

**NORTH PRIMARY SCHOOL AND NURSERY**  
**SUPPORTING PUPILS WITH MEDICAL CONDITIONS**



**Introduction statement**

1. North school is an inclusive community, we aim to support and welcome pupils with medical conditions. Staff are aware of the most common serious medical conditions at this school. Pupils who have a serious medical condition will need to have an agreed healthcare plan. Pupils with common allergies, asthma and known low-risk medical conditions are recorded, and the details of the pupils' conditions are shared as appropriate. Parents have the responsibility of informing the school of the child's health needs, medical conditions and allergies to ensure that the child's needs are met. The school aims to provide all pupils with all medical conditions the same opportunities as others at school. We will help to ensure they can:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well-being.

**Our Policy framework**

2. Our policy framework is based on the following principles:
  - A. This school is an inclusive community that aims to support and welcome pupils with medical conditions.
  - B. This school's medical conditions policy is drawn up in partnership with local key stakeholders within both the school and health settings.
  - C. The medical conditions policy is supported by a clear communication plan for staff, parents<sup>1</sup> and other key stakeholders to ensure its full implementation.
  - D. Staff understand and are trained in what to do in an emergency for the most common serious medical conditions at this school.
  - E. Staff understand and are trained in the school's general emergency procedures.
  - F. This school has clear guidance on the administration of medication at school.
  - G. This school has clear guidance on the storage of medication at school.

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<sup>1</sup> In this policy, we use the term 'parent' to refer to any person or body with parental responsibility such as foster parent, carer, guardian or local authority.

- H. This school has clear guidance about record keeping.
- I. This school ensures that the whole school environment is inclusive and favorable to pupils with medical conditions. This includes the physical environment, as well as social, sporting and educational activities.
- J. Each member of the school and health community knows their roles and responsibilities in maintaining and implementing an effective medical conditions policy.
- K. The medical conditions policy is regularly reviewed, evaluated and updated. Updates are produced every two years.

### **A - This school is an inclusive community that aims to support and welcome pupils with medical conditions**

- 3. At North School we understand that we have a responsibility to make the school welcoming and supportive to pupils with medical conditions who currently attend and to those who may enroll in the future. We aim to provide all children with all medical conditions the same opportunities as others at school. We will help to ensure they can:
  - be healthy
  - stay safe
  - enjoy and achieve
  - make a positive contribution
  - achieve economic well-being.
- 4. Pupils with medical conditions are encouraged to take control of their condition. Pupils feel confident in the support they receive from the school to help them do this. We aim to include all pupils with medical conditions in all school activities. It is important that parents of pupils with medical conditions feel secure in the care their children receive at this school. The school ensures all staff understand their duty of care to children and young people in the event of an emergency. All staff feel confident in knowing what to do in an emergency.
- 5. This school understands that certain medical conditions are serious and can be potentially life-threatening, particularly if ill managed or misunderstood. All staff understand the common medical conditions that affect children at this school. Staff receive training on the impact this can have on pupils. The medical conditions policy is understood and supported by the whole school and local health community.

### **B – We implement our medical conditions policy in partnership with a wide range of local key stakeholders within both the school and health settings**

- 6. At North School we work with a wide range of key stakeholders, and we implement our medical conditions policy in partnership with them. These key stakeholders include:
  - pupils with medical conditions and their parents;
  - the school nurse;
  - school staff including the Head teacher, class teachers, SENCO, Learning Support Assistants, Midday Assistants, premises and office staff;
  - members of staff trained in first aid

- all other school staff
- local emergency healthcare staff (such as accident & emergency staff and paramedics)
- local healthcare professionals
- Essex County Council
- School governors.

**C. The medical conditions policy is supported by a clear communication plan for staff, parents and other key stakeholders to ensure its full implementation**

7. Pupils are informed and reminded about relevant medical conditions and being healthy through discussions in classes, through their PSHE classes, through school-wide communication in assemblies, through the School Council, and through the school newsletter.
8. Parents are informed and reminded about the medical conditions policy:
  - through our policy statement in the school prospectus and through the school website, on which the policy is readily available;
  - when their child is enrolled as a new pupil;
9. School staff are informed and reminded about the medical conditions policy:
  - through copies included within their Professional Development folders;
  - at scheduled medical conditions training;
  - through the key principles of the policy being displayed in several prominent staff areas at this school;
  - through school-wide communication about results of the monitoring and evaluation of the policy as part of the safeguarding training and professional duties of staff to be aware of medical needs of pupils in the school;
  - all supply and temporary staff are informed at induction of the policy, the existence of the Care and Communication Folder in each class, and of adherence to following healthcare plans for specific pupils.
10. Relevant local health staff are informed about the school's medical conditions policy:
  - via primary care trust (PCT) links and the school/community nurse

**D - Staff understand and are trained in what to do in an emergency for the most common serious medical conditions at this school**

11. Staff at North School are aware of the most common serious medical conditions at this school. All pupils with a serious medical condition have a healthcare plan. Those with common allergies, asthma and known low-risk medical conditions are recorded and the details of the pupils' conditions are shared.
12. Staff at this school understand their duty of care to pupils in the event of an emergency. In an emergency situation school staff are required under common law duty of care to act like any reasonably prudent parent. This may include administering medication.
13. Staff who work with groups of pupils at this school receive training and know what to do in an emergency for

the pupils in their care with medical conditions. Training is refreshed for all staff at least once a year.

14. Action for staff to take in an emergency for the common serious conditions at this school is displayed in prominent locations for all staff including classrooms, kitchens and the office.
15. This school uses Healthcare Plans to inform the appropriate staff (including supply teachers and support staff) of pupils in their care who may need emergency help. This school has procedures in place so that a copy of the pupil's Healthcare Plan is sent to the emergency care setting with the pupil. On occasions when this is not possible, the form is sent (or the information on it is communicated) to the hospital as soon as possible.

### **E - Staff understand and are trained in the school's general emergency procedures**

16. Staff know what action to take in the event of a medical emergency. This includes how to contact emergency services and what information to give and who to contact within the school. Training is refreshed for all staff at least once a year.
17. Action to take in a general medical emergency is displayed in prominent locations for staff. These include classrooms, kitchens and the office.
18. If a pupil needs to be taken to hospital, a member of staff will always accompany them and will stay with them until a parent arrives. The school tries to ensure that the staff member will be one the pupil knows. This school has clear guidance from the local authority on insurance cover for when (and if) it is appropriate for staff to take children to hospital in their own car.

### **F - The school has clear guidance on the administration of medication at school**

#### **Administration of emergency medication**

19. All pupils at this school with medical conditions have **easy access to their emergency medication**.
20. When parents and health specialists determine that a pupil is able to start taking responsibility for their condition, they are encouraged to carry and administer their own emergency medication. These pupils carry their emergency medication with them at all times, except if they are controlled drugs as defined in the Misuse of Drugs Act 1971. This is also the arrangement on any off-site or residential visits.
21. Pupils who do not carry and administer their own emergency medication know where their medication is stored and how to access it. Pupils who do not carry and administer their own emergency medication understand the arrangements for a member of staff (and the reserve member of staff) to assist in helping them take their medication safely.

#### **Administration of medication – general**

22. All use of medication defined as a controlled drug, even if the pupil can administer the medication themselves, is done under the supervision of a member of staff at this school. At North, we understand the importance of medication being taken as prescribed.

23. All staff are aware that there is no legal or contractual duty for any member of staff to administer medication or supervise a pupil taking medication unless they have been specifically contracted and trained to do so.
24. Many other members of staff are happy to take on the voluntary role of administering medication. For medication where no specific training is necessary, any member of staff may administer prescribed and non-prescribed medication to pupils under the age of 16, but only with the written consent of the pupil's parent.
25. Training is given to all staff members who agree to administer medication to pupils, where specific training is needed. The local authority provides full indemnity. All school staff have been informed through training that they are required, under common law duty of care, to act like any reasonably prudent parent in an emergency situation. This may include taking action such as administering medication. In some circumstances medication is only administered by an adult of the same gender as the pupil, and preferably witnessed by a second adult.
26. Parents at this school understand that if their child's medication changes or is discontinued, or the dose or administration method changes, that they should notify the school immediately. If a pupil at this school refuses their medication, staff record this and follow procedures. Parents are informed as soon as possible.
27. If a pupil at this school needs supervision or access to medication during home to school transport organised by the local authority, properly trained escorts are provided. All drivers and escorts have the same training as school staff, know what to do in a medical emergency and are aware of any pupils in their care who have specific needs. If they are expected to supervise or administer emergency medication they are properly trained and have access to the relevant Healthcare Plans.
28. All staff attending off-site visits are aware of any pupils with medical conditions on the visit. They receive information about the type of condition, what to do in an emergency and any other additional support necessary, including any additional medication or equipment needed. If a trained member of staff, who is usually responsible for administering medication, is not available this school makes alternative arrangements to provide the service. This is always addressed in the risk assessment for off-site activities.
29. If a pupil misuses medication, either their own or another pupil's, their parents are informed as soon as possible. These pupils are subject to the school's usual disciplinary procedures.

## **G - This school has clear guidance on the storage of medication at school**

30. Emergency medication is readily available to pupils who require it at all times during the school day or at off-site activities. If the emergency medication is a controlled drug and needs to be locked up, the keys are readily available and not held personally by members of staff. Some pupils at this school carry their emergency medication on them at all times. Pupils keep their own emergency medication securely. Pupils at this school are reminded to carry their emergency medication with them. Pupils whose healthcare professionals and parents advise the school that their child is not yet able or old enough to self-manage and carry their own emergency medication, know exactly where to access their emergency medication.
31. All non-emergency medication is kept in a secure place, in a lockable cupboard in a cool dry place. Pupils with medical conditions know where their medication is stored and how to access it. Staff ensure that medication is only accessible to those for whom it is prescribed.
32. There are members of staff who ensure the correct storage of medication at school. All controlled drugs are kept in a locked cupboard and only named staff have access, even if pupils normally administer the medication themselves. Checks on the expiry dates for all medication stored at school, will be made on the last week of

each term, and records will be kept.

33. The identified members of staff, along with the parents of pupils with medical conditions, ensure that all emergency and non-emergency medication brought in to school is clearly labeled with the pupil's name, the name and dose of the medication and the frequency of dose. This includes all medication that pupils carry themselves. All medication is supplied and stored, wherever possible, in its original containers. All medication is labelled with the pupil's name, the name of the medication, expiry date and the prescriber's instructions for administration, including dose and frequency.
34. Medication is stored in accordance with instructions, paying particular note to temperature. Some medication for pupils at this school may need to be refrigerated. All refrigerated medication is stored in an airtight container and is clearly labelled. Refrigerators used for the storage of medication are in a secure area, inaccessible to unsupervised pupils or lockable as appropriate.
35. All medication is sent home with pupils at the end of the school year. Medication is not stored in summer holidays. It is the parent's responsibility to ensure new and in date medication comes into school on the first day of the new academic year.
36. Parents at this school are asked to collect out-of-date medication. If parents do not pick up out-of-date medication, or at the end of the school year, medication is taken to a local pharmacy for safe disposal. A member of staff is responsible for checking the dates of medication and arranging for the disposal of any that have expired. This check is done at least three times a year and is always documented.
37. Sharps boxes are used for the disposal of needles. Parents obtain sharps boxes from the child's GP or pediatrician on prescription. All sharps boxes in this school are stored in a locked cupboard unless alternative safe and secure arrangements are put in place on a case-by-case basis. If a sharps box is needed on an off-site or residential visit, a named member of staff is responsible for its safe storage and return to a local pharmacy or to school or the pupil's parent. Collection and disposal of sharps boxes is arranged with the local authority's environmental services.

#### **H - This school has clear guidance about record keeping**

38. Parents at this school are asked if their child has any health conditions or health issues on the enrolment form, which is filled out when their child is admitted to the school.
39. We use a Healthcare Plan to record important details about individual children's medical needs at school, their triggers, signs, symptoms, medication and other treatments. Further documentation can be attached to the Healthcare Plan if required. A Healthcare Plan, accompanied by an explanation of why and how it is used, is agreed with all parents of pupils with a long-term medical condition. This is agreed at the start of the school year; at enrolment or when a diagnosis is first communicated to the school.
40. If a pupil has a short-term medical condition that requires medication during school hours, a medication form plus explanation is sent to the pupil's parents to complete.
41. The parents, healthcare professional and pupil with a medical condition, are asked to fill out the pupil's Healthcare Plan together. Parents then return these completed forms to the school. This school ensures that a relevant member of school staff is also present, if required to help draw up a Healthcare Plan for pupils with complex healthcare or educational needs.

42. Healthcare Plans are used to create a centralised register of pupils with medical needs. The central register is kept in the school office and maintained by office staff. The responsible member of staff follows up with the parents any further details on a pupil's Healthcare Plan required or if permission for administration of medication is unclear or incomplete.
43. Parents at this school are regularly reminded to update their child's Healthcare Plan if their child has a medical emergency or if there have been changes to their symptoms (getting better or worse), or their medication and treatments change. Staff at this school use opportunities such as teacher–parent interviews and home–school diaries to check that information held by the school on a pupil's condition is accurate and up to date. Every pupil with a Healthcare Plan at this school has their plan discussed and reviewed at least once a year.
44. Parents and pupils at this school are provided with a copy of the pupil's current agreed Healthcare Plan. Healthcare Plans are kept in a secure central location at school. Apart from the central copy, a copy will be held in the Care and Communication folder held in the child's class. These copies are updated at the same time as the central copy. All members of staff who work with groups of pupils have access to the Healthcare Plans of pupils in their care. When a member of staff is new to a pupil group, for example due to staff absence, the school makes sure that they are made aware of (and have access to) the Healthcare Plans of pupils in their care.
45. This school ensures that all staff protect pupil confidentiality and processes any personal data relating to this policy in accordance with its Data Protection Policy. This school seeks permission from parents to allow the Healthcare Plan to be sent ahead to emergency care staff, should an emergency happen during school hours or at a school activity outside the normal school day. This permission is included on the Healthcare Plan. This school seeks permission from the pupil and parents before sharing any medical information with any other party, such as when a pupil takes part in an activity at another school.
46. Healthcare Plans are used by this school to:
- inform the appropriate staff and supply teachers about the individual needs of a pupil with a medical condition in their care
  - remind pupils with medical conditions to take their medication when they need to and, if appropriate, remind them to keep their emergency medication with them at all times
  - identify common or important individual triggers for pupils with medical conditions at school that bring on symptoms and can cause emergencies. This school uses this information to help reduce the impact of common triggers
  - ensure that all medication stored at school is within the expiry date
  - ensure this school's local emergency care services have a timely and accurate summary of a pupil's current medical management and healthcare in the event of an emergency
  - remind parents of pupils with medical conditions to ensure that any medication kept at school for their child is within its expiry dates. This includes spare medication.

### **Consent to administer medicines**

47. If a pupil requires regular prescribed or non-prescribed medication at school, parents are asked to provide consent on their child's Healthcare Plan giving the pupil or staff permission to administer medication on a regular/daily basis, if required. A separate form is sent to parents for pupils taking short courses of medication.
48. All parents of pupils with a medical condition who may require medication in an emergency are asked to provide consent on the Healthcare Plan for staff to administer medication. If a pupil requires regular/daily help

in administering their medication then the school outlines the school's agreement to administer this medication on the pupil's Healthcare Plan. The school and parents keep a copy of this agreement.

49. Parents of pupils with medical conditions at this school are all asked at the start of the school year on the Healthcare Plan if they and their child's healthcare professional believe the child is able to manage, carry and administer their own emergency medication.

### **Residential visits**

50. Parents are sent a residential visit form to be completed and returned to school shortly before their child leaves for an overnight or extended day visit. This form requests up-to-date information about the pupil's current condition and their overall health. This provides essential and up-to-date information to relevant staff and school supervisors to help the pupil manage their condition while they are away. This includes information about medication not normally taken during school hours.
51. All residential visit forms are taken by the relevant staff member on visits and for all out-of-school hours activities where medication is required. These are accompanied by a copy of the pupil's Healthcare Plan. All parents of pupils with a medical condition attending a school trip or overnight visit are asked for consent, giving staff permission to administer medication at night or in the morning if required.
52. The residential visit form also details what medication and what dose the pupil is currently taking at different times of the day. It helps to provide up-to-date information to relevant staff and supervisors to help the pupil manage their condition while they are away.

### **Other record keeping**

53. This school keeps an accurate record of each occasion an individual pupil is given or supervised taking medication. Details of the supervising staff member, pupil, dose, date and time are recorded. If a pupil refuses to have medication administered, this is also recorded and parents are informed as soon as possible.
54. This school holds training on common medical conditions once a year. A log of the medical condition training is kept by the school and reviewed every 12 months to ensure all new staff receive training.
55. All school staff who volunteer or who are contracted to administer medication, where necessary, are provided with training by a healthcare professional. The school keeps a register of staff who have had the relevant training. This school keeps an up-to-date list of members of staff who have agreed to administer medication and have received the relevant training.

### **I - This school ensures that the whole school environment is inclusive and favorable to pupils with medical conditions. This includes the physical environment, as well as social, sporting and educational activities**

56. This school is committed to providing a physical environment that is accessible to pupils with medical conditions. Pupils with medical conditions are included in the consultation process to ensure the physical environment at this school is accessible. This school's commitment to an accessible physical environment includes out-of-school visits. The school recognises that this sometimes means changing activities or locations.



57. This school ensures the needs of pupils with medical conditions are adequately considered to ensure their involvement in structured and unstructured social activities, including during breaks and before and after school. This school ensures the needs of pupils with medical conditions are adequately considered to ensure they have full access to extended school activities such as school discos, breakfast club, school productions, after school clubs and residential visits. All staff at this school are aware of the potential social problems that pupils with medical conditions may experience. Staff use this knowledge to try to prevent and deal with problems in accordance with the school's anti-bullying and behaviour policies. Staff use opportunities such as personal, social and health education (PSHE) lessons to raise awareness of medical conditions amongst pupils and to help create a positive social environment.
58. This school understands the importance of all pupils taking part in sports, games and activities. This school ensures all classroom teachers, PE teachers and sports coaches make appropriate adjustments to sports, games and other activities to make physical activity accessible to all pupils. This school ensures all classroom teachers, PE teachers and sports coaches understand that pupils should not be forced to take part in an activity if they feel unwell.
59. Teachers and sports coaches are aware of pupils in their care who have been advised to avoid or to take special precautions with particular activities. This school ensures all PE teachers, classroom teachers and school sports coaches are aware of the potential triggers for pupils' medical conditions when exercising and how to minimize these triggers. This school ensures all pupils have the appropriate medication or food with them during physical activity and that pupils take them when needed. This school ensures all pupils with medical conditions are actively encouraged to take part in out-of-school clubs and team sports.
60. This school ensures that pupils with medical conditions can participate fully in all aspects of the curriculum and ensures that appropriate adjustments and extra support are provided. If a pupil is missing a lot of time at school, they have limited concentration or they are frequently tired, all teachers at this school understand that this may be due to their medical condition, and will make adjustment accordingly.
61. Teachers at this school are aware of the potential for pupils with medical conditions to have special educational needs (SEN). Pupils with medical conditions who are finding it difficult to keep up with their studies are referred to the SEN coordinator. The school's SEN coordinator consults the pupil, parents and the pupil's healthcare professional to ensure the effect of the pupil's condition on their schoolwork is properly considered.
62. This school ensures that lessons about common medical conditions are incorporated into PSHE lessons and other parts of the curriculum. Pupils at this school learn about what to do in the event of a medical emergency.

### **Residential visits**

63. Risk assessments are carried out by this school prior to any out-of-school visit and medical conditions are considered during this process. Factors this school considers include: how all pupils will be able to access the activities proposed- how routine and emergency medication will be stored and administered, and where help can be obtained in an emergency.
64. This school understands that there may be additional medication, equipment or other factors to consider when planning residential visits. This school considers additional medication and facilities that are normally available at school.

65. This school uses Healthcare Plans to identify individual pupils who are sensitive to particular triggers. The school has a detailed action plan to ensure these individual pupils remain safe during all lessons and activities throughout the school day. Full health and safety risk assessments are carried out on all out-of-school activities before they are approved, including work experience placements and residential visits, taking into account the needs of pupils with medical conditions.
66. The school reviews medical emergencies and incidents to see how they could have been avoided. Appropriate changes to this school's policy and procedures are implemented after each review.

**J - Each member of the school and health community knows their roles and responsibilities in maintaining an effective medical conditions policy**

67. This school works in partnership with all interested and relevant parties including the school's governing body, all school staff, parents, employers, community healthcare professionals and pupils to ensure the policy is planned, implemented and maintained successfully. The following roles and responsibilities are used for the medical conditions policy at this school. These roles are understood and communicated regularly.

**68. This school as an employer has a responsibility to:**

- ensure the health and safety of their employees and anyone else on the premises or taking part in school activities (this includes all pupils). This responsibility extends to those staff and others leading activities taking place off-site, such as visits, outings or field trips
- ensure health and safety policies and risk assessments are inclusive of the needs of pupils with medical conditions
- Governors make sure the medical conditions policy is effectively monitored and evaluated and regularly updated
- report to parents, pupils, school staff and the local authority about the successes and areas for improvement of this school's medical conditions policy
- provide indemnity for staff who volunteer to administer medication to pupils with medical conditions.

**69. This school's head teacher has a responsibility to:**

- ensure the school is inclusive and welcoming and that the medical conditions policy is in line with local and national guidance and policy frameworks
- liaise between interested parties including pupils, school staff, special educational needs coordinators, pastoral support/welfare officers, teaching assistants, school nurses, parents, governors, the school health service, the local authority transport service, and local emergency care services
- ensure the policy is put into action, with good communication of the policy to all
- ensure every aspect of the policy is maintained
- ensure that information held by the school is accurate and up to date and that there are good information sharing systems in place using pupils' Healthcare Plans, and the Care and Communication folders.
- ensure pupil confidentiality
- assess the training and development needs of staff and arrange for them to be met
- ensure all supply teachers and new staff know the medical conditions policy and the Care and Communication folder for each class.

- delegate to staff members to check the expiry date of medicines kept at school and maintain the school medical conditions register
- monitor and review the policy at least once a year, with input from pupils, parents, staff and external stakeholders
- update the policy at least once a year according to review recommendations and recent local and national guidance and legislation
- report back to all key stakeholders about implementation of the medical conditions policy.

**70. All staff at this school have a responsibility to:**

- be aware of the potential triggers, signs and symptoms of common medical conditions and know what to do in an emergency
- understand the school's medical conditions policy
- know which pupils in their care have a medical condition and be familiar with the content of the pupil's Healthcare Plan
- allow all pupils to have immediate access to their emergency medication
- maintain effective communication with parents including informing them if their child has been unwell at school
- ensure pupils who carry their medication with them have it when they go on a school visit or out of the classroom
- be aware of pupils with medical conditions who may be experiencing bullying or need extra social support
- understand the common medical conditions and the impact it can have on pupils (pupils should not be forced to take part in any activity if they feel unwell)
- ensure all pupils with medical conditions are not excluded unnecessarily from activities they wish to take part in
- ensure pupils have the appropriate medication or food with them during any exercise and are allowed to take it when needed.

**71. Teachers at this school have a responsibility to:**

- Update and use Communication and Care folders, sharing relevant information in the folder with supply teachers/visiting teachers etc on a 'need to know' basis.
- be aware that medical conditions can affect a pupil's learning and provide extra help when pupils need it
- liaise with parents, the pupil's healthcare professionals, special educational needs coordinator and welfare officers if a child is falling behind with their work because of their condition
- use opportunities such as PSHE and other areas of the curriculum to raise pupil awareness about medical conditions.

**72. The school nurse attached to this school has a responsibility to:**

- help provide regular training for school staff in managing the most common medical conditions at school
- provide information about where the school can access other specialist training.

**73. First aiders at this school have a responsibility to:**

- give immediate help to casualties with common injuries or illnesses and those arising from specific hazards with the school
- when necessary ensure that an ambulance or other professional medical help is called.

**74. The Special educational needs coordinator at this school has the responsibility to:**

- help update the school's medical condition policy
- know which pupils have a medical condition and which have special educational needs because of their condition

- liaise with the class teacher
- ensure teachers make the necessary arrangements if a pupil needs special consideration or access arrangements in exams or course work.

**75. Individual doctors and specialist healthcare professionals caring for pupils who attend this school, have a responsibility to:**

- Contribute toward the pupil's Healthcare Plans provided by parents
- where possible, and without compromising the best interests of the child, try to prescribe medication that can be taken outside of school hours
- offer every child or young person (and their parents) a written care/self-management plan to ensure children and young people know how to self-manage their condition
- ensure the child or young person knows how to take their medication effectively
- ensure children and young people have regular reviews of their condition and their medication
- provide the school with information and advice regarding individual children and young people with medical conditions (with the consent of the pupil and their parents)

**76. Emergency care service personnel in this area have a responsibility to:**

- have an agreed system for receiving information held by the school about children and young people's medical conditions, to ensure best possible care

**77. The pupils at this school have a responsibility to:**

- treat other pupils with and without a medical condition equally
- tell their parents, teacher or nearest staff member when they are not feeling well
- let a member of staff know if another pupil is feeling unwell
- let any pupil take their medication when they need it, and ensure a member of staff is called
- treat all medication with respect
- know how to gain access to their medication in an emergency
- if mature and old enough, know how to take their own medication and to take it when they need it
- ensure a member of staff is called in an emergency situation.

**78. The parents of a child at this school have a responsibility to:**

- tell the school if their child has a medical condition
  - ensure the school has a complete and up-to-date Healthcare Plan for their child
  - inform the school about the medication their child requires during school hours
  - inform the school of any medication their child requires while taking part in visits, outings or field trips and other out-of-school activities
  - tell the school about any changes to their child's medication, what they take, when, and how much
  - inform the school of any changes to their child's condition
  - ensure their child's medication and medical devices are labelled with their child's full name
  - provide the school with appropriate spare medication labelled with their child's name
  - ensure that their child's medication is within expiry dates
  - keep their child at home if they are not well enough to attend school
- 
- ensure their child has regular reviews about their condition with their doctor or specialist healthcare professional
  - ensure their child has a written care/self-management plan from their doctor or specialist healthcare professional to help their child manage their condition.

**K - The medical conditions policy is regularly reviewed evaluated and updated. Updates are produced every year**

79. This school's medical condition policy is reviewed, evaluated and updated every year in line with the school's policy review timeline. New DFE and Department of Health guidance is actively sought and fed into the review. In evaluating the policy, this school seeks feedback on the effectiveness and acceptability of the medical conditions policy with a wide-range of key stakeholders within the school and health settings. These key stakeholders include:

- pupils
- parents
- school nurse and/or school healthcare professionals
- head teacher
- teachers
- special education needs coordinator
- pastoral support/welfare officer
- first aider
- all other school staff
- local emergency care service staff (including accident & emergency and ambulance staff)
- local health professionals
- the school employer
- school governors.

80. The views of pupils with various medical conditions are actively sought and considered central to the evaluation process.

**Unacceptable practice**

81. At North Primary School and Nursery, school staff use their discretion and judge each case on its merits with regard to individual healthcare plans. However we believe that is generally not acceptable practice to:

- Prevent children from easily accessing their inhalers and medication and administering their medication when and where necessary;
- Assume that every child with the same condition requires the same treatment;
- Ignore the views of the child or their parents, or ignore medical evidence or opinion (although this may be challenged);
- Send children with medical conditions home frequently or prevent them from staying for normal school activities, including lunch, unless this is specified in their individual healthcare plans;
- If the child becomes ill, send them to the school office or medical room unaccompanied or with someone unsuitable;
- Penalize children for their attendance record if their absences are related to their medical condition e.g hospital appointments;
- Prevent children 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 child, 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 children from participating, or create unnecessary barriers to children participating in any aspect

of school life, including school trips, e.g. by requiring parents to accompany the child.

### **Insurance arrangements**

82. The school's insurance arrangements cover staff providing support to pupils with medical conditions and provide liability cover relating to the administration of medications. The school complies with insurance arrangements with regard to training. Insurance policies are accessible to staff providing such support to pupils.

### **Complaints**

83. Any complaints concerning the support provided to pupils with medical conditions will be handled in accordance with the school's policy on compliments, concerns and complaints, which is available on the school website.

Named Person:	Mr Alan Garnett	Headteacher
Governor with responsibility:	Mrs Jan Blackwell	Chair of Governors

This policy adopted – June 2015

Reviewed – March 2016

Reviewed – May 2018

Reviewed – March 2021

Reviewed – February 2023

# North primary School and Nursery

## Annex A: Model process for developing individual healthcare plans

