



Supporting Pupils with Medical Conditions

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“We must restore hope to young people, help the old, be open to the future, spread love, and be poor among the poor. We need to include the excluded and preach peace.” Pope Francis.

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1. Aims

This policy aims to ensure that:

- Pupils, staff and parents understand how our school will support pupils with medical conditions
- Pupils with medical conditions are properly supported to allow them to access the same education as other pupils, including school trips and sporting activities. The governing board will implement this policy by:
 - Making sure sufficient staff are suitably trained
 - Making staff aware of a pupil's condition, where appropriate
 - Making sure there are cover arrangements to ensure someone is always available to support pupils with medical conditions
 - Providing supply teachers with appropriate information about the policy and relevant pupils ➤

Developing and monitoring individual healthcare plans (IHPs)

The named person with responsibility for implementing this policy is Tina Cox, Headteacher.

2. Legislation and statutory responsibilities

This policy meets the requirements under [Section 100 of the Children and Families Act 2014](#), which places a duty on governing boards to make arrangements for supporting pupils at their school with medical conditions.

It is also based on the Department for Education's statutory guidance: [Supporting pupils at school with medical conditions](#).

3. Roles and responsibilities

3.1 The governing board

The governing board has ultimate responsibility to make arrangements to support pupils with medical conditions. The governing board will ensure that sufficient staff have received suitable training and are competent before they are responsible for supporting children with medical conditions.

3.2 The headteacher

The headteacher will:

- Make sure all staff are aware of this policy and understand their role in its implementation
- Ensure that there is a sufficient number of trained staff available to implement this policy and deliver against all individual healthcare plans (IHPs), including in contingency and emergency situations
- Take overall responsibility for the development of IHPs
- Make sure that school staff are appropriately insured and aware that they are insured to support pupils in this way
- Contact the school nursing service in the case of any pupil who has a medical condition that may require support at school, but who has not yet been brought to the attention of the school nurse
- Ensure that systems are in place for obtaining information about a child's medical needs and that this information is kept up to date

3.3 Staff

Supporting pupils with medical conditions during school hours is not the sole responsibility of one person. Any member of staff may be asked to provide support to pupils with medical conditions, although they will not be required to do so. This includes the administration of medicines.

Those staff who take on the responsibility to support pupils with medical conditions will receive sufficient and suitable training, and will achieve the necessary level of competency before doing so.

Teachers will take into account the needs of pupils with medical conditions that they teach. All staff will know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

3.4 Parents

Parents will:

- Provide the school with sufficient and up-to-date information about their child's medical needs
- Be involved in the development and review of their child's IHP and may be involved in its drafting
- Carry out any action they have agreed to as part of the implementation of the IHP e.g. provide medicines and equipment

3.5 Pupils

Pupils with medical conditions will often be best placed to provide information about how their condition affects them. Pupils should be fully involved in discussions about their medical support needs and contribute as much as possible to the development of their IHPs. They are also expected to comply with their IHPs.

3.6 School nurses and other healthcare professionals

Our school nursing service will notify the school when a pupil has been identified as having a medical condition that will require support in school. This will be before the pupil starts school, wherever possible.

Healthcare professionals, such as GPs and paediatricians, will liaise with the school nurses and notify them of any pupils identified as having a medical condition.

4. Equal opportunities

Our school is clear about the need to actively support pupils with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them from doing so.

The school will consider what reasonable adjustments need to be made to enable these pupils to participate fully and safely on school trips, visits and sporting activities.

Risk assessments will be carried out so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. In doing so, pupils, their parents and any relevant healthcare professionals will be consulted.

Teachers with children in their class who require emergency medicine will ensure that it is always taken with them on trips out of the School.

A lockable Medical bag is available for staff to use to transport medication on a Residential visit for example.

Medication required to prevent travel sickness should be given to the child by the parent before travelling from the school. If further medication is required for the return journey, then a single dose should be placed in an envelope marked with the child's name, the name of the medication, and the time that the dose should be given together with any other advice, ie. with food. That envelope must be handed to the teacher in charge of the trip.

5. Being notified that a child has a medical condition

When the school is notified that a pupil has a medical condition, the process outlined below will be followed to decide whether the pupil requires an IHP.

The school will make every effort to ensure that arrangements are put into place within 2 weeks, or by the beginning of the relevant term for pupils who are new to our school.

See Appendix 1.

6. Individual healthcare plans

The headteacher has overall responsibility for the development of IHPs for pupils with medical conditions.

Plans will be reviewed at least annually, or earlier if there is evidence that the pupil's needs have changed.

Plans will be developed with the pupil's best interests in mind and will set out:

- What needs to be done
- When
- By whom

Not all pupils with a medical condition will require an IHP. It will be agreed with a healthcare professional and the parents when an IHP would be inappropriate or disproportionate. This will be based on evidence. If there is not a consensus, the headteacher will make the final decision.

Plans will be drawn up in partnership with the school, parents and a relevant healthcare professional, such as the school nurse, specialist or paediatrician, who can best advise on the pupil's specific needs. The pupil will be involved wherever appropriate.

IHPs will be linked to, or become part of, any statement of special educational needs (SEN) or education, health and care (EHC) plan. If a pupil has SEN but does not have a statement or EHC plan, the SEN will be mentioned in the IHP.

The level of detail in the plan will depend on the complexity of the child's condition and how much support is needed. The governing board and the headteacher will consider the following when deciding what information to record on IHPs:

- The medical condition, its triggers, signs, symptoms and treatments
- The pupil's resulting needs, including medication (dose, side effects and storage) and other treatments, time, facilities, equipment, testing, access to food and drink where this is used to manage their condition, dietary requirements and environmental issues, e.g. crowded corridors, travel time between lessons
- Specific support for the pupil's educational, social and emotional needs. For example, how absences will be managed, requirements for extra time to complete exams, use of rest periods or additional support in catching up with lessons, counselling sessions
- The level of support needed, including in emergencies. If a pupil is self-managing their medication, this will be clearly stated with appropriate arrangements for monitoring
- Who will provide this support, their training needs, expectations of their role and confirmation of proficiency to provide support for the pupil's medical condition from a healthcare professional, and cover arrangements for when they are unavailable
- Who in the school needs to be aware of the pupil's condition and the support required
- Arrangements for written permission from parents and the headteacher for medication to be administered by a member of staff, or self-administered by the pupil during school hours

- Separate arrangements or procedures required for school trips or other school activities outside of the normal school timetable that will ensure the pupil can participate, e.g. risk assessments
- Where confidentiality issues are raised by the parent/pupil, the designated individuals to be entrusted with information about the pupil's condition
- What to do in an emergency, including who to contact, and contingency arrangements

7. Managing medicines

Children who are unwell or infectious should not be in school. Guidance regarding infectious diseases is provided by the Public Health Agency and their poster will be displayed in the medical treatment room in school. The school will request the parent/guardian to remove children with an infectious disease immediately from the school to prevent outbreaks amongst other children.

Prescription medicines will only be administered at school:

- When it would be detrimental to the pupil's health or school attendance not to do so **and** ➤
Where we have parents' written consent

The only exception to this is where the medicine has been prescribed to the pupil without the knowledge of the parents.

In this Policy, medicine is any item of medication that specifies it must be kept out of reach/sight of a child.

Non-prescribed medicine will be accepted into school on an individual basis (subject to the child being well enough to be in school). This is at the discretion of the School and will not be administered for more than 3 consecutive days.

Pupils under 16 will not be given medicine containing aspirin unless prescribed by a doctor.

Anyone giving a pupil any medication (for example, for pain relief) will first check maximum dosages and when the previous dosage was taken.

The school will only accept prescribed medicines that are:

- In-date
- Labelled
- Provided in the original container, as dispensed by the pharmacist, and include instructions for administration, dosage and storage

All medicines will be stored safely. Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens (epipens) will always be readily available to pupils and not locked away. Other medicines will be stored in the lockable medicine cabinet at the back of the front reception office or in the lockable medicine fridge in the same location as appropriate.

It is the responsibility of the parent to ensure all asthma inhalers and adrenaline pens (epipens) supplied to school are in date and remain in date.

The school has a spare asthma inhaler and spacer which is stored in the medical room at the back of the front reception office. Parents whose children are asthmatic and who have an inhaler in School are asked to provide written permission for the School to administer its emergency inhaler if required. A list of those children whose parents have given their permission is kept inside the emergency inhaler bag and the signed consent is kept with the child's asthma plan in the medical file in the front reception office.

The School has one spare adrenaline pen (epipens) which is kept in the medical cupboard in the school office. It has 300 micrograms of adrenaline for use with children age 6-12 years.

Aspirin is kept in the locked medical cupboard in front reception for use in the event of an emergency involving an adult who is required to take it by a 999 operator / paramedic.

The School Office Manager will ensure spare medications purchased by the school are in date.

Sun cream can be brought into school and must be clearly labelled with the pupil's name. The pupil must apply the cream themselves which staff will encourage them to do before going outside during the Summer. Children must not share sun cream because of potential allergies. Sun creams will be stored in a safe place in the classroom.

Medicines must be delivered directly to the School Office by the parent/guardian at the start of the day and handed to the Office Manager who will ensure the relevant forms are completed and the medicine is stored safely. Under no circumstances must children be allowed to transport medication themselves to or from the school office.

Any unused medication will be returned to parents to arrange for safe disposal when no longer required. Medicines which are not collected will be handed to a pharmacist for safe disposal.

If a child refuses to accept the prescribed dosage of medicine the staff will not force the child to take it. The refusal will be recorded on the form and the parent/guardian notified immediately by telephone. If staff members are concerned about the medical consequences of the child's refusal to take the medication, they will follow the School's emergency procedures which may involve calling the emergency services.

7.1 Controlled drugs

[Controlled drugs](#) are prescription medicines that are controlled under the [Misuse of Drugs Regulations 2001](#) and subsequent amendments, such as morphine or methadone.

A pupil who has been prescribed a controlled drug may have it in their possession if they are competent to do so, but they must not pass it to another pupil to use. All other controlled drugs are kept in a secure cupboard in the school office and only named staff have access.

Controlled drugs will be easily accessible in an emergency and a record of any doses used and the amount held will be kept.

7.2 Pupils managing their own needs

Pupils who are competent will be encouraged to take responsibility for managing their own medicines and procedures. This will be discussed with parents and it will be reflected in their IHPs.

Pupils will be allowed to carry their own medicines and relevant devices wherever possible. Staff will not force a pupil to take a medicine or carry out a necessary procedure if they refuse, but will follow the procedure agreed in the IHP and inform parents so that an alternative option can be considered, if necessary.

7.3 Unacceptable practice

School staff should use their discretion and judge each case individually with reference to the pupil's IHP, but it is generally not acceptable to:

- Prevent pupils from easily accessing their inhalers and medication, and administering their medication when and where necessary
- Assume that every pupil with the same condition requires the same treatment
- Ignore the views of the pupil or their parents

- Ignore medical evidence or opinion (although this may be challenged)
- Send children with medical conditions home frequently for reasons associated with their medical condition or prevent them from staying for normal school activities, including lunch, unless this is specified in their IHPs
- If the pupil becomes ill, send them to the school office or medical room unaccompanied or with someone unsuitable
- Penalise pupils for their attendance record if their absences are related to their medical condition, e.g. hospital appointments
- Prevent pupils from drinking, eating or taking toilet or other breaks whenever they need to in order to manage their medical condition effectively
- Require parents, or otherwise make them feel obliged, to attend school to administer medication or provide medical support to their pupil, including with toileting issues. No parent should have to give up working because the school is failing to support their child's medical needs
- Prevent pupils from participating, or create unnecessary barriers to pupils participating in any aspect of school life, including school trips, e.g. by requiring parents to accompany their child

8. Emergency procedures

The school has a defibrillator available for use, located in the Staffroom. The defibrillator is intelligent and will instruct the user on the required process. Staff members should dial 999 in an emergency in any event and the trained advisors will then talk the staff member through the defibrillator process. The defibrillator is checked on a monthly basis by the School Office Manager and this is recorded on the Every system.

Staff will follow the school's normal emergency procedures (for example, calling 999). All pupils' IHPs will clearly set out what constitutes an emergency and will explain what to do.

If a pupil needs to be taken to hospital, staff will stay with the pupil until the parent arrives, or accompany the pupil to hospital by ambulance. A member of office staff will print off the pupil's record card and health plan and hand it to the paramedics who arrive at the scene. If the child is currently taking any medication about which the School is aware, that information will also be handed to paramedics.

9. Training

Staff who are responsible for supporting pupils with medical needs will receive suitable and sufficient training to do so.

The training will be identified during the development or review of IHPs. Staff who provide support to pupils with medical conditions will be included in meetings where this is discussed.

The relevant healthcare professionals will lead on identifying the type and level of training required and will agree this with the headteacher. Training will be kept up to date.

Training will:

- Be sufficient to ensure that staff are competent and have confidence in their ability to support the pupils ➤
Fulfil the requirements in the IHPs
- Help staff to have an understanding of the specific medical conditions they are being asked to deal with, their implications and preventative measures
- School staff are given annual training in the use of Auto-injector pens by the school Nursing service.

Healthcare professionals will provide confirmation of the proficiency of staff in a medical procedure, or in providing medication.

All Teachers and Teaching assistants as well as the Office Manager and any further support staff who it is deemed appropriate, will be trained in Paediatric First Aid and this training will be kept up to date.

All staff will receive training so that they are aware of this policy and understand their role in implementing it, for example, with preventative and emergency measures so they can recognise and act quickly when a problem occurs. This will be provided for new staff during their induction.

10. Record keeping

Template C: Record of medicine administered to an individual child (DFE Templates Supporting pupils with medical conditions May 2014) must be completed for all medicines administered to a child in school and signed by the parent in advance. Each dosage of the medicine will be recorded on this form.

Any staff administering a medicine to a child will do so in the presence of a witness and both will sign the relevant section of the Record of medicine administered to an individual child (Template C) referred to above.

The School maintains medical alert profiles which comprise a photo and brief details of any child with a medical condition which requires an emergency response. Lists of asthma inhalers and full medical lists are also maintained and copies of these are displayed discreetly in each classroom where all staff are aware, as well as in the Staff room, Kitchen and Medical area at the back of front reception (displayed in line with GDPR),.

The governing board will ensure that written records are kept of all medicine administered to pupils. Parents will be informed if their pupil has been unwell at school.

IHPs are kept in a readily accessible place which all staff are aware of in compliance with GDPR.

All staff will always treat medical information confidentially.

11. Liability and indemnity

The governing board will ensure that the appropriate level of insurance is in place and appropriately reflects the school's level of risk.

12. Complaints

Parents with a complaint about their child's medical condition should discuss these directly with the headteacher in the first instance. If the headteacher cannot resolve the matter, they will direct parents to the school's complaints procedure.

13. Monitoring arrangements

This policy will be reviewed and approved by the governing board every year.

14. Links to other policies

This policy links to the following policies:

- Accessibility plan
- Complaints
- Equality information and objectives
- Health and safety
- Safeguarding
- Special educational needs information report and policy

Appendix 1: Being notified a child has a medical condition

