be renewed (3 years from the issue date) and for each subsequent renewal. Please answer question 3 on the response form:

- 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?**

Proposed change to the EYFS

We propose to add the following text to paragraph 3.25 (the current paragraph is set out at para 3):

From 1 September 2016, all staff employed (or volunteering) in a group setting, who have completed a full and relevant level 2 or level 3 childcare qualification on or after 30 June 2016, will additionally be required to hold either a paediatric first aid certificate or an emergency paediatric first aid certificate in order to be included in the staff:child ratios.

Please answer question 4 on the response form:

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.

The Government also proposes that there should be a three month 'grace' period to allow for circumstances where someone has completed their level 2 or 3 childcare training on or after 30 June 2016, but has not yet obtained a PFA certificate. Subject to opinions received in this consultation, we also propose to add the following to the EYFS:

Where a member of staff who is starting work on or after 1 September 2016 has completed a full and relevant level 2 or 3 qualification on or after 30 June 2016 but has not yet obtained a full PFA or emergency PFA certificate, that person may be included in the staff:child ratios provided that the first aid training is completed within three months of starting work at that setting.

This would mean, for example, that someone who completed their course on 30 June 2016, but who doesn't take up employment until 1 December 2017, would have until the end of February 2018 in which to complete their PFA training. Please answer question 5 on the response form:

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?

Technical detail of our proposal

Emergency PFA course

Early years providers are responsible for ensuring that they have enough staff with full PFA training to meet the EYFS requirements as the current requirements will continue to apply. We do not want an unintended consequence of these proposals to be that staff, who would previously have undertaken a two-day full PFA course, to take a one-day emergency PFA course instead. Providers will therefore need to assess whether they have the right balance of first aiders with full PFA training and emergency PFA training in order to ensure good first aid cover that meets the needs of the children in their care and provides the reassurance that parents want. They should continue to take into account the number of children, staff and layout of premises to ensure that a person with a full PFA certificate is able to respond to emergencies quickly.

The proposals set out in this document mean that staff have the option of taking a one-day Emergency PFA course, rather than a full PFA course, provided the current EYFS requirements are still met. We propose that an emergency course would typically be for a minimum of 6 hours (the full PFA course takes a minimum of 12 hours) and would cover:

- choking and strangulation;
- dealing with a child not breathing or unconscious;
- administering CPR;
- recovery position;
- dealing with minor and severe blood loss;
- poisoning (e.g. swallowing cleaning chemical);
- anaphylactic shock and allergic reactions;
- asthma attack, other medical emergencies; and
- procedures for dealing with emergencies.

Please answer question 6 on the response form:

6. Do you agree with this course content for a one-day emergency PFA certificate? Do you think that any other subjects should be added to- or taken away from- the suggested course content?

Equal opportunities

The Government wants to make sure that the proposed new requirements meet its commitment to equal opportunities. It is possible for training courses to be adapted in a way that meets the needs of trainees, particularly those with disabilities. This could mean, for example, that a particular trainee is not expected to be able to perform all the subjects in a course. Such a trainee would gain sufficient PFA knowledge and ability to give first aid in most circumstances (and provide instructions to a colleague) but not in all circumstances. Where a disability prevents a newly qualified childcare worker from gaining a full PFA or emergency PFA certificate, the Government proposes not to exclude this person from the staff:child ratios. Early years providers would still be required to ensure that the setting as a whole otherwise meets the EYFS requirements. Please answer question 7 on the response form:

7. Do you agree that the Government should make an exception on equal opportunities grounds to new staff with a disability that would allow them to be included in the staff:child ratios without a

PFA or emergency PFA certificate, provided that the EYFS requirements are otherwise met?

Displaying staff certificates

The Government wants providers to be able to reassure parents both about the quality and safety of their provision. One visible way of promoting safety is to display or make available to parents, a copy of staff members' PFA certificates. Please answer question 8 on the response form:

- 8. 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?**

Conclusion

The existing requirements on PFA in the EYFS ensure that early years providers have staff who hold current PFA certificates, enabling them to respond quickly to emergencies where a first aider is required. However, the review has shown that the current requirements do not provide sufficient reassurance to parents. The Government wants to increase the number of trained PFA staff by making it a requirement that newly qualified early years staff (with a full and relevant Level 2 or Level 3 childcare qualification) must have a paediatric first aid or emergency paediatric first aid certificate before they can be included in the required staff: child ratios in an early years setting. This will reassure parents, raise skill levels and confidence amongst early years practitioners and reduce the number of accidents through better awareness of accident prevention. Over time, these proposals together with the voluntary quality assurance scheme will significantly increase the number of staff with PFA certificates.

We look forward to hearing your views on the proposals laid out in this consultation document. Finally, it would be helpful to know whether you have any other comments or suggestions on the proposals. Please add any further comments after question 9 on the response form:

9. Do you have any other comments or suggestions on the proposals set out in this consultation?



Department
for Education

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