



# **Orchard Learning Trust**

## **Supporting Pupils with Medical Conditions**

See also Medical Conditions Forms

Policy for Supporting Pupils with Special Medical Conditions /Needs

## **1. Godmanchester Bridge Academy is an inclusive community that aims to support and welcome pupils with medical conditions**

The school understands that they have a responsibility to make the school welcoming and supportive to pupils with medical conditions who currently attend and to those who may enrol in the future.

The school aims to:

- provide all children with all medical conditions the same opportunities as others at school.
- include all children with medical conditions in all school activities.
- ensure all staff understand their duty of care to children and young people in the event of an emergency.
- all staff understand the common medical conditions that affect children at this school. Staff receive the necessary training.

## **2. The medical conditions policy is supported by a clear communication plan for staff, parents and other key stakeholders to ensure its full implementation**

Parents are informed about the medical conditions policy:

- at the start of the school year when communication is sent out.
- when their child is enrolled as a new pupil

School staff are informed and regularly reminded about the medical conditions policy.

## **3. All staff understand and are trained in what to do in an emergency for the most common serious medical conditions at this school**

- All staff are aware of the most common serious medical conditions. These are listed in the staff room, with accompanying photographs so that everyone is aware of the children.
- Staff understand their duty of care to pupils in the event of an emergency. In an emergency situation school staff are required under common law duty of care to act like any reasonably prudent parent. This may include administering medication.
- All staff who work with groups of pupils receive training and know what to do in an emergency for the pupils in their care with medical conditions.
- Training is refreshed for all staff when necessary.
- Action for staff to take in an emergency for the common serious conditions at this school is displayed in the staff room.
- The school uses Healthcare Plans to inform the appropriate staff (including supply teachers and support staff) of pupils in their care who may need emergency help.
- The school has procedures in place so that a copy of the pupil's Healthcare Plan is sent to the emergency care setting with the pupil. On occasions when this is not possible, the form is sent (or the information on it is communicated) to the hospital as soon as possible.

#### **4. All staff understand and are trained in the school's general emergency procedures**

All staff know what action to take in the event of a medical emergency. This includes:

- how to contact emergency services and what information to give
- who to contact within the school.
- If a pupil needs to be taken to hospital, a member of staff will always accompany them and will stay with them until a parent arrives. The school tries to ensure that the staff member will be one the pupil knows.
- Generally, staff should not take pupils to hospital in their own car. The school has clear guidance from the local authority on when (and if) this is appropriate. The transport policy states that an ambulance is used if it is an emergency, but otherwise, it should be the parents' car used.

#### **5. The school has clear guidance on the administration of medication at school**

##### **Administration - emergency medication**

- All staff have access to emergency medication for pupils.
- Pupils know who will help them take their medication safely.

##### **Administration - general**

- All use of medication defined as a controlled drug, even if the pupil can administer the medication themselves, is done under the supervision of a named member of staff at school. This is the office staff who are all first aid trained.
- The school understands the importance of medication being taken as prescribed.
- All staff are aware that there is no legal or contractual duty for any member of staff to administer medication or supervise a pupil taking medication unless they have been specifically contracted to do so.
- Training is given to all staff members who agree to administer medication to pupils, where specific training is needed, for example, epipen training. The Insurers of this school provide full indemnity.
- All school staff have been informed through training that they are required, under common law duty of care, to act like any reasonably prudent parent in an emergency situation. This may include taking action such as administering medication.
- Parents understand that if their child's medication changes or is discontinued, or the dose or administration method changes, that they should notify the school immediately.
- If a pupil at refuses their medication, staff record. Parents are informed as soon as possible.
- All staff attending off-site visits are aware of any pupils with medical conditions on the visit. They receive information about the type of condition, what to do in

an emergency and any other additional support necessary, including any additional medication or equipment needed.

- If a trained member of staff, who is usually responsible for administering medication, is not available the schools make alternative arrangements to provide the service. This is always addressed in the risk assessment for off-site activities.

## **6. GBA has clear guidance on the storage of medication at school**

### **Safe storage - emergency medication**

Emergency medication is readily available to pupils who require it at all times during the school day or at off-site activities. If the emergency medication is a controlled drug and needs to be locked up, the keys are readily available and not held personally by members of staff.

### **Safe storage - non-emergency medication**

- All non-emergency medication is kept in a secure place, in a lockable cupboard in a cool dry place. Pupils with medical conditions know where their medication is stored and how to access it although this is usually administered by the office staff. See previous section: Administration-general.
- Staff ensure that medication is only accessible to those for whom it is prescribed.

### **Safe storage - general**

- There is an identified member of staff who ensures the correct storage of medication at school
- All controlled drugs are kept in a locked cupboard and only named staff have access, even if pupils normally administer the medication themselves.
- Three times a year the identified member of staff checks the expiry dates for all medication stored at school.
- The identified member of staff, along with the parents of pupils with medical conditions, ensures that all emergency and non-emergency medication brought in to school is clearly labelled with the pupil's name, the name and dose of the medication and the frequency of dose.
- All medication is supplied and stored, wherever possible, in its original containers. All medication is labelled with the pupil's name, the name of the medication, expiry date and the prescriber's instructions for administration, including dose and frequency.
- Medication is stored in accordance with instructions, paying particular note to temperature.
- Some medication for pupils may need to be refrigerated. All refrigerated medication is stored in an airtight container and is clearly labelled. Refrigerators used for the storage of medication are in a secure area, inaccessible to unsupervised pupils or lockable as appropriate.
- It is the parent's responsibility to ensure new and in date medication comes into school on the first day of the new academic year.

## Safe disposal

- Parents are asked to collect out-of-date medication.
- A named member of staff is responsible for checking the dates of medication and arranging for the disposal of any that have expired. This check is done at least three times a year and is always documented.
- Sharps boxes are used for the disposal of needles. Parents obtain sharps boxes from the child's GP or paediatrician on prescription. All sharps boxes in are stored in a locked cupboard unless alternative safe and secure arrangements are put in place on a case-by-case basis.
- If a sharps box is needed on an off-site or residential visit, a named member of staff is responsible for its safe storage and return to the pupil's parent.
- Collection and disposal of sharps boxes is arranged with the local authority's environmental services.

## 7. Record Keeping

### Enrolment forms

Parents are asked if their child has any health conditions or health issues on the enrolment form, which is filled out upon joining the school. Parents of new pupils starting at other times during the year are also asked to provide this information on enrolment forms. Data collection sheets are also collected at the start of each year to ensure accuracy.

### Healthcare Plans

#### Drawing up Healthcare Plans

Healthcare Plans are used to record important details about individual children's medical needs, their triggers, signs, symptoms, medication and other treatments. Further documentation can be attached to the Healthcare Plan if required.

- If a pupil has a short-term medical condition that requires medication during school hours, a medication form plus explanation is sent to the pupil's parents to complete.
- The parents, healthcare professional and pupil with a medical condition, are asked to fill out the pupil's Healthcare Plan together. Parents then return these completed forms to the school.
- A relevant member of school staff is also present, if required to help draw up a Healthcare Plan for pupils with complex healthcare or educational needs.

## School Healthcare Plan register

- Healthcare Plans are used to create a centralised register of pupils with medical needs (stored on SIMS). An identified member of staff has responsibility for the register. Lists of medical conditions are kept in the medical room.
- The responsible member of staff follows up with the parents any further details on a pupil's Healthcare Plan required or if permission for administration of medication is unclear or incomplete.

## Ongoing communication and review of Healthcare Plans

- Parents are regularly reminded to update their child's information if their child has a medical emergency or if there have been changes to their symptoms (getting better or worse), or their medication and treatments change.

## Storage and access to Healthcare Plans

- Healthcare Plans are kept in a secure central location at school.
- Apart from the central copy, specified members of staff (agreed by the pupil and parents) securely hold copies of pupils' Healthcare Plans. These copies are updated at the same time as the central copy.
- All members of staff who work with groups of pupils have access to the Healthcare Plans of pupils in their care.
- When a member of staff is new to a pupil group, for example due to staff absence, the school makes sure that they are made aware of (and have access to) the Healthcare Plans of pupils in their care.
- All staff protect pupil confidentiality.
- Permission from parents is sought to allow the Healthcare Plan to be sent ahead to emergency care staff, should an emergency happen during school hours or at a school activity outside the normal school day. This permission is included on the Healthcare Plan.
- Permission from the pupil and parents is sought before sharing any medical information with any other party.

## Use of Healthcare Plans

Healthcare Plans are used to:

- inform the appropriate staff and supply teachers about the individual needs of a pupil with a medical condition in their care
- remind pupils with medical conditions to take their medication when they need to and, if appropriate, remind them to keep their emergency medication with them at all times
- identify common or important individual triggers for pupils with medical conditions at school that bring on symptoms and can cause emergencies. Information is used to help reduce the impact of common triggers
- ensure that all medication stored at school is within the expiry date

- ensure local emergency care services have a timely and accurate summary of a pupil's current medical management and healthcare in the event of an emergency

### **Consent to administer medicines**

- If a pupil requires regular, prescribed medication at school, parents are asked to provide consent on their child's Healthcare Plan giving the pupil or staff permission to administer medication on a regular/daily basis, if required. If non-prescribed medication is required, for example, liquid paracetamol, then parents or nominated adults can come into school to administer this themselves, with prior agreement and notification to the office staff.
- All parents of pupils with a medical condition who may require medication in an emergency are asked to provide consent on the Healthcare Plan for staff to administer medication.

### **Residential visits**

- Parents are sent a residential visit form to be completed and returned to school shortly before their child leaves for an overnight or extended day visit. This form requests up-to-date information about the pupil's current condition and their overall health. This provides essential and up-to-date information to relevant staff and school supervisors to help the pupil manage their condition while they are away. This includes information about medication not normally taken during school hours.
- All residential visit forms are taken by the relevant staff member on visits and for all out-of-school hours activities where medication is required. These are accompanied by a copy of the pupil's Healthcare Plan.
- All parents of pupils with a medical condition attending a school trip or overnight visit are asked for consent, giving staff permission to administer medication at night or in the morning if required.
- The residential visit form also details what medication and what dose the pupil is currently taking at different times of the day. It helps to provide up-to-date information to relevant staff and supervisors to help the pupil manage their condition while they are away.
- Risk assessments are carried out prior to any out-of-school visit and medical conditions are considered during this process.

### **Other record keeping**

- An accurate record of each occasion an individual pupil is given or supervised taking medication is kept. Details of the supervising staff member, pupil, dose, date and time are recorded. If a pupil refuses to have medication administered, this is also recorded and parents are informed as soon as possible.
- A training record on common medical conditions and basic first aid training when necessary is kept and reviewed annually. Each member of staff receives a certificate on completion.

## **8. The whole school environment is inclusive and favourable to pupils with medical conditions. This includes the physical environment, as well as social, sporting and educational activities**

### **Physical environment**

GBA is committed to providing a physical environment that is accessible to pupils with medical conditions including out-of-school visits.

### **Social interactions**

GBA ensures the needs of pupils with medical conditions are adequately considered to ensure their involvement in structured, unstructured and extended social activities, including during breaks and before and after school, school discos etc.

### **Exercise and physical activity**

- GBA understand the importance of all pupils taking part in sports, games and activities.
- GBA ensures all classroom teachers, PE teachers and sports coaches make appropriate adjustments to sports, games and other activities to make physical activity accessible to all pupils and that they should not be forced to take part in an activity if they feel unwell.
- GBA ensures all PE teachers, classroom teachers and school sports coaches are aware of the potential triggers for pupils' medical conditions when exercising and how to minimize these triggers.

### **Education and learning**

- GBA ensures that pupils with medical conditions can participate fully in all aspects of the curriculum and ensures that appropriate adjustments and extra support are provided.
- Teachers are aware of the potential for pupils with medical conditions to have special educational needs (SEN).

## **9. The school is aware of the common triggers that can make medical conditions worse or can bring on an emergency. The school is actively working towards reducing or eliminating these health and safety risks.**

The school is committed to reducing the likelihood of medical emergencies by identifying and reducing triggers both at school and on out-of-school visits.

## **10. Each member of the school knows their roles and responsibilities in maintaining an effective medical conditions policy**

The school works in partnership with all relevant parties (eg all school staff, the Trust, parents, community healthcare professionals and pupils) to ensure the policy is planned, implemented and maintained successfully.

The following roles and responsibilities are used for the medical conditions policy at this school:

## Employer

As the Employer, the Trust has a responsibility to:

- ensure the health and safety of their employees and anyone else on the premises or taking part in school activities (this includes all pupils). This responsibility extends to those staff and others leading activities taking place off-site, such as visits, outings or field trips
- ensure health and safety policies and risk assessments are inclusive of the needs of pupils with medical conditions
- make sure the medical conditions policy is effectively monitored and evaluated and regularly updated
- provide indemnity for staff who volunteer to administer medication to pupils with medical conditions.

## Head of School

The Head of School has a responsibility to:

- ensure the school is inclusive and welcoming and that the medical conditions policy is in line with local and national guidance and policy frameworks
- liaise between interested parties including pupils, school staff, special educational needs co-ordinators, pastoral support/welfare officers, teaching assistants, school nurses, parents, governors, the school health service, the local authority transport service, and local emergency care services
- ensure that information held by the school is accurate and up to date and that there are good information sharing systems in place using pupils' Healthcare Plans
- ensure pupil confidentiality
- assess the training and development needs of staff and arrange for them to be met
- ensure all supply teachers and new staff know the medical conditions policy
- delegate a staff member to check the expiry date of medicines kept at school and maintain the school medical conditions register
- update the policy at least once a year according to review recommendations and recent local and national guidance and legislation

## All school staff

All staff have a responsibility to:

- be aware of the potential triggers, signs and symptoms of common medical conditions and know what to do in an emergency
- know which pupils in their care have a medical condition and be familiar with the content of the pupil's Healthcare Plan
- maintain effective communication with parents including informing them if their child has been unwell at school

- ensure pupils requiring medication have it available when they go on a school visit or out of the classroom.

### **Teaching staff**

Teachers have a responsibility to:

- liaise with parents, the pupil's healthcare professionals, special educational needs co-ordinator if a child is falling behind with their work because of their condition
- use opportunities such as PSHE and other areas of the curriculum to raise pupil awareness about medical conditions.

### **School nurse or school healthcare professional**

The school nurse has a responsibility to:

- help update the school's medical conditions policy
- help provide regular training for school staff in managing the most common medical conditions at school
- provide information about where the school can access other specialist training.

### **First aid**

First aiders have a responsibility to:

- give immediate help to casualties with common injuries or illnesses and those arising from specific hazards with the school
- when necessary ensure that an ambulance or other professional medical help is called.

### **The Special Educational Needs Co-ordinator**

Special Educational Needs Co-ordinator has the responsibility to:

- help update the school's medical condition policy
- know which pupils have a medical condition and which have special educational needs because of their condition

### **Local doctors and specialist healthcare professionals**

Individual doctors and specialist healthcare professionals caring for pupils have a responsibility to:

- complete the pupil's Healthcare Plans provided by parents
- where possible, and without compromising the best interests of the child, try to prescribe medication that can be taken outside of school hours

- offer every child or young person (and their parents) a written care/self-management plan to ensure children and young people know how to self manage their condition
- ensure the child or young person knows how to take their medication effectively
- ensure children and young people have regular reviews of their condition and their medication
- provide the schools with information and advice regarding individual children with medical conditions (with the consent of the pupil and their parents).

## Pupils

The pupils have a responsibility to:

- treat other pupils with and without a medical condition equally
- tell their parents, teacher or nearest staff member when they are not feeling well
- let a member of staff know if another pupil is feeling unwell

## Parents/Carers

The parents of a child have a responsibility to:

- tell the school if their child has a medical condition
- ensure the school has a complete and up-to-date Healthcare Plan for their child
- inform the school about the medication their child requires during school hours
- inform the school of any medication their child requires while taking part in visits, outings or field trips and other out-of-school activities
- tell the school about any changes to their child's medication, what they take, when, and how much
- inform the school of any changes to their child's condition
- ensure their child's medication and medical devices are labelled with their child's full name
- provide the school with appropriate spare medication labelled with their child's name
- ensure that their child's medication is within expiry dates
- keep their child at home if they are not well enough to attend school
- ensure their child has regular reviews about their condition with their doctor or specialist healthcare professional

## **11. The medical conditions policy is regularly reviewed evaluated and updated.**

- The school's medical condition policy is reviewed, evaluated and updated every 2 years.

- New Department for Children, Families and Schools and Department of Health guidance is actively sought and fed into the review.

Policy Written - November 2018

Review Date - November 2020

Signed Head of School                      Claire Wood                      Date 21/11/18

Signed Local Governing Body              Paul Thornton                      Date 21/11/18

See also Medical Conditions Forms