



**GEORGE
SALTER
ACADEMY**



Supporting Students with Medical Conditions Policy

Policy prepared by: OAT Head Office

Responsible for Policy: Mrs L Hickman (H&S Officer)

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Monitoring and Review

The Academy School Business Manager will ensure that procedures are in place and are regularly monitored and will report to the **Principal**.

The **Principal** will report as required to the **Local Governing Body** and **Ormiston Academies Trust** on how well the arrangements are succeeding and will review the policy annually.

Introduction

This policy is written in line with the statutory requirements set out in section 100 of the *Children and Families Act 2014*, *The Equality Act 2010* and the government's statutory and non-statutory guidance as set out in [Supporting students at School with Medical Conditions](#) released in December 2015.

Aims

George Salter Academy aims to ensure that all pupils in our academy are properly supported in academy so that they can play a full and active role in academy life, remain healthy, make a positive contribution, achieve their academic potential and achieve economic well being once they have left the academy.

George Salter Academy is an inclusive community that will support and welcome pupils with medical conditions. No child will be denied admission or prevented from taking up a place in this academy because arrangements for their medical condition have not been made.

The academy will ensure that all staff understand their duty of care to children and young people especially in the event of an emergency.

George Salter Academy understands that certain medical conditions are debilitating and potentially life threatening, particularly if poorly managed or misunderstood. Staff will receive training on the impact medical conditions can have on pupils.

George Salter Academy understands the importance of medication and care being taken as directed by healthcare professionals and parents.

The provisions provided by George Salter Academy will be responsive to the variable demands of an individual's medical condition. This academy understands that all children with the same medical condition will not have the same needs.

This policy:

- Sets out the details which will provide a sound basis for ensuring that all pupils with medical conditions receive proper care and support whilst at George Salter Academy during lessons, PE, games and break times and on academy trips and visits;
- Sets out the necessary safety measures to support pupils with medical conditions (including long-term and/or complex needs);
- Defines individual staff responsibilities for students safety;
- Explains the procedures to ensure the safe management and administration of medicines;
- Will ensure that clear guidance is given with regards to the storage of medication and equipment at the academy and when on academy trips;
- Will ensure that a trained member of staff is available to accompany a pupil with a medical condition on an off-site visit, including overnight stays;
- Will identify transport healthcare plans for pupils with life-threatening conditions for use when on academy trips and visits and for home to academy transport when it is LA provided; and
- This policy will be supported by clear communication channels to students, parents, carers, staff and governors.

In making, reviewing and implementing this policy George Salter Academy has had regard to its equal opportunities policies and in particular to the needs of pupils with disabilities. This policy also links with the academy's disability access plan, the SEN Information Report as published on the academy's website and the SEND policy. It is also consistent with the LA's Local Offer.

Roles and Responsibilities

The Local Governing Body

The Local Governing Body will ensure that there are adequate provisions for the training needs of all staff in relation to this policy and also to ensure that appropriate levels of insurance and liability cover are in place.

The relevant responsible Governor is: **Mr R Pritchard** (Governor Safeguarding Link).

Principal

The Principal has overall responsibility for all policies and procedures, including those relating to supporting pupils in academy with medical conditions.

The Principal, with the approval of the Local Governing Body, has appointed a Designated Contact responsible for ensuring support for pupils with medical conditions: Mrs S Pritchard

The Principal will refer pupils with medical conditions who are finding it difficult to keep up educationally to the SENCO/ALNCO/Special Educational Needs Advisor who will liaise with the pupil (where appropriate), parent and the pupil's healthcare professional.

Designated Contact

The Designated Contact, Mrs S Pritchard, is responsible for facilitating communication with all parties and ensuring that the academy meets the needs of all those identified.

Areas of general responsibility include:

- Maintaining a list of all pupils with medical conditions;
- Ensuring all staff are aware of the policy for supporting pupils with medical conditions and understand their role in its implementation;
- Notifying all staff who need to know of an individual child's medical condition;
- Ensuring all staff are aware of the up to date medical situation of individual pupils;
- Ensuring there are sufficient trained numbers of staff available to implement the policy and deliver against all individual healthcare plans, including in contingency and emergency situations (*a first aid certificate does **not** constitute appropriate training in supporting children with medical needs*);
- Ensuring the recruitment of additional and appropriate member(s) of staff is necessary;
- Ensuring that a risk assessment is carried out before any out-of-academy visit, including work experience and educational placements. The needs of pupils with medical conditions are considered during this process and plans are put in place for any additional medication, equipment or support that may be required;
- Ensuring that any adjustments to accommodation or the curriculum are made;
- Providing ongoing monitoring of the pupil's individual situation and needs whilst in academy;
- Developing appropriate individual healthcare plans and emergency plans;
- Ensuring contact arrangements for the academy nursing service are in place;
- Ensuring that first aid and medical advice is available in the academy;
- Arranging briefing for staff on first aid and medical arrangements;
- Ensuring that prescribed medication is administered appropriately;
- Ensuring that detailed records of medication administered and general record keeping in relation to pupils with medical conditions is strictly kept up-to-date ;

- Ensuring that arrangements are in place for safeguarding pupils during off-site activities;
- Ensuring that all parents are aware of the academy's policy and procedures for dealing with medical needs; and
- Reporting annually to the Local Governing Body on the working of the policy.

George Salter Academy will ensure that the Designated Contact receives adequate training in order to deliver this role effectively and safely, including update training of relevant frequency.

Academy Staff

All staff must understand their duty of care to children and young people and appreciate that pupils who may have serious medical conditions may suffer an adverse effect to their quality of life and their ability to learn.

All staff are aware of the potential social problems that pupils with medical conditions may encounter and use this knowledge together with George Salter Academy anti-bullying policy to help prevent and deal with any problems.

George Salter Academy makes sure that pupils with medical conditions can participate fully in all aspects of the curriculum and enjoy the same opportunities at academy as any other child, and that appropriate adjustments and extra support are provided. All staff are aware that pupils should not be forced to take part in activities if they are unwell. They should also be aware of pupils who have been advised to avoid/take special precautions during activity, and the potential triggers for a pupil's medical condition when exercising and how to minimise these. Staff will ensure that pupils have the appropriate medication/equipment/food with them during physical activity.

No members of staff are obliged to give, or oversee the giving of, medication to pupils. Only the Health Advisor or other academy staff who are authorised and trained in the giving of medication are authorised to give or oversee the taking of medication.

Academy staff will only oversee the administration of medicines prescribed by a qualified medical practitioner or nurse consultant. The academy will **never** accept medicines that have been taken out of the container as originally dispensed nor make changes to dosages on parental instructions.

The academy arrangements for administering medication are in line with the government guidance in *Supporting students at School with Medical Conditions*.

All staff are responsible for:

- Knowing the arrangements and following the academy's procedures;
- Knowing how to call for help in an emergency (this includes temporary and support staff); and
- Reporting any problems to the nurse or the person appointed to support pupils with medical conditions and oversee the administration of medication.

If a pupil needs to attend hospital, a member of staff (preferably known to the pupil) will stay with them until a parent arrives, or accompany a child taken to hospital by ambulance. They will not take pupils to hospital in their own car.

The School Business Manager

The School Business Manager is responsible for:

- Putting appropriate arrangements in place in consultation with the Health Advisor;
- Arranging regular reports from the nurse or person appointed to oversee the taking of medication by pupils and/or administration of medicines to pupils;
- Ensuring the suitability of the procedures;
- Implementing a system for keeping staff up to date with information and names of pupils who need access to medication;
- Ensuring annually that all staff know how to call for help in an emergency; and
- Reporting on progress to the Principal.

Health Care Advisor

The Health Advisor is Mrs S Pritchard.

The Health Advisor is responsible for:

- Collating information provided by parents;
- Administering all prescribed medication;
- Administering any non-prescription medication;
- Ensuring safe storage;
- Providing academy staff with guidance and training for staff and volunteers on medical conditions and how they may affect the education of individual pupils; and
- Reporting regularly to the Principal/Business Manager.

The Health Advisor should be involved together with parents/guardians and medical advisers in the formulation of individual health care plans.

The Health Advisor should be involved in providing health information as part of an assessment for an EHC plan and *may* be involved in delivering some of the provision, as specified in an EHC plan, to achieve defined health outcomes.

The Health Advisor in conjunction with the local NHS trust and the Principal will be involved in advising/providing support for staff training on medical issues.

In the absence of the Health Advisor, the Principal is responsible for trained staff giving prescribed medication during the academy day.

Parents

Parents/carers/guardians are responsible for making sure that their child is well enough to attend the academy.

Normally any prescribed medication should be administered at home. The academy accepts, however, that it may be necessary for some medication to be administered during academy hours especially where it would be detrimental to a child's health if medicine were not administered during the academy 'day'.

George Salter Academy is responsible for requesting information concerning details of all students' medical conditions and care, however parents should provide the Principal with sufficient information about their child's medical condition and treatment or special care needed at academy during the academy day. Parents/guardians should ensure that these details are kept up to date and inform George Salter Academy immediately if their child's needs change.

Parents are responsible for ensuring that any medicines that need to be administered during the academy day are prescribed by a qualified medical practitioner, a doctor, dentist or nurse consultant. The medication must also be provided in the original container as dispensed by a pharmacist and include the prescriber's instructions for administration. Where appropriate, parents/guardians will be involved in drawing up a healthcare plan for their child.

Specific Medical Issues

George Salter Academy welcomes all pupils and encourages them to participate fully in all academy activities.

The academy routinely and regularly advises staff on the practical aspects of the management in academy of:

- Asthma attacks;
- Diabetes;
- Epilepsy; and

- An anaphylactic reaction.

The Designated Contact will be responsible for ensuring a record is kept of all pupils who may require such treatment.

George Salter Academy expects all parents whose children may require such treatment to ensure that appropriate medication has been lodged with the academy together with clear guidance from the prescriber on the usage of the medication. The medication **must** be provided in the container as dispensed.

Asthma

Students are expected to carry and use their own inhalers whilst they are attending the academy. There is a spare salbutamol inhaler that can be used in an emergency situation. This is stored in the medical room.

Insulin

Students are responsible for carrying their diabetes kits whilst attending the academy. They will take and record their blood sugar levels in the medical room supervised by the Health Care Advisor. The Health Care Advisor will take appropriate action if blood sugar levels are too high or too low.

Anaphylactic Shock

The Health Care Advisor will ensure students with allergies carry their epipen and is available for use in the event of an anaphylactic shock. Spare epipens are kept in the school reception and the Health care Advisor ensures they are all up to date.

Medication taken during the Academy day

Prescribed medication that has to be taken during the Academy day, the Health care Advisor will meet with the parent to draw up a health care plan. Medication will be kept in a cabinet in the medical Room and student will sign to say they have taken it.

Students and their parents are also to be informed of the existence of any allergies and the specific foodstuffs or substances to avoid bringing into the academy (e.g. nuts, latex etc.).

Individual Health Care Plan

All children with a medical condition should have an individual healthcare plan (IHP). Parents at this academy are asked if their child has any medical conditions on the enrolment form.

George Salter Academy uses an IHP to record the support an individual pupil needs around their medical condition. The IHP is developed with the pupil (where appropriate), parent, academy staff, specialist nurse (where appropriate) and relevant healthcare services

An IHP details exactly what care a child needs in academy, when they need it and who is going to give it. It should also include information on the impact any health condition may have on a child's learning, behaviour or classroom performance. This should be drawn up with input from the child (if appropriate) their parent/carer, relevant academy staff and healthcare.

George Salter Academy recognises that common triggers can make common medical conditions worse or can bring on an emergency. This academy is committed to identifying and reducing triggers both at academy and on out-of-academy visits.

Academy staff have been given training and written information on medical conditions which includes avoiding/reducing exposure to common triggers. It has a list of the triggers for pupils with medical conditions at this academy, has a trigger reduction schedule and is actively working towards reducing/ eliminating these health and safety risks. The training is regularly updated as the need arises by the Health Care Advisor.

The IHP details an individual pupil's triggers and details how to make sure the pupil remains safe throughout the whole academy day and on out-of-academy activities. Risk assessments are carried out on all out-of-academy activities, taking into account the needs of pupils with medical needs. In addition, for any school trip, the Designated Contact will deliver the relevant IHPs to the trip leader and a First Aider will travel on the trip who will manage any necessary medication.

A child's IHP should explain what help they need in an emergency. The IHP will accompany a pupil should they need to attend hospital. Parental permission will be sought and recorded in the IHP for sharing the IHP within emergency care settings.

George Salter Academy has a centralised register of IHPs, and the Designated Contact and Health Care Advisor have the responsibility for this register.

IHPs are regularly reviewed, at least every year or whenever the pupil's needs change. The pupil (where appropriate) parents, specialist nurse (where appropriate) and relevant

healthcare services hold a copy of the IHP. Other academy staff are made aware of and have access to the IHP for the pupils in their care.

George Salter Academy makes sure that the pupil's confidentiality is protected. The academy seeks permission from parents before sharing any medical information with any other party.

The Health Care Advisor meets with the pupil (where appropriate), parent, principal (where appropriate), Health and Safety Manager (where appropriate), specialist nurse (where appropriate) and relevant healthcare services prior to any overnight or extended day visit to discuss and make a plan for any extra care requirements that may be needed. This is recorded in the pupil's IHP which accompanies them on the visit.

Returning to the Academy after a Period of Hospital Education or Home Tutoring etc.

George Salter Academy will work with the local authority and education provider to ensure that the child receives the support they need to reintegrate effectively.

George Salter Academy works in partnership with all relevant parties including the pupil (where appropriate), parent, academy's Local Governing Body, all academy staff, catering staff, employers and healthcare professionals to ensure that the policy is planned, implemented and maintained successfully.

Storage of Medicine and Equipment

George Salter Academy will ensure that all staff understand what constitutes an emergency for an individual child and will make sure that emergency medication/equipment is readily available wherever the child is in the academy and on off-site activities, and is not locked away.

George Salter Academy will make sure that all medication is stored safely, and that pupils with medical conditions know where they are at all times and have access to them immediately.

This academy will store medication that is in date and labelled in its original container where possible, in accordance with its instructions. The exception to this is insulin, which though must still be in date, will generally be supplied in an insulin injector pen or a pump.

Students may carry their emergency medication with them if they wish/this is appropriate or they should know exactly where to access it.

Students can carry controlled drugs if they are competent, otherwise this academy will keep controlled drugs stored securely, but accessibly, with only named staff having access. Staff at

this academy can administer a controlled drug to a pupil once they have had specialist training.

Parents are asked to collect all medications/equipment at the end of the academy term, and to provide new and in-date medication at the start of each term.

George Salter Academy disposes of needles and other sharps in line with local policies. Sharps boxes are kept securely at academy and will accompany a child on off-site visits. They are collected and disposed of in line with local authority procedures.

Record Keeping

George Salter Academy will keep an up-to date record of:

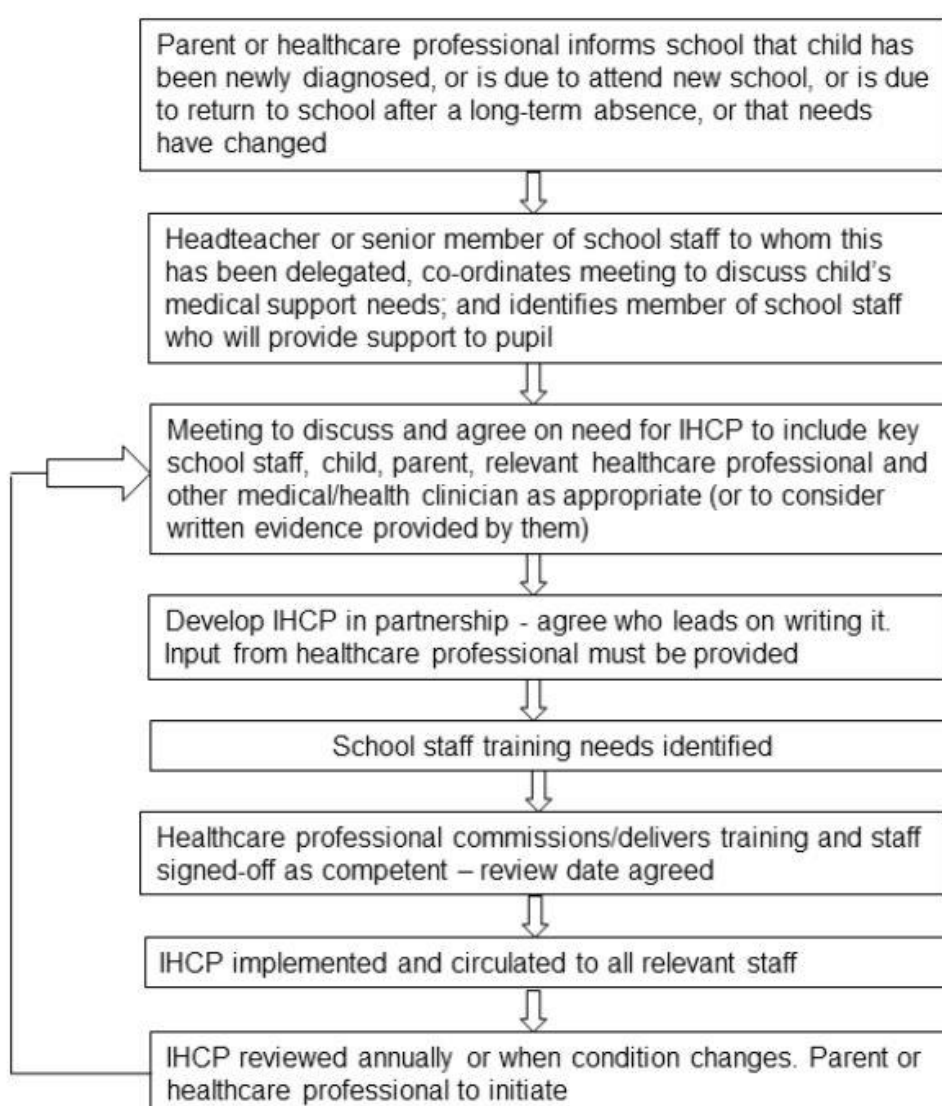
- Any medication administered and by whom;
- Training undertaken;
- Individual Health Care Plans;
- Emergencies etc.

Where appropriate, records will be kept on the Department for Education's [template forms](#) for supporting pupils with medical conditions.

Appendix 1: Model Process for Developing Individual Healthcare Plans

George Salter Academy utilise the DfE's model process for developing IHPs as outlined below.

Annex A: Model process for developing individual healthcare plans



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