# Supporting pupils with medical conditions policy

## St Thomas Aquinas CMAT

## Christ the King

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| Approve by: | Trust Board | Date: |
| Last reviewed on: | 08/07/2025 | 21/10/2026 |
| Next review due by: | July 2027 | |

# Supporting pupils with medical conditions policy

# Review 2025

Mostly no changes needed but the following paragraph inserted in section 4 to show compliance with the Equality Act 2010 on accessibility:

We will also ensure that physical and environmental barriers do not prevent access to education or school life. Adjustments may include enabling access to adapted toilet facilities, use of lifts or ramps, modified timetables to reduce movement stress, and ensuring accessible storage for medication or medical equipment. The school will work closely with the pupil, parents/carers, and relevant professionals to identify and implement these adaptations as part of the Individual Healthcare Plan (IHP)

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Appendix 1: Being notified that a child has a medical condition

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**This policy sets out our approach to supporting pupils with medical conditions across the St Thomas Aquinas Catholic Multi-Academy Trust.**
**The named person for implementing this policy at Christ the King is Annie Carter.**

## 1. Aims

This policy aims to ensure that:

- Pupils, staff, and parents/carers understand how our Trust supports pupils with medical conditions.
- Pupils with medical conditions are appropriately supported to access the same education as other pupils, including trips and sporting activities.

## 2. Legislation and statutory responsibilities

This policy complies with Section 100 of the Children and Families Act 2014 and the DfE's statutory guidance: Supporting Pupils at School with Medical Conditions. It also aligns with our funding agreement and articles of association.

It is also based of the Department for Education's (DfE) statutory guidance: Supporting pupils at school with medical conditions.

This policy should be read alongside the Equality Act 2010, which requires schools to make reasonable adjustments for disabled pupils and prohibits discrimination arising from disability. Some pupils with medical conditions may also meet the definition of disability under the Act.

## 3. Roles and responsibilities

### 3.1 The board of directors

The board of directors has ultimate responsibility to make sure there are arrangements to support pupils with medical conditions across the Trust. Although the Trust delegates certain duties to different levels as outlined below, the board is still accountable for making sure the Trust is compliant with the requirements in the above legislation and guidance.

The board will also determine and approve this policy.

### 3.2 The CEO

The CEO will:

- Oversee and support the headteacher of each school in carrying out their duties
- Highlight any issues found across the Trust to the board of directors

### 3.3 Local governing body

The Local governing bodies of each school will:

- Review how well this policy is locally applied
- Support and challenge the headteacher to make sure that all children with medical conditions are supported to ensure their fullest participation in all aspects of school life

### 3.4 The Headteacher

The headteacher of each school will:

- Make sure all staff are aware of this policy and understand their role in its implementation
- Ensure that there is a sufficient number of trained staff available to implement this policy and deliver against all Individual Healthcare Plans (IHP), including in contingency and emergency situations.
- Assess training needs and commission necessary training in line with Trust procedures
- Co-ordinate and attend meetings to discuss and agree on the need for IHPs
- Take overall responsibility for the development of IHPs
- Contact the school nursing service in the case of any pupil 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
- Make sure systems are in place for obtaining information about a child's medical needs and that this information is kept up to date
- Make sure cover arrangements are made in the case of staff absence, and that supply teachers are briefed

### 3.5 Staff

Supporting pupils with medical conditions during school hours is not the sole responsibility of 1 person. Any member of staff at the school may be asked to provide support to pupils with medical conditions, although they will not be required to do so. This includes the administration of medicines.

Those staff who take on the responsibility to support pupils with medical conditions will receive sufficient and suitable training, and will achieve the necessary level of competency before doing so.

Teachers will take into account the needs of pupils with medical conditions that they teach. All staff will know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

### 3.6 Parents/carers

Parents/carers will:

- Provide the school with sufficient and up-to-date information about their child's medical needs
- Be involved in the development and review of their child's IHP and may be involved in its drafting
- Carry out any action they have agreed to as part of the implementation of the IHP, e.g. provide medicines and equipment

### 3.7 Pupils

Pupils with medical conditions will often be best placed to provide information about how their condition affects them.

Pupils should be fully involved in discussions about their medical support needs and contribute as much as possible to the development of their IHPs. They are also expected to comply with their IHPs.

### 3.8 School nurses and other healthcare professionals

School nursing services will notify the relevant school when a pupil has been identified as having a medical condition that will require support in school. This will be before the pupil starts school, wherever possible. They may also support staff to implement a child's IHP.

Healthcare professionals, such as GPs and paediatricians, will liaise with the school nurses and notify them of any pupils identified as having a medical condition. They may also provide advice on developing IHPs.

## 4. Equal opportunities

Our Trust is 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.

Medical conditions may include physical health conditions and clinically diagnosed mental health conditions where these require support to enable access to education.

The Trust and the individual school will consider what reasonable adjustments need to be made to enable these pupils to participate fully and safely on school trips, visits and sporting activities.

We will also ensure that physical and environmental barriers do not prevent access to education or school life. Adjustments may include enabling access to adapted toilet facilities, use of lifts or ramps, modified timetables to reduce movement stress, and ensuring accessible storage for medication or medical equipment. The school will work closely with the pupil, parents/carers, and relevant professionals to identify and implement these adaptations as part of the Individual Healthcare Plan (IHP).

Risk assessments will be carried out so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. In doing so, pupils, their parents/carers and any relevant healthcare professionals will be consulted.

## 5. Being notified that a child has a medical condition

When the school is notified that a pupil has a medical condition, the process outlined below will be followed to decide whether the pupil requires an IHP. This process will be followed by all schools in the Trust.

The school will make every effort to ensure that arrangements are put into place as soon as possible, or by the beginning of the relevant term for pupils who are new to the school.

## 6. Individual healthcare plans

The Operations Manager has overall responsibility for the development of IHPs for pupils with medical conditions.

An IHP is distinct from an Education Health and Care Plan (EHCP). An IHP can be put into place as soon as a health need is identified, does not depend on a formal statutory process, and it can be reviewed at any time if health needs change.

Plans will be reviewed at least annually, or earlier if there is evidence that the pupil's needs have changed.

Plans will be developed with the pupil's best interests in mind and will set out:

- What needs to be done
- When

- By whom

Not all pupils with a medical condition will require an IHP. It will be agreed with a healthcare professional and the parents/carers when an IHP would be inappropriate or disproportionate. This will be based on evidence. If there is no consensus, the headteacher will make the final decision.

Plans will be drawn up in partnership with the school, parents/carers and a relevant healthcare professional, such as the school nurse, specialist or paediatrician, who can best advise on the pupil's specific needs. The pupil will be involved wherever appropriate.

IHPs will be linked to, or become part of, any education, health and care plan (EHCP). If a pupil has special educational needs (SEN) but does not have an EHCP, the SEN will be mentioned in the IHP.

The level of detail in the plan will depend on the complexity of the child's condition and how much support is needed. The Operations Manager will consider the following when deciding what information to record on IHPs:

- The medical condition, its triggers, signs, symptoms and treatments
- The pupil's resulting needs, including medication (dose, side effects and storage) and other treatments, time, facilities, equipment, testing, access to food and drink where this is used to manage their condition, dietary requirements and environmental issues, e.g. crowded corridors, travel time between lessons
- Specific support for the pupil's educational, social and emotional needs. For example, how absences will be managed, requirements for extra time to complete exams, use of rest periods or additional support in catching up with lessons, counselling sessions
- The level of support needed, including in emergencies. If a pupil is self-managing their medication, this will be clearly stated with appropriate arrangements for monitoring
- Who will provide this support, their training needs, expectations of their role and confirmation of proficiency to provide support for the pupil's medical condition from a healthcare professional, and cover arrangements for when they are unavailable
- Who in the school needs to be aware of the pupil's condition and the support required
- Arrangements for written permission from parents/carers and the headteacher for medication to be administered by a member of staff, or self-administered by the pupil during school hours

- Separate arrangements or procedures required for school trips or other school activities outside of the normal school timetable that will ensure the pupil can participate, e.g. risk assessments
- Where confidentiality issues are raised by the parent/carer or pupil, the designated individuals to be entrusted with information about the pupil's condition
- What to do in an emergency, including who to contact, and contingency arrangements

Where a medical condition impacts attendance, the school will work collaboratively with parents/carers and relevant professionals to ensure appropriate support and reasonable adjustments are in place.

## 7. Managing medicines

Prescription and non-prescription medicines will only be administered at the school:

- When it would be detrimental to the pupil's health and school attendance not to do so, **and**
- Where there is parents/carers written consent

**The only exception to this is where the medicine has been prescribed to the pupil without the knowledge of the parents/carers**.

Pupils under 16 will not be given medicine containing aspirin unless prescribed by a doctor.

Anyone giving a pupil any medication (for example, for pain relief) will first check maximum dosages and when the previous dosage was taken. Parents/carers will always be informed.

Schools will only accept prescribed medicines that are:

- In date
- Labelled
- Provided in the original container, as dispensed by the pharmacist, and including instructions for administration, dosage and storage

Schools will accept insulin that is inside an insulin pen or pump rather than its original container, but it must be in date.

All medicines will be stored safely. Pupils will be informed about where their medicines are at all times and be able to access them immediately. Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens will always be readily available to pupils and not locked away.

Medicines will be returned to parents/carers to arrange for safe disposal when no longer required.

The school may hold emergency salbutamol inhalers and emergency adrenaline auto-injectors in accordance with current legislation and Department of Health guidance. These may be used for pupils whose prescribed devices are unavailable or ineffective and where parental consent has been obtained.

### 7.1 Controlled drugs

Controlled drugs are prescription medicines that are controlled under the Misuse of Drugs Regulations 2001 and subsequent amendments, such as morphine or methadone.

A pupil who has been prescribed a controlled drug may have it in their possession if they are competent to do so, but they must not pass it to another pupil to use. All other controlled drugs will be kept in a secure cupboard in the school office and only named staff will have access.

Controlled drugs will be easily accessible in an emergency and a record of any doses used and the amount held will be kept.

### 7.2 Pupils managing their own needs

Pupils who are competent will be encouraged to take responsibility for managing their own medicines and procedures. This will be discussed with parents/carers and it will be reflected in their IHPs.

Pupils will be allowed to carry their own medicines and relevant devices wherever possible. Staff will not force a pupil to take a medicine or carry out a necessary procedure if they refuse, but will follow the procedure agreed in the IHP and inform parents/carers so that an alternative option can be considered, if necessary.

### 7.3 Unacceptable practice

Staff should use their discretion and judge each case individually with reference to the pupil's IHP, but it is generally not acceptable to:

- Prevent pupils from easily accessing their inhalers and medication, or administering their own medication when and where necessary
- Assume that every pupil with the same condition requires the same treatment
- Ignore the views of the pupil or their parents/carers

- Ignore medical evidence or opinion (although this may be challenged)
- Send children with medical conditions home frequently for reasons associated with their medical condition or prevent them from staying for normal school activities, including lunch, unless this is specified in their IHPs
- If the pupil becomes ill, send them to the school office or medical room unaccompanied or with someone unsuitable
- Penalise pupils 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/carers or otherwise make them feel obliged, to attend school to administer medication or provide medical support to their pupil, including with toileting issues. No parent/carer should have to give up working because the school is failing to support their child's medical needs
- Prevent pupils from participating or create unnecessary barriers to pupils participating, in any aspect of school life, including school trips, e.g. by requiring parents/carers to accompany their child.
- Administer, or ask pupils to administer, medicine in school toilets

## 8. Emergency procedures

Staff will follow the school's normal emergency procedures (for example, calling 999). All pupils' IHPs will clearly set out what constitutes an emergency and will explain what to do.

If a pupil needs to be taken to hospital, staff will stay with the pupil until the parent/carer arrives, or accompany the pupil to hospital by ambulance.

## 9. Training

Staff who are responsible for supporting pupils with medical needs will receive suitable and sufficient training to do so.

The training will be identified during the development or review of IHPs. Staff who provide support to pupils with medical conditions will be included in meetings where this is discussed.

The relevant healthcare professionals will lead on identifying the type and level of training required and will agree this with the headteacher. Training will be kept up to date.

Training will:

- Be sufficient to ensure that staff are competent and have confidence in their ability to support the pupils
- Fulfil the requirements in the IHPs
- Help staff to have an understanding of the specific medical conditions they are asked to deal with, their implications and preventative measures

Healthcare professionals will provide confirmation of the proficiency of staff in a medical procedure, or in providing medication.

All staff will receive training so they are aware of this policy and understand their role in implementing it, for example, with preventative and emergency measures so they can recognise and act quickly when a problem occurs. This will be provided for new staff during their induction.

## 10. Record keeping

The school will ensure that written records are kept of all medicine administered to pupils for as long as these pupils are at the school. Parents/carers will be informed if their pupil has been unwell at school.

IHPs will be kept in a readily accessible place which all staff are aware of.

Medical information will be processed in accordance with UK GDPR and the Data Protection Act 2018. Information will only be shared with staff who need it to fulfil their safeguarding, health and safety, or educational responsibilities.

## 11. Liability and indemnity

The board of directors will ensure that the appropriate level of insurance is in place and appropriately reflects the Trust's level of risk.

All the schools in our Trust are a member of the Department of Education Risk Protection Arrangement (RPA). Cover will be subject to adherence with the statutory guidance.

## 12. Complaints

Parents/carers with a complaint about the school's actions in regard to their child's medical condition should discuss these directly with the headteacher in the first instance. If the

headteacher cannot resolve the matter, they will direct parents/carers to the Trust's complaints procedure by contacting Emma Kealey on ekealey@aquinas-cmat.org.

## 13. Monitoring

This policy will be reviewed by the board of directors annually.

## 14. Links to other policies

- Accessibility plan
- Complaints policy
- Equality information and objectives
- First aid policy
- Health & Safety policy
- Safeguarding policy
- Special educational needs information report and policy

## Appendix A: Being notified a child has a medical condition

