



Supporting Pupils with Medical Conditions Policy

Policy Status	Approved 23/08/16
Review Cycle	annual
Policy reference	

Review date	Author	Changes summary
23/08/16	CmG	

Manchester Settlement wishes to ensure that pupils with medical conditions receive appropriate care and support at school. All pupils have an entitlement to a full time curriculum or as much as their medical condition allows. This policy has been developed in line with the Department for Education’s statutory guidance released in April 2014 – ‘Supporting pupils at school with medical conditions’ under a statutory duty from section 100 of the Children and Families Act 2014. The statutory duty came into force on 1st September 2014.

The school will have a regard to the statutory guidance issued. We take account of it, carefully consider it and we make all efforts to comply.

Ofsted places a clear emphasis on meeting the needs of pupils with SEN and Disabilities, also including those pupils with medical conditions.

1) Key Roles and responsibilities

a. The Local Authority and referring schools (LA) are responsible for:

1. Promoting co-operation between relevant partners regarding supporting pupils with medical conditions.
2. Providing support, advice/guidance and training to schools and their staff to ensure Individual Healthcare Plans (IHP) are effectively delivered.
3. Working with schools to ensure pupils attend full-time or make alternative arrangements for the education of pupils who need to be out of school for fifteen days or more due to a health need and who otherwise would not receive a suitable education.

b. Management Committee of Manchester Settlement is responsible for:

1. Ensuring arrangements are in place to support pupils with medical conditions.
2. Ensuring the policy is developed collaboratively across services clearly identifies roles and responsibilities and is implemented effectively.
3. Ensuring that the Supporting Pupils with Medical Conditions Policy does not discriminate on any grounds including, but not limited to protected characteristics: ethnicity/national/origin, religion or belief, sex, gender reassignment, pregnancy & maternity, disability or sexual orientation.
4. Ensuring the policy covers arrangements for pupils who are competent to manage their own health needs.
5. Ensuring that all pupils with medical conditions are able to play a full and active role in all aspects of school life, participate in school visits/trips/sporting activities, remain healthy and achieve their academic potential.
6. Ensuring that relevant training is delivered to a sufficient number of staff who will have responsibility to support children with medical conditions and that they are signed off as competent to do so. Staff to have access to information, resources and materials.
7. Ensuring written records are kept of, any and all, medicines administered to pupils.
8. Ensuring the policy sets out procedures in place for emergency situations
9. Ensuring the level of insurance in place reflects the level of risk.
10. Handling complaints regarding this policy as outlined in the school's Complaints Policy

c. The Headteacher is responsible for:

1. Ensuring the policy is developed effectively with partner agencies and then making staff aware of this policy.
2. The day-to-day implementation and management of Supporting Pupils with Medical Conditions Policy and Procedures of Manchester Settlement.
3. Liaising with healthcare professionals regarding the training required for staff.
4. Identifying staff that need to be aware of a child's medical condition.
5. Developing Individual healthcare Plans (IHPs).
6. Ensuring a sufficient number of trained members of staff are available to implement the policy and deliver IHPs in normal, contingency and emergency situations.
7. If necessary, facilitating the recruitment of staff for the purpose of delivering the promises made in this policy. Ensuring more than one staff member is identified, to cover holidays/absences and emergencies.
8. Ensuring the correct level of insurance is in place for teachers and staff who support pupils in line with this policy.

9. Continuous two way liaison with school nurses and school in the case of any child who has or develops an identified medical condition.
10. Ensuring confidentiality and data protection.
11. Assigning appropriate accommodation for medical treatment/care.
12. Voluntarily holding 'spare' asthma inhalers for emergency use.

d. Staff members of responsible for:

1. Taking appropriate steps to support children with medical conditions and familiarising themselves with procedures which detail how to respond when they become aware that a pupil with a medical condition needs help. A First Aid Certificate is not sufficient.
2. Knowing where controlled drugs are stored and where the key is held.
3. Taking account of the needs of pupils with medical conditions in lessons.
4. Undertaking training to achieve the necessary competency for supporting pupils with medical conditions, with particular specialist training if they have agreed to undertake a medication responsibility.
5. Allowing inhalers, adrenalin pens and blood glucose testers to be held in an accessible location, following DfE guidance.

e. School nurses are responsible for:

1. Collaborating on developing an IHP in anticipation of a child with a medical condition starting school.
2. Notifying the school when a child has been identified as requiring support in school due to a medical condition at any time in their school career.
3. Supporting staff to implement an IHP and then participate in regular reviews of the IHP. Giving advice and liaison on training needs.
4. Liaising locally with lead clinicians on appropriate support. Assisting the Headteacher in identifying training needs and providers of training.

f. Parents and Carers are responsible for:

1. Keeping the school informed about any new medical condition or changes to the child/children's health.
2. Participating in the development and regular reviews of their child's IHP.
3. Completing a parental consent form to administer medicine or treatment before bringing medication into school.
4. Providing the school with the medication their child requires and keeping it up to date including collecting leftover medicine.

5. Carrying out actions assigned to them in the IHP with particular emphasis on, they or a nominated adult, being contactable at all times.

g. Pupils are responsible for:

1. Providing information on how their medical condition affects them.
2. Contributing to their IHP
3. Compiling with the IHP and self-managing their medication or health needs including carrying medicines or devices, if judged competent to do so by a health care professional and agreed by parents.

2. Training of Staff

- a. Newly appointed teachers, supply or agency staff and support staff will receive training on the 'Supporting Pupils with Medical Conditions' Policy as part of their induction.
- b. The clinical lead for each training area/session will be named on each IHP.
- c. No staff member may administer prescription medicines or undertake any healthcare procedures without undergoing training specific to the condition and signed off as competent.
- d. School will keep a record of medical conditions supported, training undertaken and a list of teachers qualified to undertake responsibilities under this policy. The Head Teacher or delegated staff member will notify Manchester Settlement Health & Safety and Safeguarding leads.

3. Medical conditions register/list

- a. The school referral form does request information on pre-existing medical conditions. Parents must have an easy pathway to inform school at any point in the school year if a condition develops or is diagnosed. Consideration could be given to seeking consent from GP's to have input into the IHP and also to share information for recoding attendance.
- b. A medical conditions list or register should be kept updated and reviewed regularly by the nominated member of staff. Each class/form tutor should have an overview of the list for the pupils in their care, within easy access.
- c. Supply staff and support staff should similarly have access on a need to know bases. Parents should be assured data sharing principles are adhered to.
- d. For pupils on the medical conditions list key stage transition points meetings should take place in advance of transferring to enable parents, school and health professionals to prepare IHP and training staff if appropriate.

4. Individual Healthcare Plans (IHPs)

- a. Where necessary (Headteachers will make the final decision) an Individual Healthcare Plan (IHP) will be developed in collaboration with the pupil, parents/carers, Headteacher, Special Education Needs Coordinator (SENCo) and medical professionals.
- b. IHP's will be easily accessible to all relevant staff, including supply/agency staff, whilst preserving confidentiality. These will be stored on School Pod in individual pupil files. If consent is sought from

parents a photo and instructions may be displayed. In the case of conditions with potential life-threatening implications the information should be available clearly and accessible to everyone.

- c. IHP's will be reviewed at least annually or when a child's medical circumstances change, whichever is sooner.
- d. Where a pupil has an Education, Health and Care plan or special needs statement, the IHP will be linked to it or become part of it.
- e. Where a child is returning from a period of hospital education or alternative provision or home tuition, collaboration between the LA/AP provider and school is needed to ensure that the IHP identifies the support the child needs to reintegrate.

5. Transport Arrangements

- a. Manchester Settlement will liaise with the referring school to develop pupil transport arrangement plans. Where a pupil with an IHP is allocated specific school transport the transport operator will be invited to discuss arrangements for the pupil.
- b. For some medical conditions the driver/escort will require adequate training. For pupils who receive specialised support in school with their medical condition this must equally be planned for in travel arrangements to school.

If taxis are used - Taxi Drivers cannot transport medication (parents must not use this system) Medication will not be accepted unless the packaging is intact, the label is correctly dated and there are no signs of it being tampered with. The name of the pupil and the prescriber must be clear and relevant and it must be handed to the named school person.

At the end of each full term, arrangements are made with parents for any surplus Medication to be removed from site. If this is not done, the named person must dispose of the items by way of a drop kit (Guidance for usage attached, or through a Pharmacy Pick-up Scheme).

6. Education Health Needs (EHN) referrals

- a. All pupils of compulsory school age who because of illness, lasting 15 days or more, would not otherwise receive a suitable full-time education are provided for under the local authority's duty to arrange educational provision for such pupils.

7. Medicines

- a. Where possible, unless advised it would be detrimental to health, medicines should be prescribed in frequencies that allow the pupil to take them outside of school hours.
- b. If this is not possible, prior to staff members administering any medication, the parents/carers of the child must complete and sign a parental consent to administration of medicine form.
- c. No child will be given any prescription or non-prescription medicines without written parental consent except in exceptional circumstances.
- d. Where a pupil is prescribed medication by a healthcare professional without their parents'/carers' knowledge, every effort will be made to encourage the pupil to involve their parents while respecting their right to confidentiality.

- e. No child under 16 years of age will be given medication containing aspirin without a doctor's prescription.
- f. 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.
- g. A maximum of four weeks' supply of the medication may be provided to the school at one time.
- h. Controlled drugs may only be taken on school premises by the Parent/Carer of the individual to whom they have been prescribed and passed to the named member of staff. Passing such drugs to others is an offence which will be dealt with under the Drug and Alcohol Policy.
- i. Medications are currently stored in strong medical cabinets, firmly attached to the wall and within a locked area with limited access and limited key holders. These guidelines comply with existing Health & Safety Policy and Child Protection Policy.
- j. Any medications left over at the end of the course will either be returned to the child's parents or returned back to a local pharmacist logged out by appointed Manchester Settlement staff and signed for by Pharmacy staff.
- k. Written records will be kept of any medication administered to children.
- l. Pupils will never be prevented from accessing their medication.
- m. General posters about medical conditions (diabetes, asthma, epilepsy etc.) are recommended to be visible in the staff room.
- n. Manchester Settlement cannot be held responsible for side effects that occur when medication is taken correctly.
- o. Staff will not force a pupil, if the pupil refuses to comply with their health procedure, and the resulting actions will be clearly written into the IHP which will include informing parents.

8. Emergencies

- a. Medical emergencies will be dealt with under the school's emergency procedures which will be communicated to all relevant staff so they are aware of signs and symptoms.
- b. Pupils will be informed in general terms of what to do in an emergency such as telling a teacher.
- c. If a pupil needs to be taken to hospital, a member of staff will remain with the child until their parents arrive.

9. Day trips, residential visits and sporting activities

- a. The named person is to arrange for medication to be flexible enough to ensure pupils with medical conditions can participate in school trips, residential stays, sports activities and not prevent them from doing so unless a clinician states it is not possible.
- b. To comply with best practice risk assessments should be undertaken, in line with H&S

executive guidance on school trips, in order to plan for including pupils with medical conditions. Consultation with parents, healthcare professionals etc. on trips and visits will be separate to the normal day to day IHP requirements for the school day. Offsite Education providers to follow this policy.

10. Avoiding unacceptable practice

Each case will be judged individually but in general the following is not considered acceptable

The following behaviour is unacceptable in Manchester Settlement:

- a. Preventing children from easily accessing their inhalers and medication and administering their medication when and where necessary.
- b. Assuming that pupils with the same condition require the same treatment.
- c. Ignoring the views of the pupil and/or their parents or ignoring medical evidence or opinion.
- d. Sending pupils home frequently or preventing them from taking part in activities at school.
- e. Penalising pupils with medical conditions for their attendance record where the absences relate to their condition.
- f. Making parents feel obliged or forcing parents to attend school to administer medication or provide medical support, including toilet issues.
- g. Creating barriers to children participating in school life, including school trips.
- h. Refusing to allow pupils to eat, drink or use the toilet when they need to in order to manage their condition.

11. Insurance

- a. Teachers who undertake responsibilities within this policy will be assured by the Headteacher that are covered by the LA/school's insurance.
- b. 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 Head.

12. Complaints

- a. All complaints should be raised with the school in the first instance.
- b. The details of how to make a formal complaint can be found in the School Complaints Policy.

13. Definitions

- a. 'Medical condition' for these purposes is either a physical or mental health condition as diagnosed by a healthcare professional which results in the child or young person requiring special adjustments for the school day, either ongoing or intermittently. This includes; a chronic or short term condition,
- b long term health need or disability, an illness, injury or recovery from treatment or surgery. Being 'unwell' and common childhood diseases are not covered
- c. 'Medication' is defined as any prescribed or over the counter treatment

- d. 'Prescribed medication' is defined as any drug or device prescribed by a doctor, prescribing nurse or dentist and dispensed by a pharmacist with instructions for administration, dose and storage.
- e. A 'staff member' is defined as any member of staff employed at Manchester Settlement

Supporting Pupils with Medical Conditions - Procedures

- 1 Parent or healthcare professional informs school that child has medical condition or is due to return from long term absence, or that needs have changed
- 2 Headteacher or delegated staff member co-ordinates a meeting to discuss child's medical needs and identifies a member of school staff who will provide support to the pupil
- 3 Meeting held to discuss and agree on the need for IHP to include key school staff, child, parent and relevant healthcare professionals and other medical/health clinician as appropriate (or to consider evidence provided by them)
- 4 Develop IHP in partnership. Agree who leads on writing it, input from healthcare professionals must be provided
- 5 School staff training needs identified
- 6 Healthcare professional commissions and/or deliverers training, Staff signed off as competent - review date agreed
- 7 IHP implemented and circulated to all relevant staff
- 8 IHP reviewed annually or when condition changes. Parent/carer or healthcare professional to initiate
9. Administration of medication forms completed. Location -staff drive: Proformas folder