

# SUPPORTING PUPILS WITH MEDICAL CONDITIONS POLICY

Policy Approved	Spring 2024
Next Review Date:	Spring 2025

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#### 1. Aims

This policy aims to ensure that:

- Pupils, colleagues, parents and carers understand how our trust 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.

#### 2. Legislation and statutory responsibilities

This policy meets the requirements under <u>Section 100 of the Children and Families Act 2014</u>, which places a duty on the board of trustees to make arrangements for supporting pupils at their school with medical conditions.

It is also based on the Department for Education's (DfE) statutory guidance: <u>Supporting pupils</u> at school with medical conditions.

#### 3. Roles and responsibilities

#### 3.1 The Board of Trustees

The statutory duty for making arrangements for supporting pupils at school with medical conditions rests with the Board of Trustees. The Board of Trustees have conferred the following functions of the implementation of this policy to the colleagues below, however, the Board of Trustees remains legally responsible and accountable for fulfilling our statutory duty.

#### 3.2 The Headteacher

The Headteacher of each school 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 IHPs, including in contingency and emergency situations
- Assess training needs and commission necessary training in line with trust procedures
- Make sure cover arrangements are made in the case of staff absence, and that supply teachers are briefed
- Make sure systems are in place for obtaining information about a child's medical needs and that this information is kept up to date

#### 3.3 The Assistant Headteacher for Inclusion

The assistant headteacher responsible for Inclusion/SEN at each school will:

- Brief supply teachers
- Prepare risk assessments for school visits and other school activities outside of the normal timetable
- Be responsible for the monitoring of individual healthcare plans
- Co-ordinate and attend meetings with parents and carers to discuss and agree on the need for IHPs
- Draw up, implement and review individual healthcare plans along with monitoring responsibilities
- Contact the GP 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.

#### 3.5 Colleagues

Supporting pupils with medical conditions during school hours is not the sole responsibility of any individual person. Any colleague at the school 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 colleagues 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 colleagues will know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

#### 3.6 Parents and Carers

Parents and carers 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

#### 3.7 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.

#### 3.8 Healthcare Professionals

Healthcare professionals, such as GPs and paediatricians, will liaise with our school and notify them of any pupils identified as having a medical condition. They may also provide advice on developing IHPs.

For specific conditions such as diabetes, anaphylaxis or epilepsy, specialist training and support can be sought from specialist nursing teams.

#### 4. Equal opportunities

The Golden Thread Alliance 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 Golden Thread Alliance and the individual 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, carers and any relevant healthcare professionals will be consulted.

#### 5. Being notified that a child has a medical condition

When a school is notified that a pupil has a medical condition, the process outlined below will be followed when a pupil requires an IHP. This process will be followed by all schools in the Trust.

The school will make every effort to ensure that arrangements are put into place within two weeks, or by the beginning of the relevant term for pupils who are new to the school. See an example in Appendix 1.

#### 6. Individual Healthcare Plans

The Headteacher at each school has overall responsibility for the development of IHPs for pupils with medical conditions. This has been delegated to Assistant Headteacher responsible for Inclusion/SEN at each school.

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 conditions will require an IHP. It will be agreed with a healthcare professional and/or the parents and carers 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 or carers and, where appropriate, a relevant healthcare professional, such as the GP, specialist or paediatrician, who can best advise on the pupil's specific needs. The pupil will be involved in this process wherever appropriate. If their involvement is not appropriate, the reasons for this will be recorded by the school within the IHP.

IHPs will be linked to, or become part of, any education, health and care (EHC) plan. If a pupil has special educational needs (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 Assistant Headteacher with responsibility for developing IHPs 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. Parental permission should be obtained to display medical information on notice boards. If permission is not granted, the school should note the reasons for this within the IHP and reiterate the additional risk to the child should this measure not be permitted.
- Arrangements for written permission from parents, carers and the Headteacher for medication to be administered by a colleague, 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, carer and/or 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

Medicines will only be administered at the school:

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

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. Parents and carers will always be informed. Please refer to the Paracetamol Suspension Procedure within the First Aid Policy.

Schools will only accept prescribed medicines that are:

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

Schools 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 for short term medications such as antibiotics. These will be in a locked cupboard or fridge, along with a record of any doses used and who administered. 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.

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

#### 7.1 All Controlled drugs

<u>Controlled drugs</u> are prescription medicines that are controlled under the <u>Misuse of Drugs</u> <u>Regulations 2001</u> and subsequent amendments, such as morphine or methadone.

All controlled drugs will be kept in a secure cupboard in the school office and only named staff will 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 carers and it will be reflected in their IHPs.

Pupils will be allowed to carry their own medicines and relevant devices wherever possible. Colleagues 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 or carers so that an alternative option can be considered, if necessary.

#### 7.3 Unacceptable Practice

Colleagues 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, or 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 or carers
- 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 or carer 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 or carers to accompany their child
- Administer, or ask pupils to administer, medicine in school toilets

#### 8. Emergency procedures

Colleagues 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, colleagues will stay with the pupil until a parent or carer arrives, or accompany the pupil to hospital by ambulance.

#### 9. Training

Colleagues 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. Colleagues 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/Assistant Headteacher. Training will be kept up to date.

#### Training will:

- Be sufficient to ensure that colleagues are competent and have confidence in their ability to support the pupils
- Fulfil the requirements in the IHPs
- Help colleagues 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 colleagues will receive training so 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 colleagues during their induction.

#### 10. Record keeping

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

IHPs will be kept in a readily accessible place which all colleagues are aware of. As a minimum, a paper copy of the IHP, along with medication will be with the pupil in class, along with an electronic copy saved on Arbor.

#### 11. Liability and indemnity

The Board of Trustees will ensure that the appropriate level of insurance is in place and appropriately reflects the Trust's level of risk.

#### 12. Complaints

Parents and carers with a complaint about the school's actions in regard to their child's medical condition should discuss these directly with the school's Assistant Headteacher in the first instance with whom any issues should be addressed. If this does not resolve the problem or allay the concern, the problem should be brought to the attention of the Headteacher. In the unlikely event of this not resolving the issue, the parent or carer must make a formal complaint using The Golden Thread Alliance complaints procedure.

#### 13. Monitoring arrangements

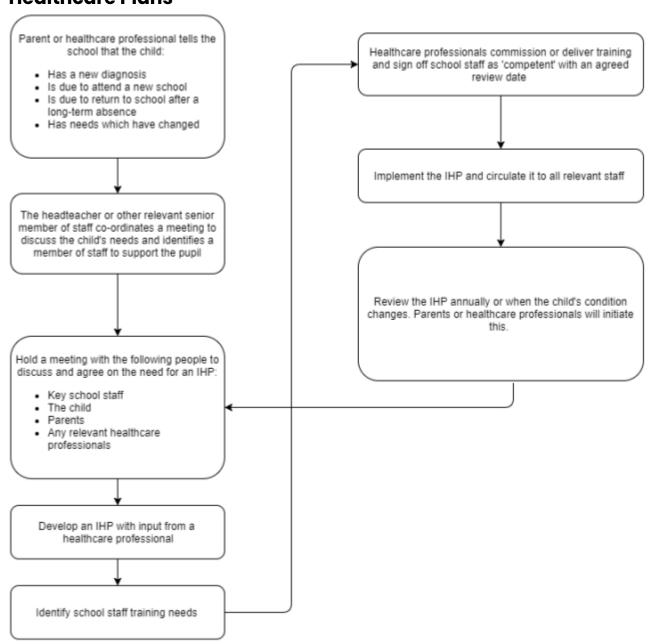
This policy will be reviewed annually.

## 14. Links to other policies

This policy links to the following policies:

- Complaints
- Equality
- Safeguarding and Child Protection
- Special educational needs and disability
- First Aid and Medicines
- Allergy Awareness Policy

# Appendix 1: Example Model Process for developing Individual Healthcare Plans



## Template A: Example Individual Healthcare Plan

Individual healthcare pl	lan
Name of school	
Group/class/form	
Date of birth	
Child's address	
Medical diagnosis or condition	
Date	
Review date	
Family Contact Information	
Name	
Phone no. (work)	
(home)	
(mobile)	
Name	
Relationship to child	
Phone no. (work)	
(home)	
(mobile)	
I give photo consent for my child's photo to be displayed in the appropriate places on the school site. *If consent is not given, the potential risks associated with this have been discussed with me by the school.	Yes / No Comments

Clinic/Hospital Contact	
Name	
Phone no.	
G.P.	
Name	
Phone no.	
Who is responsible for providing support in school	
Describe medical needs and give details facilities, equipment or devices, environ	s of child's symptoms, triggers, signs, treatments, mental issues etc
Name of medication, dose, method of accontra-indications, administered by/self-	dministration, when to be taken, side effects, administered with/without supervision
Daily care requirements	
Specific support for the pupil's education	nal, social and emotional needs
Arrangements for school visits/trips etc	
Other information	
Describe what constitutes an emergency	y, and the action to take if this occurs
Who is responsible in an emergency (sta	ate if different for off-site activities)

Plan developed with	
Staff training needed/undertaken – who, what, when	
Form copied to	
Signed (Parent) Date:	
Signed (Staff member completing form) Date:	
Signed (Inclusion Lead) Date:	

Template B: Example Parental Agreement for School to Administer Medicine

Date for review to be initiated by	
Name of school	
Name of child	
Date of birth	
Group/class/form	
Medical condition or illness	
Medicine	
Name/type of medicine (as described on the container)	
Expiry date	
Dosage and method	
Timing	
Special precautions/other instructions	
Are there any side effects that the school/setting needs to know about?	
Self-administration – y/n	
Procedures to take in an emergency	
NB: Medicines must be in the original co	ontainer as dispensed by the pharmacy
Contact Details	
Name	
Daytime telephone no.	
Relationship to child	
Address	
I understand that I must deliver the medicine personally to	[agreed member of staff]
consent to school staff administering me	ny knowledge, accurate at the time of writing and I given dicine in accordance with the school policy. I will inforn there is any change in dosage or frequency of the
Signature(s)	Date

The school will not give your child medicine unless you complete and sign this form.

Template C: Example Record of Medicine Administered to an Individual Pupil

#### Name of child:

Name and strength of medicine:

Dose and time medicine to be given  $^{\ast}$ 

Date	//	//	/
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			
Date			
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			
Date	1 1	1 /	1 /
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			
Date	1 1	1 1	1 1
Time given	/	/	
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			
Date	/	/	//
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			
Date	/	/	/
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			

Date	//	//	//
Time given			
Dose given			
Name of member of staff			
Staff initials			
Observations/comments			

# Template D: Example Record of Medicine Administered to all Children for Antibiotics and Prescribed Medicine

Name of school							
Date	Child's name	Time	Name of medicine	Dose given	Any reactions	Signature of staff	Print name

#### Template E: Example of Jext Epi Pen Action Plan

## The Golden Thread Allergy Action Plan

This child has the following allergies:



Name:		Watch for sign	gns of ANA	PHYLAXIS
		(life-threatening aller	gic reaction)	
DOB:		Anaphylaxis may occur without in someone with known food a		
		A AIRWAY	BBREATHING	CONSCIOUSNESS
	Photo	Persistent cough Hoarse voice Difficulty swallowing Swollen tongue	Difficult or noisy breathing     Wheeze or persistent cough	Persistent dizziness Pale or <b>flapsy</b> Suddenly sleepy Collapse/unconscious
	11	IF ANY ONE (OR MORE) (		VE ARE PRESENT: difficult, allow child to sit)
· Swollen lips · Itchy/tinglir · Hives or itcl · Abdominal	derate reaction: s, face or eyes ng mouth hy skin rash pain or vomiting ange in behaviour	Dial 999 for ambulance a	E ADRENALINE ***	
if necessary Locate adre Give antihis	he child, call for help y en aline autoinjector(s)	AFTER GIVING ADRENAL  1. Stay with child until ambular  2. Commence CPR if there are:  3. Phone parent/emergency code. If no improvement after 5 m autoinjectilable device, if av.  You can dial 999 from any phone, even if in recommended after ampthyladis.	nce arrives, do <u>NOT</u> stand no signs of life intact inutes, give a further adre ailable.	enaline dose using a second

Form fistaround Jextand PULL OFF YELLOW SAFETYCAP



PUSH DOWN HARD Little click is leard or telt and hold h



PLACEBLACKEND againstonerthigh (with or without clothing)



Massage Injection

pace of the seconds		
his document provides medical authorisation i re Sumant Medicines (Amendment) Regulation	ngie ted by the drilld's bealfixane grotessional I m for schools to administer a typase back up administer a s 2017. During tassel, administration auto-injector de si tion plan and and horisation to travel with emergen	ne autoinjector il needed, as germitted by des must be carried in hand-Juggage or on
ign & print name 1184111841118411184111		

5K: 11470514204204204204204304304304	11
or more information about managin naphylaxis in schools and "spare"	9
ack-up adrenaline autoinjectors, vis	it
perepensinschools.uk	

Parental consent: thereby authorize school staff to administer the medicines listed on this plan, including a spare' back up adrenaline autoinjector(A,AI) if available, in accordance with Department of Sealth Guidance on the use of AAIs in schools.

#### Template F: Example of Emerade Epi Pen Action Plan

## The Golden Thread Allergy Action Plan



 Swollen lips, face or eyes · Itchy/tingling mouth

· Abdominal pain or vomiting · Sudden change in behaviour

· Hives or itchy skin rash

Action to take:

· Give antihistamine:

Date: .....

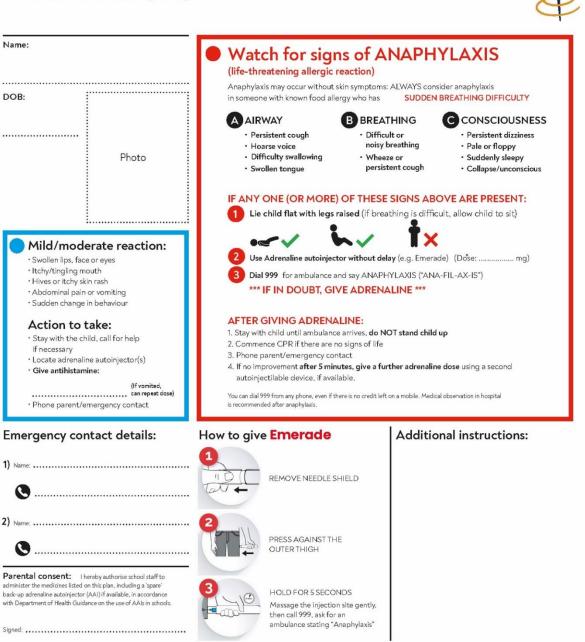
For more information about managing anaphylaxis in schools and "spare" back-up adrenaline autoinjectors, visit:

sparepensinschools.uk

if necessary

Name:

DOB:



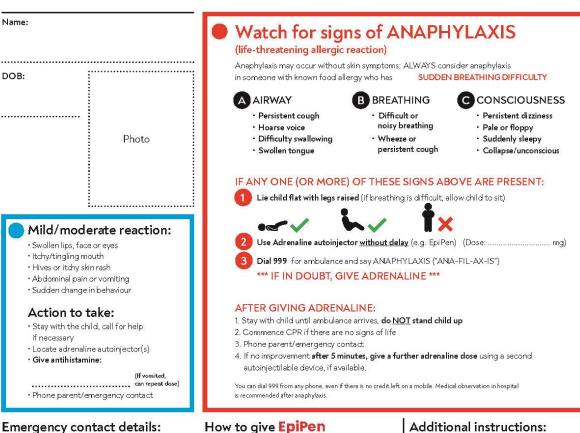
This is a medical document that can only be completed by the child's healthcare professional. It must not be altered without their permission This document provides medical authorisation for schools to administer a 'pare' back-up administer authorisation for schools to administer a 'pare' back-up administer authorisation for schools to administer a 'pare' back-up administer authorisation to the burnam Medical Repulsions (2017) During travel, administer and repulsion for the bearing in hand-tuggage or of the person, and NOT in the luggage hold. This action plan and authorisation to travel with emergency medications has been prepared by:

19

## Template G: Example of Epi Pen Action Plan

## The Golden Thread Allergy Action Plan





#### **Emergency contact details:**



PULL OFF BLUE SAFETY CAP and grasp EpiPen. Remember: "blue to sky, orange to the thigh"



Hold leg still and PLACE ORANGE END against mid-outer thigh "with or without clothing"



PUSH DOWN HARD until a click is heard or felt and hold in place for 3 seconds. Remove EpiPen.

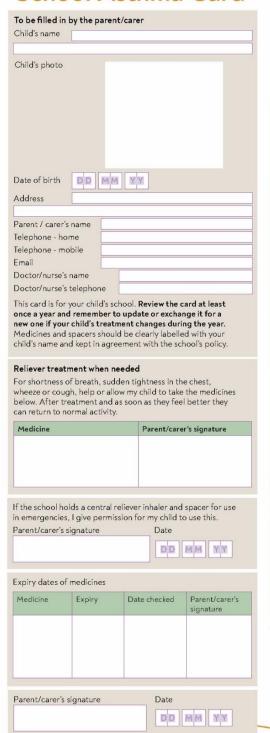
#### Additional instructions:

<b>S</b>
2) Name:
<b>-</b>
<b>S</b>
Parental consent: Thereby authorise school staff to
administer the medicines listed on this plan, including a 'spare'
back-up adrenaline autoinjector (AAI) if available, in accordance
with Department of Health Guidance on the use of AAIs in schools.
Signed:
Print name:
Date:
For more information about managing
anaphylaxis in schools and "spare"
back-up adrenaline autoinjectors, visit:
sparepensinschools.uk

This document provide the Human Medicines	nent that can only be completed by the child's healthcare professional. It must not be altered without their permission. Is medical authorisation for schools to administer a 'spare' back-up adrenaline autoinjector if needed, as permitted by (Amendment) Regulations 2017. During travel, adrenaline auto-injector devices must be carried in hand-luggage or on In the luggage hold. This action plan and authorisation to travel with emergency medications has been prepared by:
Sign & print name:	
Hospital/Clinic:	······································

#### Template H: Example of Asthma Card

## School Asthma Card





	ack?	that your child is	maring un	
/es Ooes your o	No hild need he No bur child's tr	when they need in elp taking their as iggers (things that Stress Weather Air pollution	thma medicines?	
	school's car No	take any other a: e?	sthma medicines	
Medicine	e describe	How much and	How much and when taken	
Medicine		Trott machining	THIS I CONTO	
Dates card	checked			
	<b>checked</b> Name	Job title	Signature / Stamp	
Dates card Date	Total Control			

- them calm.
- 2. Help them take one puff of their reliever inhaler (with their spacer, if they have it) every 30 to 60 seconds, up to a total of
- 3. If they don't have their reliever inhaler, or it's not helping, or if you are worried at any time, call 999 for an ambulance
- 4. If the ambulance has not arrived after 10 minutes and their symptoms are not improving, repeat step 2.
- 5. If their symptoms are no better after repeating step 2, and the ambulance has still not arrived, contact 999 again immediately.