

Supporting Children with Medical Conditions Policy





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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 pupils' conditions, 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 health awareness plan/individual health plans

The named person with responsibility for implementing this policy is Paul Forster.

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 on [supporting pupils with medical conditions at school](#).

: This policy also complies with our funding agreement and articles of association.








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 head teacher

The head teacher 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 health, including in contingency and emergency situations
-  Ensure that all staff who need to know are aware of a child's condition
-  Take overall responsibility for the development of health awareness plan/individual health plans
-  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, including training on epipens, asthma and administering medicines.

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 health awareness plan/individual health plan and will be involved in its drafting
-  Carry out any action they have agreed to as part of the implementation of the health awareness plan/individual health plan, e.g. provide medicines and equipment, and ensure they or another nominated adult are contactable at all times

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 health awareness plan/individual healthcare plan. They are also expected to comply with their health awareness plan/individual health plans.

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. They may also support staff to implement a child's health awareness plan/individual health plan.

Healthcare professionals, such as GPs and paediatricians, will liaise with the school's nurses and notify them of any pupils identified as having a medical condition. They may also provide advice on developing health awareness plan/individual health plans.

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.

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 a health awareness plan/individual health plan.






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

6. Individual Health awareness plan/individual health plans

The deputy head teacher has overall responsibility for the development of health awareness plan/individual health plans for pupils with medical conditions. Health awareness plans are for less serious conditions such as asthma or food intolerances. Individual Healthcare Plans relate to more serious conditions, such as diabetes or Crohn's.

Plans will be reviewed at least annually, but will remain open and will be updated whenever a need changes.

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

-  The child's medical need
-  Warning Signs
-  School Actions
-  Medical professionals involved
-  Emergency Contacts

Not all pupils with a medical condition will require a health awareness plan/individual health plan. It will be agreed with a healthcare professional and the parents when a health awareness plan/individual health plan would be inappropriate or disproportionate. This will be based on evidence. If there is no consensus, the deputy head teacher will make the final decision.

Plans will be drawn up in partnership with the school, parents and, if appropriate, 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.

7. Managing medicines

Prescription and non-prescription medicines (including cough sweets, lip balm etc) 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'/carers' written consent

Pupils 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. Parents will always be informed.

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

The school will accept insulin that is inside an insulin pen or pump rather than its original container, but it must be in date.

All medicines will be stored safely in a locked cupboard/fridge. Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens will always be readily available to pupils and not locked away.

Medicines will be returned to parents to arrange for safe disposal when no longer required.

Regular spot-checks will take place by the deputy head teacher to ensure inhalers are up to date and procedures are being adhered to.

Medicines are administered in a private place, with respect to confidentiality and in a sensitive way, by the children's allocated teaching assistant. If Ritalin is required, then two members of staff will be present during administration.

All administration of medicine is recorded centrally detailing, name of child, name of staff, date, time and dosage.

Unacceptable practice

School staff should use their discretion and judge each case individually with reference to the pupil's health awareness plan/individual health plan, 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 health awareness plan/individual health plans
- 🌐 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
- 🌐 Administer, or ask pupils to administer, medicine in school toilets

8. Emergency procedures

Staff will follow the school's normal emergency procedures (for example, calling 999). All pupils' health awareness plan/individual health plans will clearly set out what actions to take.

If a pupil needs to be taken to hospital, staff will stay with the pupil until the parent arrives, drive the pupil to hospital if appropriate, or accompany the pupil to hospital by ambulance.

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 health awareness plan/individual health plans. 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 deputy head teacher. 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 health awareness plan/individual health plans
- 🌐 Help staff to have an understanding of the specific medical conditions they are being asked to deal with, their implications and preventative measures

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

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

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

Health awareness plan/individual health plans are kept in a readily accessible place on the school network which all staff are aware of and hard copies are kept in the appropriate year group.

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.

The details of the school's insurance policy are: Zurich (renewed 1st Sep 2021)

*The insurer will indemnify the insured in respect of all sums which the insured may become legally liable to pay as damages in respect of: a) accidental injury to any person other than an Employee b) accidental damage to property c) **the provision of first aid treatment by an Employee to any person.***

12. Complaints

Parents with a complaint about their child's medical condition should discuss these directly with the deputy head teacher in the first instance. If the deputy head teacher 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 annually