



To nurture each individual's aspirations and talent

To provide outstanding learning experiences and opportunities

To promote respect for one another and the environment

To encourage collaboration and partnership

MEDICAL CONDITIONS POLICY

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Review period:	Annual
Status:	Statutory
	(The Children and Families Act 2014)

1. PURPOSE:

To ensure pupils at school with medical conditions are properly supported so that they have full access to education, including school trips and physical education and that they can play a full and active role in school life, remain healthy and achieve their academic potential.

The school also aims to:

- Assist parents in providing medical care for their children during the school day and ensure that arrangements are in place to support students with medical conditions.
- Ensure arrangements are in place for students who are competent to manage their own health needs and medication whilst in school
- Educate staff and students in respect of specific medical needs
- Adopt and implement the Department for Education (DfE) statutory guidelines
- Arrange training for staff to support individual students including what should happen in an emergency situation
- Liaise as necessary with Healthcare Professionals in support of the individual student
- Monitor and keep appropriate records including records relating to administering medication.
- Comply with the Health & Safety at Work Act 1974

RELATIONSHIP TO OTHER POLICIES AND DOCUMENTS

- Department for Education guidance for supporting pupils at school with medical conditions
- Section 100 of the Children and Families Act 2014
- Equality Act 2010
- Special Educational Needs and Disability (SEND) Policy
- Health & Safety Policy
- Safeguarding Children Policy
- Trips and Visits Policy
- Protocol for Individual Healthcare plans
- Protocol for use of inhalers in school
- HSE guidance on school trips
- Schools complaints procedure

2. SCOPE,

The school has a responsibility for the health and safety of students in their care. The Health and Safety at Work Act 1974 makes employers responsible for the health and safety of employees and anyone else on the premises. In the case of students with specific medical needs, the responsibility of

the school is to make sure that safety measures cover their needs. The school is responsible for making sure that relevant staff know about and are, if necessary, trained to provide any additional support these students may need.

The Children and Families Act 2014, from September 2014, placed a duty on schools to make arrangements for students with medical conditions. Students with specific medical needs have the same right of admission to school as other children and cannot be refused admission or excluded from school on medical grounds alone.

Some children with medical conditions may be considered disabled under the definition set out in the Equality Act 2010. Where this is the case the school will comply with their duties under the Act.

Some students with medical conditions may have Special Educational Needs (SEN) and may have a statement, or Education, Health and Care (EHC) plan which brings together health and social care need as well as their SEN provision. This guidance should be read in conjunction with the SEN and disability code of practice.

3. PRINCIPLES

1. The prime responsibility for a student's health lies with the parent who is responsible for the child's medication and who should supply the school with any relevant information.
2. Teachers and other school staff in contact with students have a duty of care for students whilst at school and may need to take swift action in an emergency. This duty also extends to teachers leading activities taking place off the school site. This could also mean the need to administer medicine
3. The school acknowledges that many of the medical conditions that require support at school will affect quality of life and may be life-threatening. Some will be more obvious than others. The school will ensure that the focus is on the needs of each individual student and how their medical conditions impact on their school life.
4. The arrangements in place will give parents and pupils confidence in the school's ability to provide effective support for medical conditions whilst in school. These arrangements will show an understanding of how medical conditions impact on a child's ability to learn, as well as increase a student's confidence and promote self-care.
5. The school will ensure that all relevant staff are properly trained and that they will be made aware of a student's condition taking into account confidentiality.
6. The school will ensure that the arrangements put in place are sufficient to meet their statutory

responsibilities and ensure that policies, plans, procedures and systems are properly and effectively implemented in line with their wider safeguarding duties.

7. The school will work with local authorities, health professionals and other support services to ensure a student with a medical condition receives a full education. In some cases this may require flexibility and, if necessary, consideration will be given as to how a student will be reintegrated back into school after periods of absence.
8. All children must receive a full time education, unless this would not be in their best interests because of their health needs. However, in line with its safeguarding duties, the school will ensure that students' health is not put at unnecessary risk e.g. from infectious diseases. The school does not have to accept a student in school at times where it would be detrimental to the health of the individual or other students to do so.
9. The school will ensure the appropriate level of insurance is in place and appropriately reflects the level of risk or that the academy is a member of the DfE Risk Protection Arrangements (RPA).

In the event that a parent is dissatisfied with the support provided they should discuss their concerns directly with the school. If for whatever reason this does not resolve the issue, they may make a formal complaint via the school's complaints procedure.

4. ROLES AND RESPONSIBILITIES

The school will ensure that the policy for supporting pupils with medical conditions is reviewed regularly and is readily accessible to parents and school staff. The persons detailed below have responsibilities within this policy

- The Headteacher has overall responsibility for the implementation of this policy.
- The Headteacher is responsible for ensuring that sufficient staff are suitably trained. Training will be assessed and records monitored to ensure suitable training is received and staff meet the agreed level of competency.
- The Pastoral Manager will allow for cover arrangements in case of staff absence or staff turnover to ensure someone is always available.
- The Pastoral Manager will provide briefing for supply teachers.
- The trip organiser along with parents and healthcare professionals will provide relevant information for risk assessments for school visits, holidays and other school activities outside of the normal timetable.

- The Office Manager will be responsible for the monitoring of individual healthcare plans (IHP) so that the school can effectively support students with medical conditions. They will aim to provide clarity about what needs to be done, when and by whom. These are essential particularly in cases where emergency intervention may be required or conditions are long-term and more complex. However, not all children will require one. (please refer to protocol for IHP.)
- Staff will not administer prescribed or non-prescribed medication without prior consent from the parent and/or training as appropriate. Records should be kept of all parental consents received and medications administered. IHP should include the name of any individual involved on the administering of such medication and specify any training that is required.
- The school will work in partnership with parents and Healthcare Professionals to meet the individual student needs.

5. MONITORING, REPORTING AND EVALUATION

In line with good practice The Leadership Team will ensure Heads of Year, Office Manager, Pastoral Manager and other relevant staff will consult health and social care professionals, pupils and parents to ensure that the needs of students with medical conditions are effectively supported.

The school acknowledges that there are also social and emotional implications associated with medical conditions, in particular long-term absences due to health problems which may affect the student's educational attainment, impact on their ability to integrate with peers and affect their general wellbeing and emotional health. Reintegration back into school will be properly supported to ensure students are fully engaged with learning and do not fall behind when unable to attend. Short-term and frequent absences including appointments connected with medical conditions will be effectively managed and appropriate support put in place to limit the impact on the student's educational attainment and emotional and general wellbeing.

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