Supporting Pupils with Medical Conditions Policy

Review	September 2026
Next review due	September 2027

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. This includes pupils whose attendance, participation or learning may be affected by diagnosed mental health conditions requiring medical support or reasonable adjustments

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/cover 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 the Headteacher. The school Allergy Lead is Kirsty Goldsmith. The Allergy Lead is responsible for maintaining the allergy register, overseeing Allergy Action Plans, monitoring allergy training and reviewing allergy incidents.

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 (DfE)'s statutory guidance on supporting pupils with medical conditions at school.

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
- Ensure that all staff who need to know are aware of a child's condition
- 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, 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 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. They may also support staff to implement a child's IHP.

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 IHPs.

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 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 (IHPs)

The headteacher has overall responsibility for the development of IHPs for pupils with medical conditions. The writing of IHPs has been delegated to Class teachers/SEN Support staff/SENCO/Lead Paediatric First Aiders.

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 no 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 education, health and care (EHC) plan. If a pupil has SEN but does not have an 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 / SENCO, 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. Allergy Management and Anaphylaxis

The school is committed to meeting the requirements of Benedict's Law and ensuring that pupils with allergies are supported safely within school.

Pupils with diagnosed allergies will have an Individual Healthcare Plan and, where appropriate, an Allergy Action Plan.

The school maintains a central allergy register which is reviewed regularly and made available to relevant staff.

Allergy risks will be considered as part of risk assessments, educational visits and individual support arrangements.

Spare Adrenaline Auto-Injectors (AAIs) may be held and used in accordance with Department of Health guidance.

All relevant staff will receive annual allergy awareness and anaphylaxis training.

Allergic reactions and the use of AAIs will be recorded and reviewed by the Allergy Lead and Headteacher.

Emergency procedures for pupils at risk of anaphylaxis will be detailed within their Individual Healthcare Plan and Allergy Action Plan.

8. Managing medicines

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,
- Where we have parent's / carer's written consent followed by the Headteacher
- When prescribed 4 times a day

Non-prescription medicines may be administered at school:

- at the discretion of the Headteacher and our Lead Paediatric First Aiders; Mrs J Thomasson and Miss V Knapper.
- Where we have parents' written consent or parents attend school to administer it

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 administration, storage, recording and disposal of medicines will be carried out in accordance with the school's **Medicines Policy.**

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 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. Pupils will be informed about where their medicines are at all times and be able to access them immediately. 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 but out of reach of pupils.

Medicines will be checked termly for their expiry date and if necessary returned to parents. Medicines will be returned to parents to arrange for safe disposal when no longer required. Parents should also collect medicines held at the end of each term. If parents do not collect all medicines they should be taken to a local pharmacy for safe disposal.

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 will have it kept in the locked First Aid Stock Cupboard 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.

If competent and agreed by parents, Headteacher and Lead Paediatric First Aider, 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
- 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' 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.

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

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. Medication administration records will be maintained using the school's medication administration forms and whole-school medication log. Records will be retained in accordance with Cheshire East retention schedules and data protection requirements.

Lead Paediatric First Aid Practitioners will be given administration time to file medical records at the end of each academic year.

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

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:

Certificate of Employers' Liability Insurance

Cheshire East Council and Subsidiary Companies

Our policy covers staff providing support to pupils with medical conditions and healthcare procedures as outlined:

Administration of medicines	Yes	Subject to being pre-prescribed by a medical practitioner and written guidelines. Via nasogastric tube, gastronomy tube or orally. Where this involves children, wherever possible parents/guardians should provide the medication prior to the child leaving home. A written consent form will be required from parent/guardian and this should be in accordance with LEA procedure on medicines in schools etc. Similar considerations should be given when asked to administer 'over the counter' medicines.

12. Complaints

Parents with a complaint about the school's actions in regard to their child's medical condition should discuss these directly with the Class teacher in the first

instance. If the Headteacher cannot resolve the matter, they will direct parents to the school's complaints procedure.

13. Monitoring arrangements

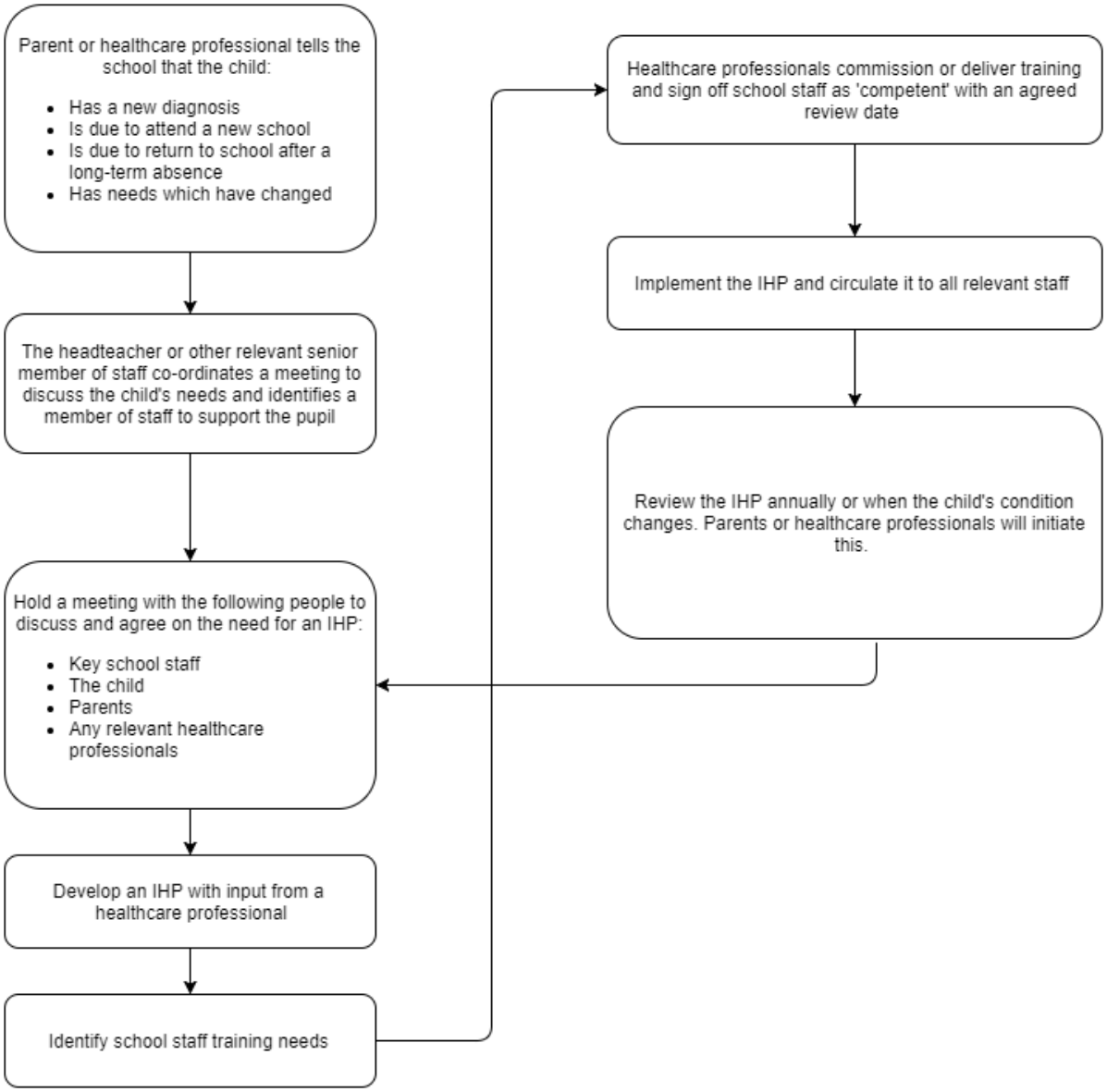
This policy will be reviewed and approved by the governing board annually.

14. Links to other policies

This policy links to the following policies:

- Accessibility plan
- Complaints Policy
- Equality Policy
- First aid policy
- Health and safety Policy
- Safeguarding Policy
- Special educational needs information report and policy
- Medicines Policy
- Benedict's Law (Allergy Safety) Policy
- Children with Health Needs who Cannot Attend School Policy
- Asthma Policy

Appendix 1: Being notified a child has a medical condition



4. Add a sentence linking to the Medicines Policy

Location

Section 7 Managing Medicines (current numbering). Immediately before:

Prescription medicines will only be administered at school... [Supporting...ons Policy | Word]

Insert

The administration, storage, recording and disposal of medicines will be carried out in accordance with the school's Medicines Policy. [Supporting...ons Policy | Word], [UPDATED me...ine policy | Word]

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5. Strengthen the record keeping section

Location

Section 10 Record Keeping.

Immediately after:

Parents will be informed if their pupil has been unwell at school. [Supporting...ons Policy | Word]

Insert

Medication administration records will be maintained using the school's medication administration forms and whole-school medication log. Records will be retained in accordance with Cheshire East retention schedules and data protection requirements. [Supporting...ons Policy | Word], [UPDATED me...ine policy | Word]

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6. Add mental health wording to the aims

Location

Section 1 Aims.

Immediately after:

Pupils with medical conditions are properly supported to allow them to access the same education as other pupils, including school trips and sporting activities. [Supporting...ons Policy | Word]

Insert

This includes pupils whose attendance, participation or learning may be affected by diagnosed mental health conditions requiring medical support or reasonable adjustments. [Supporting...ons Policy | Word], [Updated Ch...ool Policy | Word]

7. Update linked policies

Location

Section 14 Links to Other Policies.

Keep all existing entries and add:

- Medicines Policy
- Benedict's Law (Allergy Safety) Policy
- Children with Health Needs who Cannot Attend School Policy
- Asthma Policy

[Supporting...ons Policy | Word], [Updated Ch...ool Policy | Word]

Result

Once those additions are made, this policy will be fully aligned with:

- First Aid Policy [First Aid Policy | Word]
- UPDATED medicine policy [UPDATED me...ine policy | Word]
- Health and safety Policy [Health and...ety Policy | PDF]
- benedicts law policy [benedicts law policy | PDF]
- Updated Children with Health Needs who cannot attend school Policy [Updated Ch...ool Policy | Word]

and I would expect it to be at the same governor-ready standard as the other revised policies.