

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future
Company Reg N°: 4521396



This policy has been developed in line with the Department for Education's statutory guidance released in December 2015 – "Supporting learners at school with medical conditions" under a statutory duty form section 100 of the Learner and Families Act 2014.

Document Control Version Number:	1
Applicable To:	Build-a-Future
Committee:	Learner Welfare & Experience
Approved By Academy Council On:	January 2018
Review Cycle:	Two Years
Date of Next Review:	January 2020
Related Policies:	Behaviour & Exclusion Policy E safety Policy Safeguarding Policy Complaints Policy First Aid Procedure

1 Rationale

Build-a-Future (BAF) wishes to ensure that learners with medical conditions receive appropriate care and support at school. All learners have an entitlement to a full-time curriculum or as much as their medical condition allows.

'Learner and young people with medical conditions are entitled to a full education and have the same rights of admission to school as other learner. This means that no learner with a medical condition can be denied admission or prevented from taking up a place in school because arrangements for their medical condition have not been made. However, in line with their safeguarding duties, governing bodies should ensure that learners' health is not put at unnecessary risk from, for example, infectious diseases. They therefore do not have to accept a learner in school at times where it would be detrimental to the health of that learner or others to do so.' DFE December 2015.

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

2 Key roles and responsibilities

The Local Authority (LA) is responsible for:

- Promoting co-operation between relevant partners regarding supporting learners with medical conditions.

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



- Providing support, advice /guidance and training to schools and their staff to ensure Individual Healthcare Plans (IHP) are effectively delivered.
- Working with schools to ensure learners attend full-time or make alternative arrangements for the education of learners 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.

3 BAF's (Governing Body) is responsible for:

- Ensuring arrangements are in place to support learners with medical conditions.
- Ensuring the policy clearly identifies roles and responsibilities and is implemented effectively.
- Ensuring that the Supporting Learners 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.
- Ensuring the policy covers arrangements for learners who are competent to manage their own health needs.
- Ensuring that all learners 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.
- Ensuring that relevant training is delivered to a sufficient number of staff who will have responsibility to support learner with medical conditions and that they are competent to do so. Staff to have access to information, resources and materials.
- Ensuring written records are kept of, any and all, medicines administered to learners.
- Ensuring the policy sets out procedures in place for emergency situations.
- Ensuring the level of insurance in place reflects the level of risk.
- Handling complaints regarding this policy as outlined in BAF's Complaints Policy.

4. The Principal is responsible for:

- Ensuring the policy is developed effectively with partner agencies and then making staff aware of this policy.
- The day-to-day implementation and management of the Supporting Learners with Medical Conditions Policy and Procedures of BAF.
- Liaising with healthcare professionals regarding the training required for staff.
- Identifying staff who need to be aware of a learner's medical condition.
- Developing Individual Healthcare Plans (IHPs).
- Ensuring a sufficient number of trained members of staff are available to implement the policy in normal, contingency and emergency situations.
- 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.

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



- Ensuring the correct level of insurance is in place for teachers who support learners in line with this policy.
- Ensuring confidentiality and data protection.
- Assigning appropriate accommodation for medical treatment/care.
- Considering the purchase of a defibrillator.
- Voluntarily holding 'spare' salbutamol asthma inhalers for emergency use.

5 Staff members are responsible for:

- Taking appropriate steps to support learner with medical conditions and familiarising themselves with procedures which detail how to respond when they become aware that a learner with a medical condition needs help. A first-aid certificate is not sufficient.
- Knowing where controlled drugs are stored and where the key is held.
- Taking account of the needs of learners with medical conditions in lessons.
- Undertaking training to achieve the necessary competency for supporting learners with medical conditions, with specialist training if they have agreed to undertake a medication responsibility.
- Allowing inhalers, adrenalin pens and blood glucose testers to be held in an accessible location, following DfE guidance.
- Staff who bring medication into school for personal use must ensure that these are stored securely and that learners are unable to access.

6 School nurses are responsible for:

- Developing and collaborating in the writing of an IHP in anticipation of a learner with a medical condition starting school.
- Notifying the school when a learner has been identified as requiring support in school due to a medical condition at any time in their school career.
- Supporting staff to implement an IHP and then participate in regular reviews of the IHP. Giving advice and liaison on training needs.
- Liaising locally with lead clinicians on appropriate support.
- Assisting the Principal in identifying training needs and providers of training.

7 Parents and carers are responsible for:

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

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



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

8 Learners are responsible for:

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

9 Training of staff

- Newly appointed teachers, supply or agency staff and support staff will receive training on the 'Supporting Learners with Medical Conditions' Policy as part of their induction.
- The clinical lead for each training area/session will be named on each IHP.
- Medicines should only be administered at school when it would be detrimental to a learner's health or school attendance not to do so.
- No staff member may administer prescription medicines or undertake any healthcare procedures without undergoing training specific to the condition.
- School will keep a record of medical conditions supported, training undertaken, and a list of teachers trained to undertake responsibilities under this policy.

10 Medical conditions register/list

- BAFs admissions forms request information on pre-existing medical conditions. Parents are asked to inform the school and can do so face to face, over the telephone or in writing or by emailing the school office at any point in the school year if a condition develops or is diagnosed. BAF will consider seeking consent from GPs to have input into the IHP and also to share information for recording attendance.
- A medical conditions list or register is kept, updated and reviewed regularly by the nominated member of staff. Each class / form tutor should have an overview of the list for the learners in their care, within easy access.
- Supply staff and support staff should similarly have access on a need to know basis. Parents should be assured data sharing principles are adhered to.
- For learners 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 train staff if appropriate.

11 Individual Healthcare Plans (IHPs)

Where necessary (the Principal will make the final decision) an Individual Healthcare Plan (IHP) will be developed by the medical professionals in collaboration with the learner, parents/carers, Principal, and Special Educational Needs Coordinator (SENCO).

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future
Company Reg N°: 4521396



- IHPs will be easily accessible to all relevant staff, including supply/agency staff, whilst preserving confidentiality. Staffrooms are inappropriate locations under Information Commissioner's Office (ICO) advice for displaying IHP as visitors /parent helpers etc. may enter. If consent is sought from parents a photo and instructions may be displayed. More discreet location for storage such as Intranet or locked file is more appropriate. However, in the case of conditions with potential life-threatening implications the information should be available clearly and accessible to everyone.
- IHPs will be reviewed at least annually or when a learner's medical circumstances change, whichever is sooner.
- Where a learner has an Education, Health and Care plan or special needs statement, the IHP will be linked to it or become part of it.
- Where a learner 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 learner needs to reintegrate.

12 Administering Medicines

- Medicines will only be administered in school when it would be detrimental to a learner's health or attendance not to do so.
- BAF will not administer prescription or non-prescription medicines to any learner under the age of 16 without parent's written consent – except in exceptional circumstances where the medicine has been prescribed to the learner without the parent's knowledge.
- Where a learner is prescribed medication by a healthcare professional without their parents'/carers' knowledge, every effort will be made to encourage the learner to involve their parents while respecting their right to confidentiality.
- BAF will not administer medicines containing aspirin to any learner unless prescribed by a doctor. This also applies to paracetamol, or other painkillers.
- Where possible, unless advised it would be detrimental to health, medicines should be prescribed in frequencies that allow the learner to take them outside of school hours.
- If this is not possible, prior to staff members administering any medication, the parents/carers of the learner must complete and sign a parental consent to administration of medicine form.
- No learner will be given any prescription or non-prescription medicines without written parental consent except in exceptional circumstances.
- 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.
- A learner who has been prescribed a controlled drug may legally have it in their possession if they are competent to do so, but passing it to another learner for use is an offence. Monitoring arrangements will be put in place by the school if necessary.
- Controlled drugs that have been prescribed for a learner will be securely stored in a non-portable container and only named staff will have access. Controlled drugs should be

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



easily accessible in an emergency and may be administered by school staff in accordance with the prescriber's instructions.

- Medicines will be stored in the office. Medication that needs to be stored in a cool fridge should be kept in a separate, lockable fridge.
- Any medications left over at the end of the course will be returned to the learner's parents, including sharps in sharps boxes.
- Written records will be kept of any medication administered to learner, including what, how, how much was administered, date and time and by whom. The school will also record any side effects noted.
- Medication administered will be recorded on the appropriate form. (See Appendix 4)
- Learners will never be prevented from accessing their medication.
- Emergency salbutamol inhaler kits may be kept voluntarily by school.
- When available general posters about medical conditions (diabetes, asthma, epilepsy etc.) will be displayed for example in staff rooms.
- BAF cannot be held responsible for side effects that occur when medication is taken correctly.
- Staff will not force a learner, if the learner refuses to comply with their health procedure, and the resulting actions will be clearly written into the IHP which will include informing parents.

13 Emergencies

- Where a learner has a healthcare plan it will clearly state what constitutes an emergency for that learner and steps to take.
- If a learner needs to go to hospital a member of staff should go with them and remain with them until a person with parental responsibility arrives.
- BAF will ensure that asthma inhalers are purchased and kept for emergency use.

14 Day trips, residential visits and sporting activities

- Wherever possible arrangements will be put in place to ensure that all learner with medical conditions can access all school activities unless it is not safe or advisable for them to do so in which case medical advice may be sought.
- Additional risk assessments may be put in place for these events if needed.
- Parents will be consulted where necessary in addition to the normal IHP requirements for the school day.

15 Avoiding unacceptable practice - The following behaviour is unacceptable in BAF

- Preventing learner from easily accessing their inhalers and medication and administering their medication when and where necessary.
- Assuming that learners with the same condition require the same treatment.

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



- Ignoring the views of the learner and/or their parents or ignoring medical evidence or opinion.
- Sending learners home frequently or preventing them from taking part in activities at BAF.
- Sending the learner to the medical room or office alone or with an unsuitable escort if they become ill.
- Penalising learners with medical conditions for their attendance record where the absences relate to their condition.
- Making parents feel obliged or forcing parents to attend school to administer medication or provide medical support, including toilet issues.
- Creating unnecessary barriers to learner participating in school life, including school trips. (although if parents wish to and are able to accompany their learner they may be encouraged to do so).
- Refusing to allow learners to eat, drink or use the toilet when they need to in order to manage their condition.

16 Insurance

- BAF has adequate insurance in place.
- Insurance policy documents are available to be viewed by members of staff who are providing support to learners with medical conditions on request.

17 Complaints

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

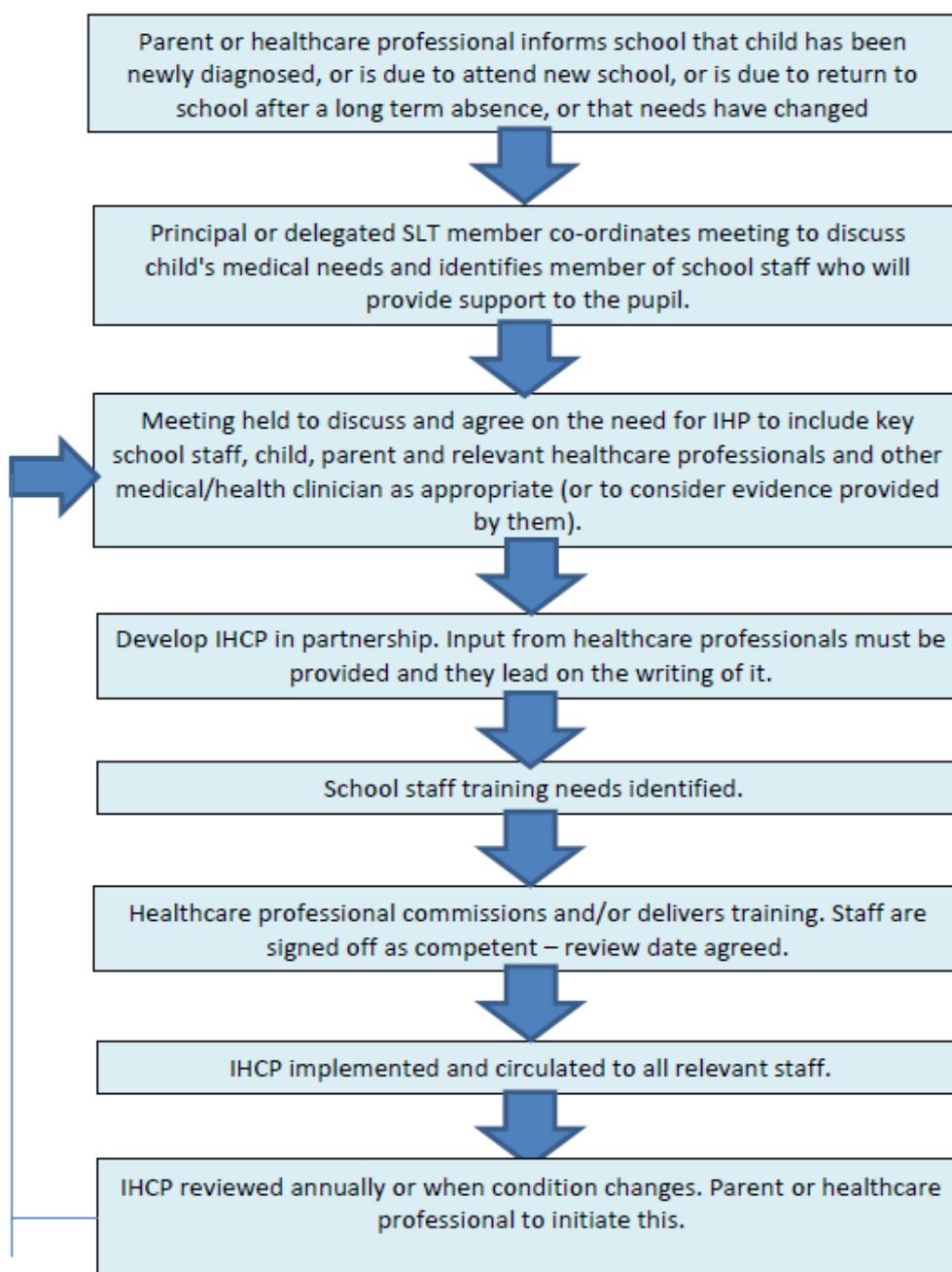
18 Definitions

- Parent refers to anyone who has parental responsibility for the learner.
- Medical condition for these purposes is either a physical or mental health medical condition as diagnosed by a healthcare professional which results in the learner or young person requiring special adjustments for the school day, either ongoing or intermittently. This includes; a chronic or short-term condition, a long-term health need or disability, an illness, injury or recovery from treatment or surgery. Being 'unwell' and common learner diseases are not covered.
- Medication is defined as any prescribed or over the counter treatment.
- Prescription 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.
- Staff member is defined as any member of staff employed at BAF.



Appendix I

Process for Developing an Individual Healthcare Plan



Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future

Company Reg N°: 4521396



Appendix 2

Individual Healthcare Plan

Name of school/setting	
Child's name	
Group/class/form	
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 responsible for providing support in school

--

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future
Company Reg N°: 4521396



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 (<i>state if different for off-site activities</i>)	
Plan developed with	
Staff training needed/undertaken – who, what, when	
Form copied to	

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future

Company Reg N°: 4521396



Appendix 3

Parental Agreement to Administer Medicine

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

Date for review to be initiated by	
Name of academy	
Name of child	
Date of birth	
Group/class/form	
Medical condition or 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 – y/n	
If Yes does the school agree that the child is competent to self administer	To be completed by the school
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 this named member of staff	

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent to academy staff administering medicine in accordance with the academy policy. I will inform the academy immediately, in writing, if there is any change in dosage or frequency of the medication or if the medicine is stopped.

Signature(s) _____

Date _____



Appendix 6

Staff Training Record – Administration of Medicines

BAF Start Date	
Name	
Type of training received	
Date of training completed	
Training provided by	
Profession and title	

I confirm that [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 [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 _____

Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

Supporting Learners with Medical Conditions Policy



Education is the Foundation to Build-a-Future
Company Reg N°: 4521396



Appendix 7

Letter Inviting Parents to Contribute to Individual Healthcare Plan Development

Dear Parent/ Carer of.....

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 between BAF, parents, learners, 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 on 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 involve [the following people]. 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 another member of staff involved in plan development or pupil support] would be happy for you contact me [them] by email or to speak by phone if this would be helpful.

Yours sincerely