



HAILSHAM COMMUNITY COLLEGE
ACADEMY TRUST

'Be the very best you can be'

Supporting Learners with Medical Conditions Policy

SLT responsible:	Head of Business Services
Last reviewed:	July 2024
Ratified by Trustees:	11 July 2024

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1. Key roles and responsibilities

1.1. The Local Authority (LA) is responsible for:

- 1.1.1. Promoting cooperation between relevant partners and stakeholders regarding supporting learners with medical conditions.
- 1.1.2. Providing support, advice and guidance to schools and their staff.
- 1.1.3. Making alternative arrangements for the education of learners who need to be out of school for fifteen days or more due to a medical condition.
- 1.1.4. Providing suitable training to school staff in supporting learners with medical conditions to ensure that Individual Healthcare Plans can be delivered effectively and where appropriate signposting concerns via the Safeguarding mechanism 'My Concern'

1.2. The Board of Trustees is responsible for:

- 1.2.1. The overall implementation of the Supporting Learners with Medical Conditions Policy and procedures of Hailsham Community College (Academy Trust).
- 1.2.2. Ensuring that the Supporting Learners with Medical Conditions Policy, as written, does not discriminate on any grounds including, but not limited to ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- 1.2.3. Handling complaints regarding this policy as outlined in the school's Complaints Policy.
- 1.2.4. Ensuring that all learners with medical conditions are able to participate fully in all aspects of school life.
- 1.2.5. Ensuring that relevant training provided by the LA is delivered to staff members who take on responsibility to support children with medical conditions.
- 1.2.6. Guaranteeing that information and teaching support materials regarding supporting learners with medical conditions are available to members of staff with responsibilities under this policy.
- 1.2.7. Keeping records of any and all medicines administered to individual learners and across the school population on the Medical Tracker System and effectively signposting any major concerns to the DSL via My Concern. [Appendix 3 - Appendix 4 -](#)
- 1.2.8. Ensuring the level of insurance in place reflects the level of risk.

The Heads of School are responsible for:

- 1.2.9. The day-to-day implementation and management of the Supporting Learners with Medical Conditions Policy and procedures of Hailsham Community College (Academy Trust)
- 1.2.10. Ensuring the policy is developed effectively with partner agencies.
- 1.2.11. Making staff aware of this policy.
- 1.2.12. Liaising with healthcare professionals regarding the training required for staff.
- 1.2.13. Making staff who need to know aware of a child's medical condition.
- 1.2.14. Developing Individual Healthcare Plans (IHCPs) which are checked and quality assured by the DSL.
- 1.2.15. Ensuring enough trained members of staff are available to implement the policy and deliver IHCPs in normal, contingency and emergency situations.
- 1.2.16. If necessary, facilitating the recruitment of a member of staff for the purpose of delivering the promises made in this policy.
- 1.2.17. Ensuring the correct level of insurance is in place for teachers who support learners in line with this policy.
- 1.2.18. Contacting the school nursing service in the case of any child who has a medical condition or signposting a higher level of concern to the DSL.

1.3. Staff members are responsible for:

- 1.3.1. Taking appropriate steps to support children with medical conditions.
- 1.3.2. Where necessary, making reasonable adjustments to include learners with medical conditions into lessons.
- 1.3.3. Administering medication if they have agreed to undertake that responsibility.
- 1.3.4. Undertaking training to achieve the necessary competency for supporting learners with medical conditions if they have agreed to undertake that responsibility.
- 1.3.5. Familiarising themselves with procedures detailing how to respond when they become aware that a pupil with a medical condition needs help or use My Concern to raise any safeguarding issues surrounding a student.

1.4. School nurses are responsible for:

- 1.4.1. Notifying the school when a child has been identified with requiring support in school due to a medical condition.
- 1.4.2. Liaising locally with lead clinicians on appropriate support.

1.5. Parents and carers are responsible for:

- 1.5.1. Keeping the school informed about any changes to their child/children's health.
- 1.5.2. Completing a parental agreement for school to administer medicine form before bringing medication into school. [Appendix 2 -](#)
- 1.5.3. Providing the school with the medication their child requires and keeping it up to date.
- 1.5.4. Collecting any leftover medicine at the end of the course or year.
- 1.5.5. Discussing medications with their child/children prior to requesting that a staff member administers the medication.
- 1.5.6. Where necessary, developing an Individual Healthcare Plan (IHCP) for their child in collaboration with the Executive Principal, other staff members and healthcare professionals. [Appendix 1 –](#)

2. Definitions

- 2.1. "Medication" is defined as any prescribed or over the counter medicine.
- 2.2. "Prescription medication" is defined as any drug or device prescribed by a doctor.
- 2.3. A "staff member" is defined as any member of staff employed at Hailsham Community College (Academy Trust), including teachers.

3. Training of staff

- 3.1. Teachers and support staff will receive training on the Supporting Learners with Medical Conditions Policy as part of their new starter induction.
- 3.2. Teachers and support staff will receive regular and ongoing training as part of their development.
- 3.3. No staff member may administer prescription medicines or undertake any healthcare procedures without undergoing training specific to the responsibility, including administering.
- 3.4. No staff member may administer drugs by injection unless they have received training in this responsibility.
- 3.5. The Finance Assistant and CPD Co-ordinator will keep a record of training undertaken and a list of teachers qualified to undertake responsibilities under this policy.

4. The role of the child

- 4.1. Children who are competent will be encouraged to take responsibility for managing their own medicines and procedures.
- 4.2. Where possible, learners will be allowed to carry their own medicines and devices. Where this is not possible, their medicines will be located in an easily accessible location.
- 4.3. If learners refuse to take medication or to carry out a necessary procedure, parents will be informed so that alternative options can be explored.
- 4.4. Where appropriate, learners will be encouraged to take their own medication under the supervision of a teacher.

5. Individual Healthcare Plans (IHCPs)

- 5.1. Where necessary, an Individual Healthcare Plan (IHCP) will be developed in collaboration with the pupil, parents/carers, Acting Associate Principal, DSL, Special Educational Needs Coordinator (SENCO) and medical professionals.
- 5.2. IHCPs will be easily accessible whilst preserving confidentiality.
- 5.3. IHCPs will be reviewed at least annually or when a child's medical circumstances change, whichever is sooner.
- 5.4. Where a pupil has an Education, Health and Care plan or special needs statement, the IHCP will be linked to it or become part of it.
- 5.5. Where a child is returning from a period of hospital education or alternative provision or home tuition, we will work with the LA and education provider to ensure that the IHCP identifies the support the child needs to reintegrate.

6. Medicines

- 6.1. Where possible, it is preferable for medicines to be prescribed in frequencies that allow the pupil to take them outside of school hours.
- 6.2. If this is not possible, prior to staff members administering any medication, the parents/carers of the child must complete and sign a parental agreement for a school to administer medicine form. [Appendix 2 -](#)
- 6.3. No child will be given any prescription or non-prescription medicines without written parental consent except in exceptional circumstances.
- 6.4. Where a pupil is prescribed medication without their parents'/carers' knowledge, every effort will be made to encourage the pupil to involve their parents while respecting their right to confidentiality.
- 6.5. No child under 16 years of age will be given medication containing aspirin without a doctor's prescription.

- 6.6. 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.
- 6.7. A maximum of four weeks supply of the medication may be provided to the school at one time.
- 6.8. Controlled drugs may only be taken on school premises by the individual to whom they have been prescribed. Passing such drugs to others is an offence which will be dealt with under our Drug and Alcohol Policy.
- 6.9. Medications will be stored in the First Aid Room; exception to this may be an asthma inhaler or an EpiPen, where storing the medication away from the child, and causing a delay in administering the medication could endanger their life if they had an attack or reaction.
- 6.10. Any medications left over at the end of the course will be returned to the child's parents.
- 6.11. Records will be kept of any medicine administered to students on the College's Medical Tracker computer programme.
- 6.12. Learners will never be prevented from accessing their medication.
- 6.13. Hailsham Community College (Academy Trust) cannot be held responsible for side effects that occur when medication is taken correctly.

7. Emergencies

- 7.1. Medical emergencies will be dealt with under the school's emergency procedures.
- 7.2. Where an Individual Healthcare Plan (IHCP) is in place, it should detail:
 - What constitutes an emergency?
 - What to do in an emergency.
- 7.3. Learners will be informed in general terms of what to do in an emergency such as telling a teacher.
- 7.4. If a pupil needs to be taken to hospital, a member of staff will remain with the child until their parents arrive.

8. Avoiding unacceptable practice

- 8.1. Hailsham Community College (Academy Trust) understands that the following behaviour is unacceptable:
 - Assuming that learners with the same condition require the same treatment.
 - Ignoring the views of the pupil and/or their parents.
 - Ignoring medical evidence or opinion.
 - Sending learners home frequently or preventing them from taking part in activities at school

- Sending the pupil to the medical room or school office alone 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 barriers to children participating in school life, including school trips.
- Refusing to allow learners to eat, drink or use the toilet when they need to in order to manage their condition.

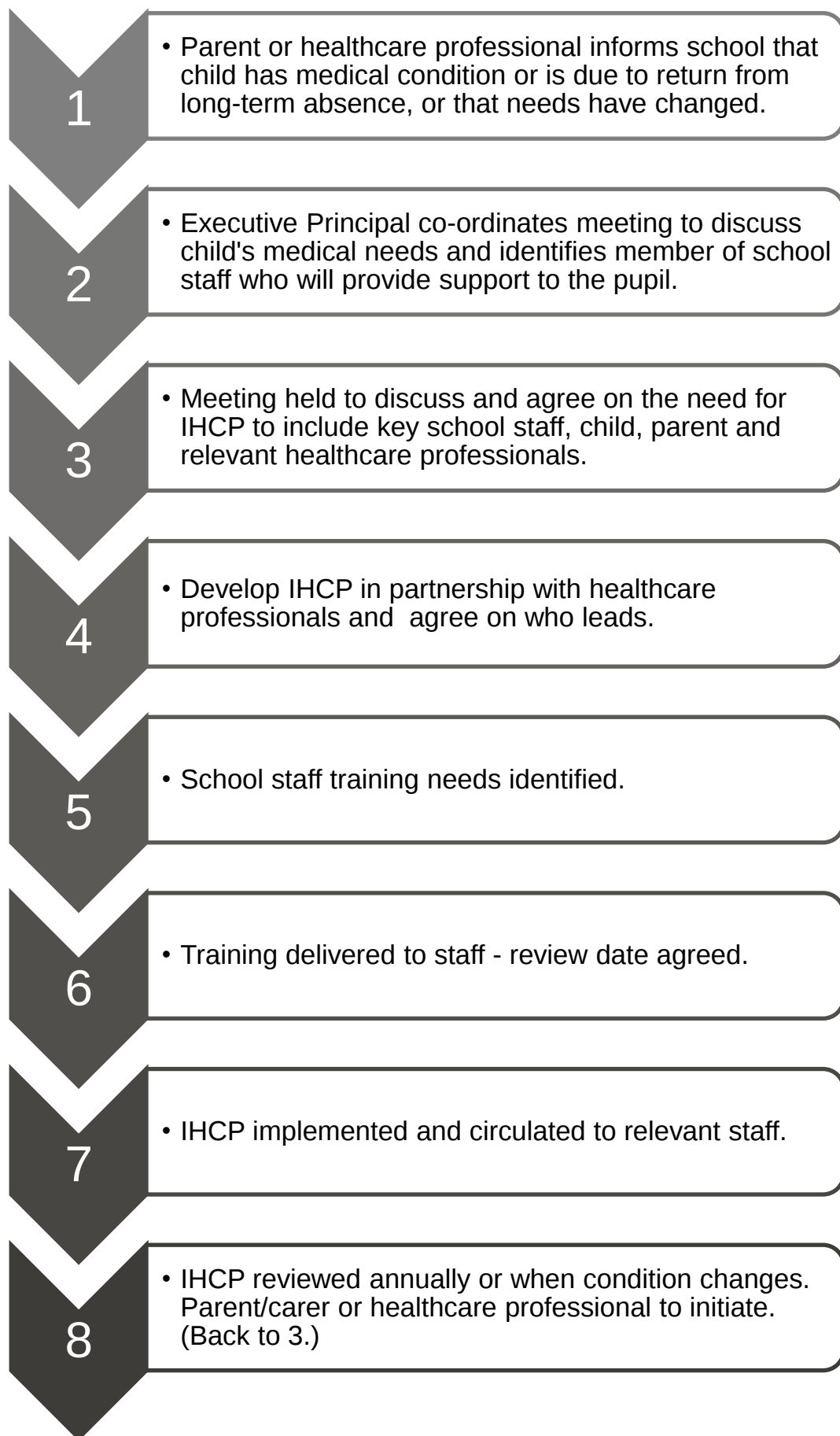
9. Insurance

- 9.1. Teachers who undertake responsibilities within this policy are covered by the school's insurance.
- 9.2. Full written insurance policy documents are available to be viewed by members of staff who are providing support to learners with medical conditions. Those who wish to see the documents should contact the Head of Business Services.

10. Complaints

- 10.1. The details of how to make a complaint can be found in the Complaints Policy:
 - 10.1.1. Stage 1 - Complaint Heard by Staff Member
 - 10.1.2. Stage 2 - Complaint Heard by Head of School
 - 10.1.3. Stage 3 – Complaint Heard by Board of Trustees' Complaints Appeal Panel (CAP)

Appendix 1 - Individual healthcare plan implementation procedure



Appendix 6 - Staff training record – administration of medicines

Name of school/setting:

Name:

Type of training received:

Date of training completed:

Training provided by:

Profession and title:

I confirm that **add 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 by **add 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 _____

Appendix 7 - Contacting emergency services

Request an ambulance - dial 999, ask for an ambulance and be ready with the information below.

Speak clearly and slowly and be ready to repeat information if asked.

- Your telephone number – **01323 841468**
- Your name.
- Your location as follows: Either **Battle Road, Hailsham, East Sussex, BN27 1DT** or **Bullrush Lane, Hellingly BN27 4FB, .**
- The exact location of the patient within the school.
- The name of the child and a brief description of their symptoms.
- The best entrance to use and state that the crew will be met and taken to the patient.

Put a completed copy of this form by the phone.

Appendix 8 - Model letter inviting parents to contribute to individual healthcare plan development

Dear Parent,

RE: 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 learners 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 with the school, parents/carers, 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 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 include add details of team. 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 add name of other staff lead would be happy for you contact me [them] by email or to speak by phone if this would be helpful.

Yours sincerely,

Name of Executive Principal