



## **George Carey C. of E. Primary School** **Supporting Pupils with Medical Conditions policy**

### **Introduction**

George Carey C. of E. Primary School is an inclusive community that aims to support and welcome pupils with medical conditions. Section 100 of The Children and Families Act 2014 places a duty on the Governing body of this school to make arrangements for supporting children at their premise with medical conditions. The Department of Education have produced statutory guidance 'Supporting Pupils with Medical Conditions' and we will have regard to this guidance when meeting this requirement.

We will endeavour to ensure that children with medical conditions are properly supported so that they have full access to education, including school trips and physical education. The aim is to ensure that all children with medical conditions, in terms of both their physical and mental health, are properly supported so that they can play a full and active role in school life, remain healthy and achieve their academic potential.

It is our policy to ensure that all medical information will be treated confidentially by the Headteacher and staff. All administration of medicines is arranged and managed in accordance with the Supporting Pupils with Medical Needs document. All staff have a duty of care to follow, and we co-operate with the requirements of this policy.

Where children have a disability, the requirement of the Equality Act 2010 will apply. Where children have an identified special need, the SEN Code of Practice will also apply.

We recognise that medical conditions may impact social and emotional development as well as having educational implications.

### **Key Roles & Responsibilities**

#### **The Governing Body is responsible for:**

Ensuring arrangements are made to support pupils with medical conditions in school; including making sure that a policy for supporting pupils with medical conditions in school is developed and implemented. They should ensure that pupils with medical conditions are supported to enable the fullest participation possible in all aspects of school life. Governing bodies should ensure that sufficient staff have received suitable training and are competent before they take on responsibility to support children with medical conditions. They should

also ensure that any members of school staff who provide support to pupils with medical conditions are able to access information and other teaching support materials as needed.

### **The Headteacher is responsible for:**

Ensuring that their school's policy is developed and effectively implemented with others. They must ensure that staff are aware of the policy for supporting pupils with medical conditions and understand their role in its implementation. The Headteacher should ensure that all staff are aware of children with medical conditions in school, and that there are a sufficient number of trained staff to implement healthcare plans where needed. In some cases this may involve recruiting a member of staff for this purpose. The Headteacher has overall responsibility for the development of individual healthcare plans. They should contact the school nursing service in the case of any child who has a medical condition that may require support at school, but who has not yet been brought to the attention of the school nurse.

### **Teachers and Support Staff are responsible for:**

If asked to provide support to pupils with medical conditions, including the administering of medicines, although this is not a requirement. School staff should receive sufficient and suitable training and achieve the necessary level of competency before they take on responsibility to support children with medical conditions. Any member of school staff should know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

### **The School Link Nurse is responsible for:**

Notifying the school when a child has been identified as having a medical condition which will require support in school. Wherever possible, they should do this before the child starts at the school. They may support staff on implementing a child's individual healthcare plan and provide advice and liaison, for example on training. School nurses can liaise with lead clinicians locally on appropriate support for the child and associated staff training needs. Community nursing teams will also be a valuable potential resource for a school seeking advice and support in relation to children with a medical condition.

## **Local Arrangements**

### **Identifying children with health conditions**

We will aim to identify children with medical needs on entry to the school by working in partnership with parents/carers and following the process outlined in the document 'Process for identifying children with a health condition' produced by NELFT School Nursing Team in conjunction with the Children's Services Health and Safety Team.. We will use the schools admission form that is given to all parents to obtain the information required for each child's medical needs to ensure that we have appropriate arrangements in place prior to the child commencing at the school, in order to support them accordingly.

The schools EYFS team and SENCo will work closely with feeder preschools to adopt best practice, and use for support, during transition to school. If a child's needs change during their time at school the SENCo will arrange a meeting to ensure that needs are being met, that all staff are following the same procedures and additional training is given if needed. If

a child has an EHCP they will have an annual review, however if needed the SENCo will set these at shorter time periods.

Where a formal diagnosis is awaited or is unclear, we will plan to implement arrangements to support the child, based on the current evidence available for their condition. We will ensure that every effort is made to involve some formal medical evidence and consultation with the parents.

### **Individual Health Care Plans**

We recognise that Individual Health Care Plans are recommended, in particular where conditions fluctuate or where there is a high risk that emergency intervention will be needed. They are likely to be helpful in the majority of other cases, especially where medical conditions are long term and complex, however, not all children will require one. The school, healthcare professional and parent will agree based on evidence when a healthcare plan would be inappropriate or disproportionate.

Where children require an Individual Health Care Plan, it will be the responsibility of the Headteacher, SENCo and school office team to work with parents and relevant healthcare professionals to write the plan.

A healthcare plan, and subsequent reviews, will be initiated in consultation with the parent/carer; by a member of school staff or by a healthcare professional involved in providing care to the child. The SENCo and school office team will work in partnership with the parents/carer, and a relevant healthcare professional e.g. school, specialist or children's community nurse, who can best advise on the particular needs of the child to draw up and/or review the plan. Where a child has a special educational need identified in a statement or Educational Health Care (EHC) plan, the individual healthcare plan will be linked to or become part of that statement or EHC plan.

We will use the individual healthcare plan template produced by NELFT School Nursing Team to record the plan or plans produced by the child's doctor or consultant.

If a child is returning following a period of hospital education or alternative provision (including home tuition), we will work with NELFT School Nursing Team and alternative education provider to ensure that the individual health care plan identifies the support the child will need to reintegrate effectively.

The Safeguarding will ensure that all plans are reviewed at least annually or earlier if evidence is presented that the child's needs have changed. Plans should be developed with the child's best interests in mind and ensure that the school assesses and manages the risks to the child's education, health and social well-being and minimise disruption. All Healthcare plans are monitored and if something changes regarding a child's condition a review will be held sooner than the annual review date.

Through the use of the model NELFT healthcare plan all information on the child medical condition will be recorded. Support in school, arrangements for trips and other details will

be made through risk assessments and meetings with the Safeguarding Team and class teachers.

### **Staff training**

The Governing Body ensure that staff are supported in carrying out their role to support children with medical conditions and that this is reviewed annually or when needed with the admission of a new child to the school. Training needs are assessed based on the expectation of individuals offering support and training is arranged by the Medical Manager. If any member of staff is asked to support a child, the school will ensure that they have received suitable training. This may be from the local school nursing team, hospital team, other healthcare professionals or parents.

Staff must not administer prescription medicines or undertake any health care procedures without the appropriate training.

All nominated staff will be provided awareness training on the school's policy for supporting children with medical conditions, which will clearly show their role in implementing the policy. This training will be carried out annually or following a review of the policy. The awareness training will be provided to staff during Inset days or staff meetings and all staff will be expected to attend.

We will retain evidence that staff have been provided with the relevant awareness training on the policy by minutes of the meetings.

Where required, we will work with the relevant healthcare professionals to identify and agree the type and level of training required and identify where the training can be obtained from. This will include ensuring that the training is sufficient to ensure staff are competent and confident in their ability to support children with medical conditions. The training will include preventative and emergency measures so that staff can recognise and act quickly when a problem occurs and therefore allow them to fulfil the requirements set out in the individual healthcare plan.

Any training undertaken will form part of the overall training plan for the school and refresher awareness training will be scheduled at appropriate intervals agreed with the relevant healthcare professional delivering the training.

A 'staff training record– administration of medicines' form will be completed to document the type of awareness training undertaken, the date of training and the competent professional providing the training.

### **The child's role**

Where possible, and in discussion with parents, children who are competent will be encouraged to take responsibility for managing their own medicines and procedures. This will be recorded in their individual healthcare plan. The healthcare plan will reference what

will happen should a child who self-administers refuse to take their medication. Usually this will be to inform the parent/carer at the earliest opportunity.

Where possible we will endeavour to ensure that children can carry their own medicines and relevant devices or have easy access to allow for quick self-medication. We will agree with relevant healthcare professionals/parent the appropriate level of supervision required and document this in their healthcare plan.

### **Managing medicines on school premises**

The administration of medicines is the overall responsibility of the parents/carers. Where clinically possible we will encourage parents to ask for medicines to be prescribed in dose frequencies which enable them to be taken outside of school hours. However, the Headteacher is responsible for ensuring children are supported with their medical needs whilst on site, therefore this may include managing medicines where it would be detrimental to a child's health or school attendance not to do so.

We will not give prescription or non-prescription medicines to a child without their parent's/carers written consent. A 'parental agreement for setting to administer medicines' form will be used to record this and filed with the healthcare plan. A documented tracking system to record all medicines received in and out of the premises is in place.

The name of the child, dose, expiry and shelf life dates will be checked before medicines are administered.

On occasions where a child refuses to take their medication the parents will be informed at the earliest available opportunity.

We will only accept prescribed medicines that are in date, labelled, provided in the original container as dispensed by the pharmacist and include instructions for administration, their dosage and storage. Insulin is the exception, which must still be in date but will generally be available to schools inside an insulin pen or a pump, rather than its original container.

Children who are able to use their own inhalers themselves are encouraged to go to the office when needed. This is a safe and easily accessible place. All inhalers are clearly marked with the child's name.

Controlled drugs will be securely stored in a locked cupboard which only named staff will have access to. We will ensure that the drugs are easily accessible in an emergency situation. A record will be kept of any doses used and the amount of the controlled drug held in school. There may be instances where it is deemed appropriate for a child to administer their own controlled medication. This would normally be on the advice of a medical practitioner. Where an individual child is competent to do so, and following a risk assessment, we may allow them to have prescribed controlled drugs on them with monitoring arrangements in place.

Emergency medicines will be stored in a safe location to ensure they are easily accessible in the case of an emergency.

Types of emergency medicines include:

- Injections of adrenaline for acute allergic reactions
- Inhalers for asthmatics
- Injections of Glucagon for diabetic hypoglycaemia

Other emergency medication will be stored in accordance with the normal prescribed medicines procedures (see storage section).

### **Storage**

All medication other than emergency medication will be stored safely in a locked cabinet, where the hinges cannot be easily tampered with and cannot be easily removed from the premise.

Where medicines need to be refrigerated, they will be stored in a medicine fridge located in the family room in a clearly labelled airtight container.

Children will be made aware of where their medicines are at all times and be able to access them immediately where appropriate.

Medicines such as asthma inhalers will always be readily available to children and not locked away. We will also ensure that they are readily available when outside of the school premises or on school trips.

Storage of medication whilst off site will be maintained at steady temperature and secure. There will be appropriately trained staff present to administer day to day and emergency medication and copies of individual health care plans will be taken off site to ensure appropriate procedures are followed.

### **Disposal**

It is the responsibility of the parents/carers to dispose of their child's medicines. It is our policy to return any medicines that are no longer required including those where the date has expired to the parents/carers. Parents/carers will be informed of this when the initial agreements are made to administer medicines.

Sharps boxes will be in place for the disposal of needles. Collection and disposal of these will be arranged with parents and we will ensure that they are removed from site monthly.

### **Medical Accommodation**

The school office or medical room will be used for all medical administration/ treatment purposes. The medical room will be made available when required.

### **Record Keeping**

The Governing Body ensure that written records are kept of all medicines administered to children.

A record of what has been administered including how much, when and by whom, will be recorded on a 'record of prescribed medicines' form. The form will be kept on file. Any possible side effects of the medication will also be noted and reported to the parent/carers.

## **Emergency Procedures**

The Governing Body will ensure that the school's policy sets out what should happen in an emergency situation. Where a child has an individual healthcare plan, this will clearly define what constitutes an emergency and provide a process to follow. All relevant staff will be made aware of the emergency symptoms and procedures. We will ensure other children in the school know what to do in the event of an emergency i.e. informing a teacher immediately if they are concerned about the health of another child.

Where a child is required to be taken to hospital, a member of staff will stay with the child until their parents arrives. This includes accompanying them to hospital by ambulance if necessary, taking any relevant medical information, care plans etc. that the school holds.

In the staff room and the school office, summarised versions of specific children's medical needs are displayed, including signs and symptoms and actions to take in an emergency. These are shared with staff and referred to regularly during staff meetings.

## **Day trips/off site activities**

The Governing Body ensures and monitors that arrangements are clear about the need to actively support pupils with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them from doing so. We will ensure that teachers are aware of how a child's medical condition will impact on their participation in any off site activity or day trip, but we will ensure that there is enough flexibility for all children to participate according to their own abilities within reasonable adjustments.

We will consider what reasonable adjustments we might make to enable children with medical needs to participate fully and safely on visits. We will carry out a risk assessment so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. We will consult with parents and pupils and advice from the relevant healthcare professional to ensure that pupils can participate safely.

## **Unacceptable practice**

Staff are expected to use their discretion and judge each child's individual healthcare plan on its merits; it is not generally 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;
- send a child who becomes ill to the school office or medical room unaccompanied or with someone unsuitable;
- penalise children for their attendance record if their absences are related to their medical condition, e.g. hospital appointments;

- prevent pupils 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; or
- 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.

### **Liability and Indemnity**

The Governing Body will ensure that the appropriate level of insurance is in place and appropriately reflects the level of risk.

Staff at the school are indemnified under the LBBB public liability insurance arrangements. The LBBB is self-insured and have extended this self-insurance to indemnify school staffs who have agreed to administer medication or undertake a medical procedure to children. To meet the requirements of the indemnification, we will ensure that staff at the school have parents' permission for administering medicines and members of staff will have had training on the administration of the medication or medical procedure.

### **Complaints**

Should parents or children be dissatisfied with the support provided they can discuss their concerns directly with the Headteacher. If for whatever reason this does not resolve the issue, they may make a formal complaint via the school's complaints procedure.

### **Review**

This policy will be reviewed annually.

Signed \_\_\_\_\_  
Headteacher

Signed \_\_\_\_\_  
Chair of Governors

Date: \_\_\_\_\_

**Reviewed:** Spring 2017

**Next Review:** Spring 2018