



ALP Leicester
Supporting Learners with
Medical Conditions Policy

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Statement of intent

The executive board of ALP Leicester has a duty to ensure arrangements are in place to support learners with medical conditions. The aim of this policy is to ensure that all learners with medical conditions, in terms of both physical and mental health, receive appropriate support to allow them to play a full and active role in school life, remain healthy, have full access to education (including school trips and PE), and achieve their academic potential.

The school believes it is important that parents of learners with medical conditions feel confident that the school provides effective support for their children's medical conditions, and that learners feel safe in the school environment.

Some learners with medical conditions may be classed as disabled under the definition set out in the Equality Act 2010. The school has a duty to comply with the Act in all such cases.

In addition, some learners with medical conditions have an EHC plan collating their health, social and SEND provision. For these learners, the school's compliance with the DfE's 'Special educational needs and disability code of practice: 0 to 25 years' and the school's Special Educational Needs and Disabilities (SEND) Policy will ensure compliance with legal duties.

To ensure that the needs of our learners with medical conditions are fully understood and effectively supported, we consult with health and social care professionals, learners and their parents.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Children and Families Act 2014
- Education Act 2002
- Education Act 1996 (as amended)
- Children Act 1989
- National Health Service Act 2006 (as amended)
- Equality Act 2010
- Health and Safety at Work etc. Act 1974
- Misuse of Drugs Act 1971
- Medicines Act 1968
- The School Premises (England) Regulations 2012 (as amended)
- The Special Educational Needs and Disability Regulations 2014 (as amended)
- The Human Medicines (Amendment) Regulations 2017
- The Food Information (Amendment) (England) Regulations 2019 (Natasha's Law)
- DfE (2015) 'Special educational needs and disability code of practice: 0-25 years'
- DfE (2021) 'School Admissions Code'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2022) 'First aid in schools, early years and further education'
- Department of Health (2017) 'Guidance on the use of adrenaline auto-injectors in schools'

This policy operates in conjunction with the following school policies:

- Administering Medication Policy
- Allergen and Anaphylaxis Policy
- Complaints Procedures Policy
- Attendance Policy
- Admissions Policy

2. Roles and responsibilities

The executive board will be responsible for:

- Fulfilling its statutory duties under legislation.
- Ensuring that arrangements are in place to support learners with medical conditions.
- Ensuring that learners with medical conditions can access and enjoy the same opportunities as any other learner at the school.
- Working with the LA, health professionals, commissioners and support services to ensure that learners with medical conditions receive a full education.
- Ensuring that, following long-term or frequent absence, learners with medical conditions are reintegrated effectively.
- Ensuring that the focus is on the needs of each learner and what support is required to support their individual needs.
- Instilling confidence in parents and learners in the school's ability to provide effective support.

- Ensuring that all members of staff are properly trained to provide the necessary support and are able to access information and other teaching support materials as needed.
- Ensuring that no prospective learners are denied admission to the school because arrangements for their medical conditions have not been made.
- Ensuring that learners' health is not put at unnecessary risk. As a result, the board holds the right to not accept a learner into school at times where it would be detrimental to the health of that learner or others to do so, such as where the learner has an infectious disease.
- Ensuring that policies, plans, procedures and systems are properly and effectively implemented.

The headteacher will be responsible for:

- The overall implementation of this policy.
- Ensuring that this policy is effectively implemented with stakeholders.
- Ensuring that all staff are aware of this policy and understand their role in its implementation.
- Ensuring that a sufficient number of staff are trained and available to implement this policy and deliver against all IHPs, including in emergency situations.
- Considering recruitment needs for the specific purpose of ensuring learners with medical conditions are properly supported.
- Having overall responsibility for the development of IHPs.
- Ensuring that staff are appropriately insured and aware of the insurance arrangements.
- Contacting a learner's parent where a learner with a medical condition requires support that has not yet been identified.

Parents will be responsible for:

- Notifying the school if their child has a medical condition.
- Providing the school with sufficient and up-to-date information about their child's medical needs.
- Being involved in the development and review of their child's IHP.
- Carrying out any agreed actions contained in the IHP.
- Ensuring that they, or another nominated adult, are contactable at all times.

Learners will be responsible for:

- Being fully involved in discussions about their medical support needs, where applicable.
- Contributing to the development of their IHP, if they have one, where applicable.
- Being sensitive to the needs of learners with medical conditions.

School staff will be responsible for:

- Providing support to learners with medical conditions, where requested, including the administration of medicines, but are not required to do so.
- Taking into account the needs of learners with medical conditions in their lessons when deciding whether or not to volunteer to administer medication.

- Receiving sufficient training and achieving the required level of competency before taking responsibility for supporting learners with medical conditions.
- Knowing what to do and responding accordingly when they become aware that a learner with a medical condition needs help.

Clinical commissioning groups (CCGs) will be responsible for:

- Ensuring that commissioning is responsive to learners' needs, and that health services are able to cooperate with schools supporting learners with medical conditions.
- Making joint commissioning arrangements for EHC provision for learners with SEND.
- Being responsive to LAs and schools looking to improve links between health services and schools.
- Providing clinical support for learners who have long-term conditions and disabilities.
- Ensuring that commissioning arrangements provide the necessary ongoing support essential to ensuring the safety of vulnerable pupils.

Other healthcare professionals, including GPs and paediatricians, are responsible for:

- Notifying the school when a child has been identified as having a medical condition that will require support at school.
- Providing advice on developing IHPs.
- Providing support in the school for children with particular conditions, e.g. asthma, diabetes and epilepsy, where required.

Providers of health services are responsible for cooperating with the school, including ensuring communication takes place, liaising with the school's lead first aiders, healthcare professionals, and participating in local outreach training.

The LA will be responsible for:

- Promoting cooperation between relevant partners.
- Making joint commissioning arrangements for EHC provision for learners with SEND.
- Providing support, advice, guidance, and suitable training for school staff, ensuring that IHPs can be effectively delivered.
- Working with the school to ensure that learners with medical conditions can attend school full-time.

3. Admissions

Admissions will be managed in line with the school's Admissions Policy.

4. Notification procedure

When the school is notified that a learner has a medical condition that requires support in school, the local authority will inform the headteacher. Following this, the school will arrange a meeting with parents, healthcare professionals and the learner, with a view to discussing the necessity of an IHP, outlined in detail in the IHPs section of this policy.

The school will not wait for a formal diagnosis before providing support to learners. Where a learner's medical condition is unclear, or where there is a difference of opinion concerning what support is required, a judgement will be made by the headteacher based on all available evidence, including medical evidence and consultation with parents.

For a learner starting at the school in a September uptake, arrangements will be put in place prior to their introduction and informed by their previous institution. Where a learner joins the school mid-term or a new diagnosis is received, arrangements will be put in place within two weeks.

5. Staff training and support

Any staff member providing support to a learner with medical conditions will receive suitable training. Staff will not undertake healthcare procedures or administer medication without appropriate training. Training needs will be assessed by the lead first aiders through the development and review of IHPs, on a termly basis for all school staff, and when a new staff member arrives. The lead first aiders will confirm the proficiency of staff in performing medical procedures or providing medication.

A first-aid certificate will not constitute appropriate training for supporting learners with medical conditions.

Through training, staff will have the requisite competence and confidence to support learners with medical conditions and fulfil the requirements set out in IHPs. Staff will understand the medical conditions they are asked to support, their implications, and any preventative measures that must be taken.

Whole-school awareness training will be carried out on a termly basis for all staff, and included in the induction of new staff members.

The lead first aiders will identify suitable training opportunities that ensure all medical conditions affecting learners in the school are fully understood, and that staff can recognise difficulties and act quickly in emergency situations.

Training will be commissioned by the lead first aiders and provided by the following bodies:

- Commercial training provider
- The school nurse
- GP consultant
- The parents of pupils with medical conditions

The parents of learners with medical conditions will be consulted for specific advice and their views are sought where necessary, but they will not be used as a sole trainer.

The executive board will provide details of further CPD opportunities for staff regarding supporting learners with medical conditions.

All teaching staff will be:

- Provided with access to this policy.
- Informed of all relevant medical conditions of pupils in the class they are providing cover for.
- Covered under the school's insurance arrangements.

6. Self-management

Following discussion with parents, learners who are competent to manage their own health needs and medicines will be encouraged to take responsibility for self-managing their medicines and procedures. This will be reflected in their IHP.

Where possible, learners will be allowed to carry their own medicines and relevant devices. Where it is not possible for learners to carry their own medicines or devices, they will be held in suitable locations that can be accessed quickly and easily. If a learner refuses to take medicine or carry out a necessary procedure, staff will not force them to do so. Instead, the procedure agreed in the learner's IHP will be followed. Following such an event, parents will be informed so that alternative options can be considered.

If a learner with a controlled drug passes it to another child for use, this is an offence and appropriate disciplinary action will be taken in accordance with our Drug and Alcohol Policy.

7. IHPs

The school, healthcare professionals and parents agree, based on evidence, whether an IHP will be required for a learner, or whether it would be inappropriate or disproportionate to their level of need. If no consensus can be reached, the headteacher will make the final decision.

The school, parents and a relevant healthcare professional will work in partnership to create and review IHPs. Where appropriate, the learner will also be involved in the process.

IHPs will include the following information:

- The medical condition, along with its triggers, symptoms, signs and treatments
- The learner's needs, including medication (dosages, side effects and storage), other treatments, facilities, equipment, access to food and drink (where this is used to manage a condition), dietary requirements, and environmental issues
- The support needed for the learner's educational, social and emotional needs
- The level of support needed, including in emergencies
- Whether a child can self-manage their medication
- Who will provide the necessary support, including details of the expectations of the role and the training needs required, as well as who will confirm the supporting staff member's proficiency to carry out the role effectively
- Cover arrangements for when the named supporting staff member is unavailable
- Who needs to be made aware of the learner's condition and the support required

- Arrangements for obtaining written permission from parents and the headteacher for medicine to be administered by school staff or self-administered by the learner
- Separate arrangements or procedures required during school trips and activities
- Where confidentiality issues are raised by the parents or learner, the designated individual to be entrusted with information about the learner's medical condition
- What to do in an emergency, including contact details and contingency arrangements

Where a learner has an emergency healthcare plan prepared by their lead clinician, this will be used to inform the IHP.

IHPs will be easily accessible to those who need to refer to them, but confidentiality will be preserved. IHPs will be reviewed on at least an annual basis, or when a child's medical circumstances change, whichever is sooner.

A learner's EHC plan will be linked to their IHP or become part of it.

When a child is returning from a period of hospital education, alternative provision or home tuition, the school will work with the LA and education provider to ensure that their IHP identifies the support the child will need to reintegrate.

8. Managing medicines

In accordance with the school's Administering Medication Policy, medicines will only be administered at school when it would be detrimental to a learner's health or school attendance not to do so.

Learners under 16 years old will not be given prescription or non-prescription medicines without their parents' written consent, except where the medicine has been prescribed to the learner without the parents' knowledge. In such cases, the school will encourage the learner to involve their parents, while respecting their right to confidentiality.

Non-prescription medicines may be administered in the following situations:

- When it would be detrimental to the learner's health not to do so
- When instructed by a medical professional

No learner under the age of 16 will be given medicine containing aspirin unless prescribed by a doctor. Pain relief medicines will not be administered without first checking when the previous dose was taken, and the maximum dosage allowed.

Parents will be informed any time medication is administered that is not agreed in an IHP.

The school will only accept medicines that are in-date, labelled, in their original container, and contain instructions for administration, dosage and storage. The only exception to this is insulin, which must still be in-date, but is available in an insulin pen or pump, rather than its original container.

All medicines will be stored safely. Learners will be informed where their medicines are at all times and will be able to access them immediately, whether in school or attending a school trip or residential visit. Where relevant, learners will be informed of who holds the key to the

relevant storage facility. When medicines are no longer required, they will be returned to parents for safe disposal.

Sharps boxes will be used for the disposal of needles and other sharps.

Controlled drugs will be stored in a non-portable container and only named staff members will have access; however, these drugs can be easily accessed in an emergency. A record will be kept of the amount of controlled drugs held and any doses administered. Staff may administer a controlled drug to a learner for whom it has been prescribed, in accordance with the prescriber's instructions.

The school will hold asthma inhalers for emergency use. The inhalers will be stored in the medical room and their use will be recorded.

Records will be kept of all medicines administered to individual learners, stating what, how and how much medicine was administered, when, and by whom. A record of side effects presented will also be held.

9. Allergens, anaphylaxis and adrenaline auto-injectors (AAIs)

The school's Allergen and Anaphylaxis Policy is implemented consistently to ensure the safety of those with allergies.

Parents are required to provide the school with up-to-date information relating to their child's allergies, as well as the necessary action to be taken in the event of an allergic reaction, such as any medication required.

The headteacher and catering team will ensure that all pre-packed foods for direct sale (PPDS) made on the school site meet the requirements of Natasha's Law, i.e. the product displays the name of the food and a full, up-to-date ingredients list with allergens emphasised, e.g. in bold, italics or a different colour.

The catering team will also work with any external catering providers to ensure all requirements are met and that PPDS is labelled in line with Natasha's Law. Further information relating to how the school operates in line with Natasha's Law can be found in the Whole-School Food Policy.

Staff members receive appropriate training and support relevant to their level of responsibility, in order to assist learners with managing their allergies.

The administration of adrenaline auto-injectors (AAIs) and the treatment of anaphylaxis will be carried out in accordance with the school's Allergen and Anaphylaxis Policy. Where learners have been prescribed an AAI, this will be written into their IHP.

A Register of Adrenaline Auto-Injectors (AAIs) will be kept of all the learners who have been prescribed an AAI to use in the event of anaphylaxis. A copy of this will be held in each classroom for easy access in the event of an allergic reaction and will be checked as part of initiating the emergency response.

Learners over the age of 16 who have prescribed AAI devices can keep their device in their possession.

For learners under this age who have prescribed AAI devices, these will be stored in a suitably safe and central location; in this case, the school first aid room.

Designated staff members will be trained on how to administer an AAI, and the sequence of events to follow when doing so. AAI's will only be administered by these staff members.

In the event of anaphylaxis, a designated staff member will be contacted via a two-way radio. Where there is any delay in contacting designated staff members, or where delay could cause a fatality, the nearest staff member will administer the AAI. If necessary, other staff members may assist the designated staff members with administering AAI's, e.g. if the learner needs restraining.

The school will keep a spare AAI for use in the event of an emergency, which will be checked on a monthly basis to ensure that it remains in date, and which will be replaced before the expiry date. The spare AAI will be stored in the areas learners are most at risk of an allergic reaction e.g. the kitchen. We will also ensure that it is protected from direct sunlight and extreme temperatures. The spare AAI will only be administered to learners at risk of anaphylaxis and where written parental consent has been gained. Where a learner's prescribed AAI cannot be administered correctly and without delay, the spare will be used. Where a learner who does not have a prescribed AAI appears to be having a severe allergic reaction, the emergency services will be contacted and advice sought as to whether administration of the spare AAI is appropriate.

Where a learner is, or appears to be, having a severe allergic reaction, the emergency services will be contacted even if an AAI device has already been administered.

In the event that an AAI is used, the learner's parents will be notified that an AAI has been administered and informed whether this was the learner's or the school's device. Where any AAI's are used, the following information will be recorded on the Adrenaline Auto-Injector (AAI) Record:

- Where and when the reaction took place
- How much medication was given and by whom

For children aged 6-12 years, a dose of 300 micrograms of adrenaline will be used.

For children aged over 12, a dose of 300 or 500 micrograms of adrenaline will be used.

AAI's will not be reused and will be disposed of according to manufacturer's guidelines following use.

In the event of a school trip, learners at risk of anaphylaxis will have their own AAI with them and the school will give consideration to taking the spare AAI in case of an emergency.

Further information relating to the school's policies and procedures addressing allergens and anaphylaxis can be found in the Allergen and Anaphylaxis Policy.

10. Record keeping

Written records will be kept of all medicines administered to pupils. Proper record keeping will protect both staff and pupils, and provide evidence that agreed procedures have been followed. Appropriate forms for record keeping can be found in Appendix D and Appendix E.

11. Emergency procedures

Medical emergencies will be dealt with under the school's emergency procedures.

Where an IHP is in place, it should detail:

- What constitutes an emergency.
- What to do in an emergency.

Learners will be informed in general terms of what to do in an emergency, e.g. telling a teacher.

If a learner needs to be taken to hospital, a member of staff will remain with the learner until their parents arrive. When transporting learners with medical conditions to medical facilities, staff members will be informed of the correct postcode and address for use in navigation systems.

12. Day trips, residential visits and sporting activities

Learners with medical conditions will be supported to participate in school trips, sporting activities and residential visits.

Prior to an activity taking place, the school will conduct a risk assessment to identify what reasonable adjustments should be taken to enable learners with medical conditions to participate. In addition to a risk assessment, advice will be sought from learners, parents and relevant medical professionals. The school will arrange for adjustments to be made for all learners to participate, except where evidence from a clinician, e.g. a GP, indicates that this is not possible.

13. Unacceptable practice

The school will not:

- Assume that learners with the same condition require the same treatment.
- Prevent learners from easily accessing their inhalers and medication.
- Ignore the views of the learners or their parents.
- Ignore medical evidence or opinion.
- Send learners home frequently for reasons associated with their medical condition, or prevent them from taking part in activities at school, including lunch times, unless this is specified in their IHP.
- Send an unwell learner to the medical room or school office alone or with an unsuitable escort.
- Penalise learners with medical conditions for their attendance record, where the absences relate to their condition.

- Make parents feel obliged or forced to visit the school to administer medication or provide medical support, including for toilet issues. The school will ensure that no parent is made to feel that they have to give up working because the school is unable to support their child's needs.
- Create barriers to learners participating in school life, including school trips.
- Refuse to allow learners to eat, drink or use the toilet when they need to in order to manage their condition.

14. **Liability and indemnity**

The governing board will ensure that appropriate insurance is in place to cover staff providing support to learners with medical conditions.

The school holds an insurance policy with Markel covering liability relating to the administration of medication.

All staff providing such support will be provided with access to the insurance policies.

In the event of a claim alleging negligence by a member of staff, civil actions are most likely to be brought against the school, not the individual.

15. **Complaints**

Parents or learners wishing to make a complaint concerning the support provided to learners with medical conditions are required to speak to the school in the first instance. If they are not satisfied with the school's response, they may make a formal complaint via the school's complaints procedures, as outlined in the Complaints Procedures Policy. If the issue remains unresolved, the complainant has the right to make a formal complaint to the DfE.

Parents and learners are free to take independent legal advice and bring formal proceedings if they consider they have legitimate grounds to do so.

16. **Home-to-school transport**

Arranging home-to-school transport for learners with medical conditions is the responsibility of the LA. Where appropriate, the school will share relevant information to allow the LA to develop appropriate transport plans for pupils with life-threatening conditions.

17. **Defibrillators**

The school has a **Mindray BeneHeart C1A Fully Automatic** automated external defibrillator (AED). The AED will be stored in the school **reception area** in an unlocked, alarmed cabinet.

All staff members and learners will be made aware of the AEDs location and what to do in an emergency. A risk assessment regarding the storage and use of AEDs at the school will be carried out and reviewed **annually**.

No training will be needed to use the AED, as voice and/or visual prompts guide the rescuer through the entire process from when the device is first switched on or opened; however,

staff members will be trained in cardiopulmonary resuscitation (CPR), as this is an essential part of first-aid and AED use.

The emergency services will always be called where an AED is used or requires using.

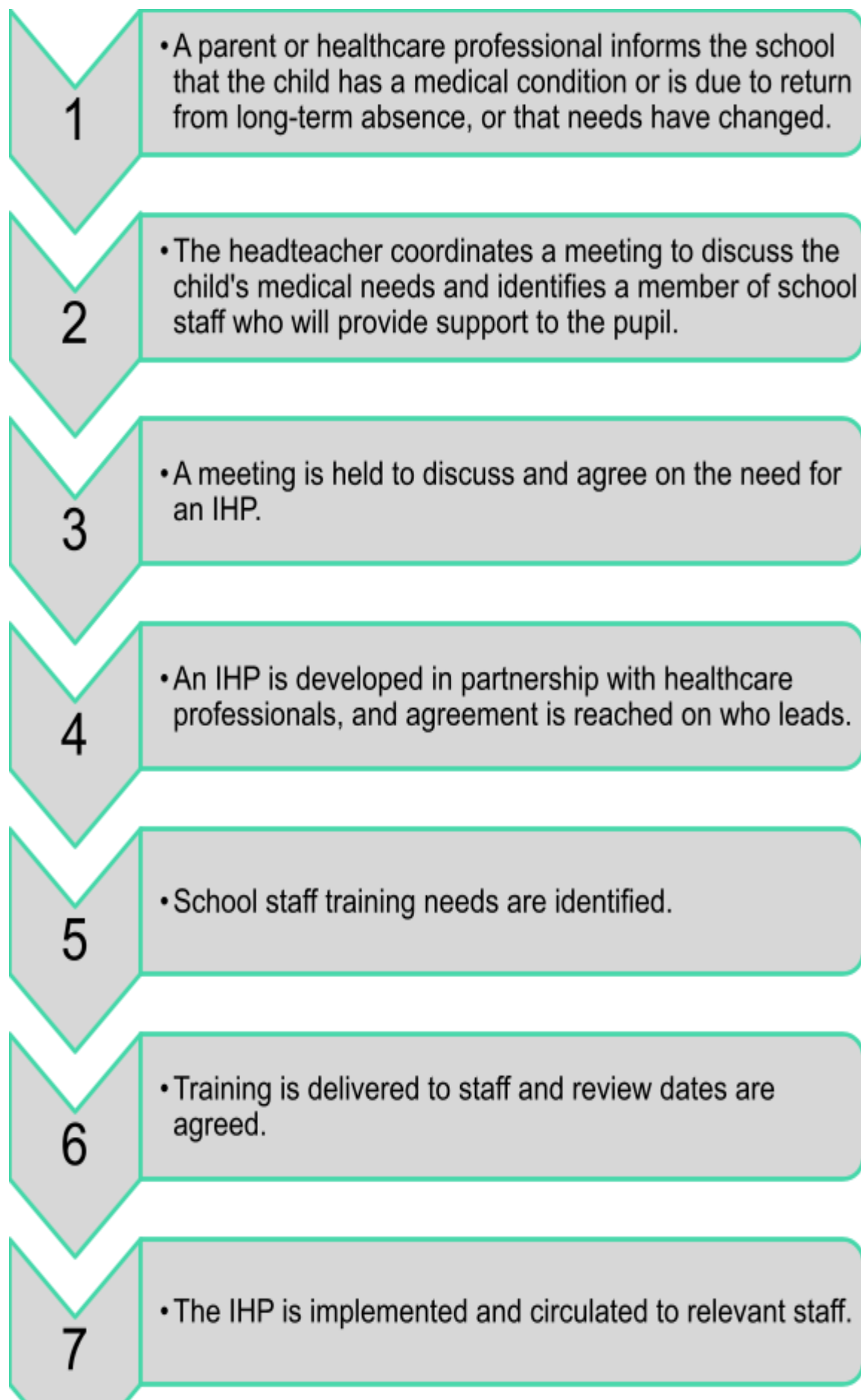
Maintenance checks will be undertaken on AEDs on a weekly basis by the school's lead first aiders, who will also keep an up-to-date record of all checks and maintenance work.

18. Monitoring and review

This policy is reviewed on an annual basis by the governing board, lead first aiders and headteacher. Any changes to this policy will be communicated to all staff, parents and relevant stakeholders.

The next scheduled review date for this policy is September 2025

Individual Healthcare Plan Implementation Procedure



Individual Healthcare Plan

Learner's details

Learner's name	
Group/class/form	
Date of birth	
Learner's address	
Medical diagnosis of condition	
Date	
Review date	

Family contact information

Name	
Relationship to Learner	
Phone number	
Name	
Relationship to learner	
Phone number	
Relationship to learner	

Hospital contact

Name	
Phone number	

Learner's GP

Name	
Phone number	

Who is responsible for providing support in school?**Learner's medical needs and details of symptoms, signs, triggers, treatments, facilities, equipment or devices and environmental issues****Name of medication, dose and method of administration****Daily care requirements**

Arrangements for school visits and trips

Other information

Describe what constitutes an emergency, and the action to take if this occurs

Responsible person in an emergency, state if different for off-site activities

Plan developed with

Staff training needed or undertaken – who, what, when:

Parental Agreement for the School to Administer Medicine

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

Administration of medication form

Date for review to be initiated by	
Name of Learner	
Date of birth	
Group/class/form	
Medical condition or illness	

Medicine

Name of medicine	
Expiry date	
Dosage and method	
Timing	
Special precautions and instructions	
Side effects	
Self-administration yes/no	
Procedures for an emergency	

Please note medicines must be in the original container as dispensed by the pharmacy – the only exception to this is insulin, which may be available in an insulin pen or pump rather than its original container.

Contact details

Name	
Telephone number	
Relationship to learner	
Address	
I will personally deliver the medicine to	Layanne Thorne and Charlene O'Connor

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent for school staff to administer medicine in accordance with the relevant policies. I will inform the school immediately, in writing, if there is any change in dosage or frequency of the medication, or if the medicine is stopped.

Signature

Date

Record of Medicine Administered to an Individual Learner

/	Name of learner	
	Group/class/form	/
	Date medicine provided by parents	
	Quantity received	
	Name and strength of medicine	
/	Expiry date	/
	Quantity returned	
	Dose and frequency of medicine	
	Staff signature	
	Parent signature	

/	Date				
	Time given				
	Dose given				
	Name of staff member				
	Staff signature				

/	Date				
	Time given				
	Dose given				
	Name of staff member				
	Staff signature				

Staff Training Record – Administration of Medication

Name of school	
Name of staff member	
Type of training received	
Date of training completed	
Training provided by	
Profession and title	

I confirm that the staff member has received the training detailed above and is competent to carry out any necessary treatment pertaining to this treatment type. I recommend that the training is updated by the school nurse.

Trainer's signature:

Print name:

Date:

I confirm that I have received the training detailed above.

Staff signature:

Print name:

Date:

Suggested review date:

Contacting Emergency Services

To be stored by the phone in the school office

Request an ambulance – dial 999, ask for an ambulance and be ready with the information below.

Speak clearly and slowly, and be ready to repeat information if asked.

- The telephone number: 0116 326 2624
- Your name.
- Your location as follows: Stonehill Avenue
- The postcode: LE4 4JG
- The exact location of the individual within the school.
- The name of the individual and a brief description of their symptoms.
- The best entrance to use and where the crew will be met and taken to the individual.

Incident Reporting Form

Date of incident	Time of incident	Place of incident	Name of ill or injured person	Details of the illness or injury	Was first-aid administered? If so, give details	What happened to the person immediately afterwards?	Name of first-aider	Signature of first-aider