



Supporting Pupils with Medical Conditions Policy

Date adopted by Governors: January 2018

Date to be reviewed: January 2019

Contents:

Statement of intent

1. Key roles and responsibilities
2. Definitions
3. Training of staff
4. The role of the child
5. Individual Healthcare Plans (IHCPs)
6. Medicines
7. Emergencies
8. Avoiding unacceptable practice
9. Insurance
10. Complaints
11. Appendices
 1. Individual healthcare plan implementation procedure
 2. Individual healthcare plan template
 3. Parental agreement for a school to administer medicine template
 4. Record of medicine administered to an individual child template
 5. Record of medicine administered to all children
 6. Staff training record-administration of medicines
 7. Contacting emergency services
 8. Model letter inviting parents to contribute to individual healthcare plan development
 9. Guidance on the use of emergency salbutamol inhalers

Statement of intent

Henlow Church of England Academy wishes to ensure that pupils with medical conditions receive appropriate care and support at school. This policy has been developed in line with the Department for Education's guidance released in April 2014 - "Supporting pupils at school with medical conditions".

Ofsted places a clear emphasis on meeting the needs of pupils with SEN and Disabilities and this includes children with medical conditions.

At Henlow Church of England Academy, we aim to:

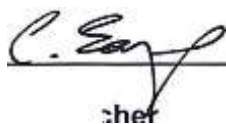
Create a harmonious community in which the individual is valued and is given every opportunity to fulfil their potential in terms of pastoral, emotional and intellectual growth; thus enabling them to live successfully in an increasingly demanding and ever-changing world.

Our broad aim is to provide opportunity for self-development and self fulfilment for the children to enable them to realise their full potential.

To be more specific, however, this School seeks to pass on to each new generation of children the knowledge, skills, ideas, attitudes and values which are judged necessary to make it possible to live - and live well - in our society. Societies change, however, and in our modern times they change quickly. It follows then that we need to provide not only experiences which enable children to grasp the essentials of this world as it is, but also experiences which will make them ready to fulfil themselves in a world which is likely to be different from today's.

Therefore, the School stands not only for tradition and conformity, but also for the future and a willingness to accept, and at times stimulate fresh thoughts and ideas.

Signed by:



C. Gray

Date: _____



Chair of Governors

Date: _____

1. Key roles and responsibilities

1.1. The Local Authority (LA) is responsible for:

- 1.1.1. Promoting cooperation between relevant partners and stakeholders regarding supporting pupils with medical conditions.
- 1.1.2. Providing support, advice and guidance to schools and their staff.
- 1.1.3. Making alternative arrangements for the education of pupils who need to be out of school for fifteen days or more due to a medical condition.

1.2. The Governing Body is responsible for:

- 1.2.1. The overall implementation of the Supporting Pupils with Medical Conditions Policy and procedures of Henlow Church of England Academy.
- 1.2.2. Ensuring that the Supporting Pupils with Medical Conditions Policy, as written, does not discriminate on any grounds including, but not limited to: race, religion or belief, sexual orientation, age, disability, gender reassignment, and sex .
- 1.2.3. Handling complaints regarding this policy as outlined in the School's Complaints Policy.
- 1.2.4. Ensuring that all pupils with medical conditions are able to participate fully in all aspects of School life.
- 1.2.5. Ensuring that relevant training / updates provided by the School is delivered to staff members who take on responsibility to support children with medical conditions.
- 1.2.6. Guaranteeing that information and teaching support materials regarding supporting pupils with medical conditions are available to members of staff with responsibilities under this policy.
- 1.2.7. Keeping written records of any and all medicines administered to [individual pupils](#) and [across the school population](#).
- 1.2.8. Ensuring the level of insurance in place reflects the level of risk.

1.3. The Headteacher is responsible for:

- 1.3.1. The day-to-day implementation and management of the Supporting Pupils with Medical Conditions Policy and procedures of Henlow Church of England Academy.

- 1.3.2. Ensuring the policy is developed effectively with partner agencies.
- 1.3.3. Making staff aware of this policy.
- 1.3.4. Liaising with healthcare professionals regarding the training required for staff.
- 1.3.5. Making staff who need to know aware of a child's medical condition.
- 1.3.6. Developing Individual Healthcare Plans (IHCPs).
- 1.3.7. Ensuring a sufficient number of trained members of staff are available to implement the policy and deliver IHCPs in normal, contingency and emergency situations.
- 1.3.8. If necessary, facilitating the recruitment of a member of staff for the purpose of delivering the promises made in this policy.
- 1.3.9. Ensuring the correct level of insurance is in place for teachers who support pupils in line with this policy.
- 1.3.10. Contacting the School Nursing Service in the case of any child who has a medical condition.

1.4. Staff members are responsible for:

- 1.4.1. Taking appropriate steps to support children with medical conditions.
- 1.4.2. Where necessary, making reasonable adjustments to include pupils with medical conditions into lessons.
- 1.4.3. Administering medication, if they have agreed to undertake that responsibility.
- 1.4.4. Undertaking training to achieve the necessary competency for supporting pupils with medical conditions, if they have agreed to undertake that responsibility.
- 1.4.5. Familiarising themselves with procedures detailing how to respond when they become aware that a pupil with a medical condition needs help.
- 1.4.6. Only members of staff who have undergone specific training in the area of administering injections are responsible for administering injections.

1.5. School nurses are responsible for:

- 1.5.1. Notifying the school when a child has been identified with requiring support in school due to a medical condition.
- 1.5.2. Liaising locally with lead clinicians on appropriate support.

1.6. Parents / Carers / Guardians are responsible for:

- 1.6.1. Keeping the school informed about any changes to their child/children's health.
- 1.6.2. Providing all medication their child requires in original, prescribed packaging.
- 1.6.3. Completing a [parental agreement for school to administer medicine](#) form before bringing medication into school.
- 1.6.4. Providing the school with the medication their child requires and keeping it up to date.
- 1.6.5. Collecting any leftover medicine at the end of the course or year.
- 1.6.6. Discussing medications with their child/children prior to requesting that a staff member administers the medication.
- 1.6.7. Where necessary, developing an [Individual Healthcare Plan](#) (IHCP) for their child in collaboration with the Headteacher, other staff members and healthcare professionals.

2. Definitions

- 2.1. "Medication" is defined as any prescribed or over the counter medicine.
- 2.2. "Prescription medication" is defined as any drug or device prescribed by a doctor.
- 2.3. A "staff member" is defined as any member of staff employed at Henlow Church of England Academy, including teachers.

3. Training of staff

- 3.1. Teachers and support staff will receive Supporting Pupils with Medical Conditions Policy as part of their new starter induction.
- 3.2. Teachers and support staff will receive regular and ongoing training as part of their development.
- 3.3. The clinical lead for training is the School Nursing Service.
- 3.4. No staff member may administer prescription medicines or undertake any healthcare procedures without undergoing training specific to the responsibility, including administering.
- 3.5. No staff member may administer drugs by injection unless they have received training in this responsibility.

- 3.6. The Business Manager will keep a record of training undertaken and a list of staff qualified to undertake responsibilities under this policy.

4. The role of the child

- 4.1. Children who are competent (as informed by the parent) will be encouraged to take responsibility for managing their own medicines and procedures.
- 4.2. If pupils refuse to take medication or to carry out a necessary procedure, Parents / Carers / Guardians will be informed so that alternative options can be explored.
- 4.3. Where appropriate, pupils will be encouraged to take their own medication under the supervision of a member of staff.

5. Individual Healthcare Plans (IHCPs)

- 5.1. Where necessary, an Individual Healthcare Plan (IHCP) will be developed in collaboration with the pupil, Parents / Carers / Guardians, Headteacher, Special Educational Needs Coordinator (SENCO) and medical professionals.
- 5.2. IHCPs will be easily accessible whilst preserving confidentiality.
- 5.3. IHCPs will be reviewed at least annually or when a child's medical circumstances change, whichever is sooner.
- 5.4. Where a pupil has an Education, Health and Care plan or special needs statement, the IHCP will be linked to it or become part of it.
- 5.5. Where a child is returning from a period of hospital education or alternative provision or home tuition, we will work with the LA and education provider to ensure that the IHCP identifies the support the child needs to reintegrate.

6. Medicines

- 6.1. Where possible, it is preferable for medicines to be prescribed in frequencies that allow the pupil to take them outside of school hours.
- 6.2. If this is not possible, prior to staff members administering any medication, the Parents / Carers / Guardians of the child must complete and sign a parental agreement for a school to administer medicine form.
- 6.3. No child will be given any prescription or non-prescription medicines without written parental consent except in exceptional circumstances.
- 6.4. Where a pupil is prescribed medication without their Parents' / Carers' / Guardians' knowledge, every effort will be made to encourage the pupil to involve their Parents / Carers / Guardians while respecting their right to confidentiality.

- 6.5. No child under 16 years of age will be given medication containing aspirin without a doctor's prescription.
- 6.6. Medicines MUST be in date, labelled, and provided in the original container (except in the case of insulin which may come in a pen or pump) with dosage instructions. Medicines which do not meet these criteria will not be administered.
- 6.7. A maximum of four weeks supply of the medication may be provided to the school at one time.
- 6.8. Controlled drugs may only be taken on school premises by the individual to whom they have been prescribed. Passing such drugs to others is an offence.
- 6.9. Medications will be stored in **a locked drawer in the main office.**
- 6.10. Any medications left over at the end of the course will be returned to the child's Parents / Carers / Guardians.
- 6.11. Written records will be kept of any medication administered to children.
- 6.12. Pupils will never be prevented from accessing their medication.
- 6.13. Henlow Church of England Academy cannot be held responsible for side effects that occur when medication is taken correctly.

7. Emergencies

- 7.1. Medical emergencies will be dealt with under the school's emergency procedures.
- 7.2. Where an Individual Healthcare Plan (IHCP) is in place, it should detail:
 - What constitutes an emergency?
 - What to do in an emergency.
- 7.3. Pupils will be informed in general terms of what to do in an emergency such as telling a member of staff.
- 7.4. If a pupil needs to be taken to hospital, a member of staff will remain with the child until their Parents / Carers / Guardians arrive.

8. Avoiding unacceptable practice

- 8.1. Henlow Church of England Academy understands that the following behaviour is unacceptable:
 - Assuming that pupils with the same condition require the same treatment.
 - Ignoring the views of the pupil and/or their Parents / Carers / Guardians.
 - Ignoring medical evidence or opinion.

- Sending pupils home frequently or preventing them from taking part in activities at School.
- Sending the pupil to the medical room or School Office alone if they become ill.
- Penalising pupils with medical conditions for their attendance record where the absences relate to their condition.
- Making Parents / Carers / Guardians feel obliged or forcing them to attend school to administer medication or provide medical support, including toilet issues.
- Creating barriers to children participating in school life, including school trips.
- Refusing to allow pupils to eat, drink or use the toilet when they need to in order to manage their condition.

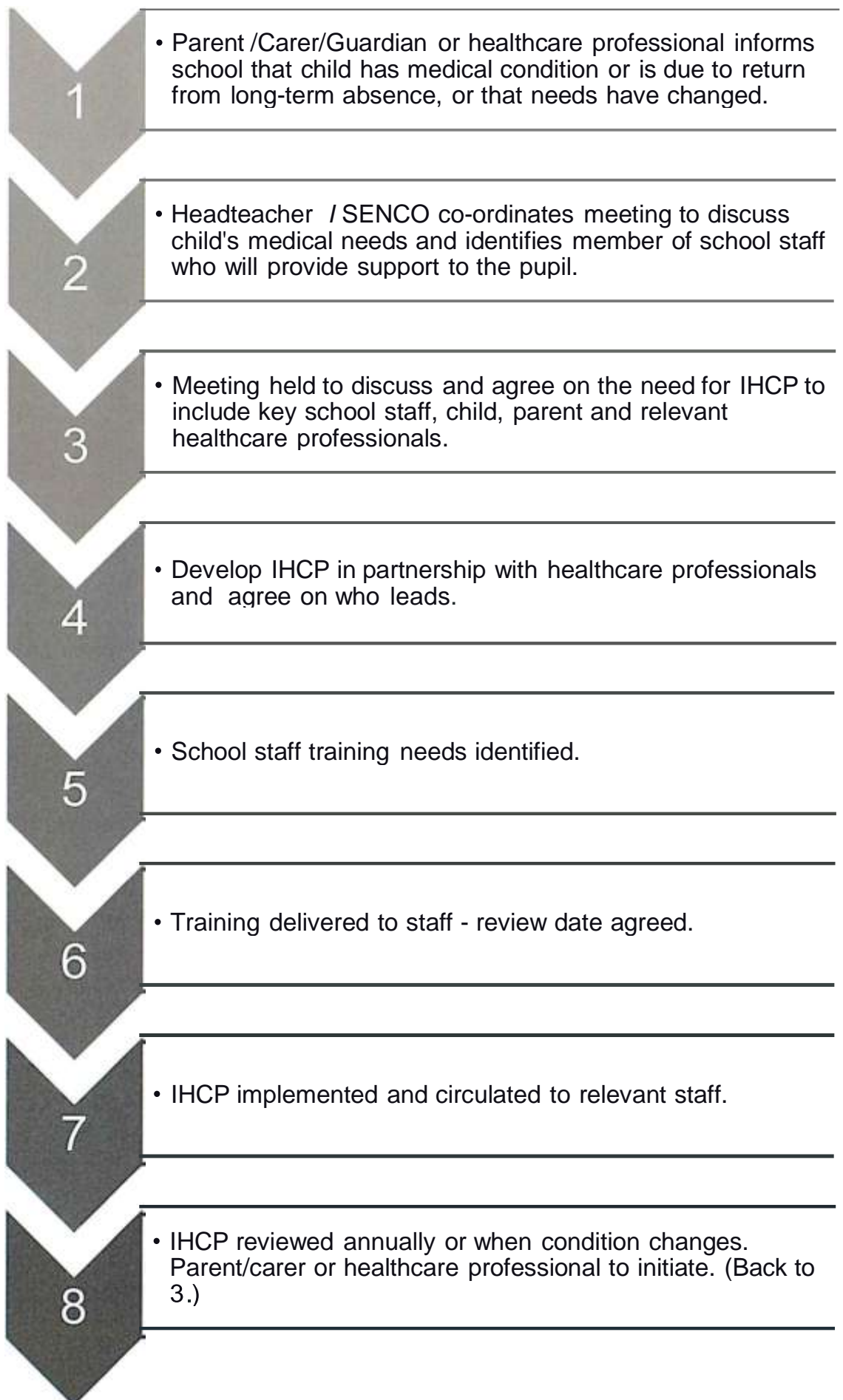
9. Insurance

- 9.1. Teachers who undertake responsibilities within this policy are covered by the school's insurance.
- 9.2. The school's Public Liability insurance standard policy terms and limits apply provided that all members of staff undertaking responsibilities within this policy are appropriately trained to provide assistance to pupils with medical conditions.
- 9.3. Full written insurance policy documents are available to be viewed by members of staff who are providing support to pupils with medical conditions. Those who wish to see the documents should contact the Business Manager.

10. Complaints

- 10.1. The details of how to make a complaint can be found in the Complaints Policy:
 - 10.1.1. Stage 1 - Complaint Heard by Staff Member
 - 10.1.2. Stage 2 - Complaint Heard by Headteacher
 - 10.1.3. Stage 3 - Complaint Heard by Governing Bodies' Complaints Appeal Panel (CAP)

Appendix 1 - Individual healthcare plan implementation procedure



Appendix 2 - Individual healthcare plan template

Henlow Church of England Academy
Individual Health Care Plan

Child's name

Tutor Group

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)

Clinic/Hospital Contact

Name

Phone no.

G.P.

Name

Phone no.

Who is / are responsible for providing support in School

Describe medical needs and give details of child's symptoms, triggers, signs, treatments, facilities, equipment or devices, environmental issues etc.

Name of medication, dose, method of administration, when to be taken, side effects, contra- indications, administered by/self-administered with/without supervision.

Daily care requirements

Specific support for the pupil's educational, social and emotional needs

Arrangements for School visits/trips etc.

Other information

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

Who is responsible in an emergency (*state if different for off-site activities*)

Plan developed with

Staff training needed/undertaken - who, what, when

Form copied to

Parental agreement for a school to administer medicine

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

Henlow Church of England Academy Medicine administering form

Date for review to be initiated by	
Name of child	
Date of birth	
Tutor Group	
Medical condition / illness	

Medicine

Name /type of medicine <i>(as described on the container)</i>	
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 (Yes / No)	
Procedures to take in an emergency	

NB: Medicines must be in the original container 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	Office Staff

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent to School staff administering medicine in accordance with the School policy. 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: _____ Parent /Carer/Guardian Date: _____

Henlow Church of England Academy
Record of medicine administered to an individual child

Name of child
 Date medicine provided by parent
 Group/class/form
 Quantity received
 Name and strength of medicine
 Expiry date
 Quantity returned
 Dose and frequency of medicine

Staff signature _____

Signature of parent _____

Date
 Time given
 Dose given
 Name of member of staff
 Staff initials

Date
 Time given
 Dose given
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Staff initials

Appendix 6 - Staff training record - administration of medicines

Name of school/setting :	
Name:	
Type of training received:	
Date of training completed:	
Training provided by:	
Profession and title:	

I confirm that add name of member of staff has received the training detailed above and is competent to carry out any necessary treatment. I recommend that the training is updated by add name of member of staff.

Trainer's signature _____

Date _____

I confirm that I have received the training detailed above.

Staff signature _____

Date _____

Suggested review date _____

Appendix 7 - Contacting emergency services

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.

- Your telephone number - 01462 813733
- Your name.
- Your location as follows: Henlow Church of England Academy.
- The satnav postcode (if different from the postal code.) SG16 6AN
- The exact location of the patient within the school.
- The name of the child and a brief description of their symptoms.
- The best entrance to use and state that the crew will be met and taken to the patient.

Put a completed copy of this form by the phone.

Appendix 8

Model letter inviting parents/carers/guardians to contribute to individual healthcare plan development

Dear Parent /Carer/Guardian

RE: DEVELOPING AN INDIVIDUAL HEALTHCARE PLAN FOR YOUR CHILD

Thank you for informing us of your child's medical condition. I enclose a copy of the school's policy for supporting pupils at school with medical conditions for your information.

A central requirement of the policy is for an individual healthcare plan to be prepared, setting out what support each pupil needs and how this will be provided. Individual healthcare plans are developed in partnership with the school, Parents / Carers / Guardians/carers, pupils, and the relevant healthcare professional who can advise on your child's case. The aim is to ensure that we know how to support your child effectively and to provide clarity about what needs to be done, when and by whom. Although individual healthcare plans are likely to be helpful in the majority of cases, it is possible that not all children will require one. We will need to make judgements about how your child's medical condition impacts their ability to participate fully in school life, and the level of detail within plans will depend on the complexity of their condition and the degree of support needed.

A meeting to start the process of developing your child's individual health care plan has been scheduled for xx/xx/xx. I hope that this is convenient for you and would be grateful if you could confirm whether you are able to attend. The meeting will include add details of team. Please let us know if you would like us to invite another medical practitioner, healthcare professional or specialist and provide any other evidence you would like us to consider at the meeting as soon as possible.

If you are unable to attend, it would be helpful if you could complete the attached individual healthcare plan template and return it, together with any relevant evidence, for consideration at the meeting. I or add name of other staff lead would be happy for you contact me [them] by email or to speak by phone if this would be helpful.

Yours sincerely

Headteacher

Appendix 9

Guidance on the use of emergency salbutamol inhalers in schools

Recording use of the inhaler and informing parents / carers / guardians

- D Only pupils who have been diagnosed as asthma sufferers and have been prescribed a reliever inhaler, and from whom written parental consent has been obtained, will be administered the salbutamol inhaler, and only in an emergency.
- D Use of the emergency inhaler should be recorded.
- D Parents / carers / guardians must be informed in writing when a pupil has been administered the emergency inhaler.

The emergency kit

- D An emergency asthma inhaler kit will be kept in a safe, but accessible place, in the Medical Room.
- D The emergency asthma inhaler kit will include:
 - o A salbutamol metered dose inhaler;
 - o At least two single-use plastic spacers compatible with the inhaler;
 - o Usage instructions for the inhaler and spacers;
 - o Instructions on cleaning and storing the inhaler;
 - o A checklist detailing batch number, expiry date, and monthly checks recorded;
 - o A record of pupils permitted to use the emergency inhaler as detailed in their IHC as well as parental consent sought.

Storage and care of the inhaler / spacers

- D On a monthly basis the inhaler and spacers will be checked to ensure they are in working order, and the inhaler has sufficient dose available;
- D Replacement inhaler will be obtained when expiry dates approach;
- D Replacement spacers are available following use. To avoid possible risk of cross-infection, the plastic spacer should not be reused;
- D The plastic inhaler housing will be cleaned, dried and returned to storage following use;
- D The inhaler itself can be reused provided it is cleaned after use;
- D The inhaler will be primed when first used (e.g. spray two puffs), and this should be repeated at regular intervals when not used over a period of time.

Staff

- D It is the school's responsibility to ensure that all staff designated to administer medication and / or supporting pupils with medical conditions receive the relevant training.
- D Qualified First Aiders (list posted in both the staff room and main office) should be the first point of contact in an emergency situation.
- D It is the school's responsibility to ensure that adequate training and support is provided to all staff to raise awareness and recognise the symptoms of an asthma attack.

Disposal of used inhalers

Spent inhalers will be returned to the pharmacy where purchased to be recycled. The school must register as a lower-tier waste carrier (www.gov.uk/waste-carrier-or-broker-registration).