

CROMWELL ACADEMY
SUPPORTING PUPILS WITH MEDICAL NEEDS IN SCHOOL

This policy outlines the correct procedures and protocols Cromwell Academy will follow to support pupils with long-term and/or complex medical conditions, whilst safeguarding staff by providing clear and accurate guidance for all staff to adhere to.

This policy will be readily accessible to parents/carers and school staff and will be reviewed ANNUALLY by our SENDCo to keep up-to-date with statutory and non-statutory guidance and legislation.

Relevant legislation and guidance

Supporting pupils at school with medical conditions

Disability Discrimination act 1995 and Special Educational Needs and Disability Acts (2001 and 2005)

The Education Act 1996

Health and Safety at Work act 1974

Management of Health and Safety at Work Regulations 1999

Medicines Act 1968

Supporting Pupils at School with Medical Conditions (2014)

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Policy Implementation

This policy has been drawn up in accordance with the DfE guidance *Supporting pupils at school with medical conditions*.

Aims:

- To ensure arrangements are made for children with medical conditions to receive proper care and support whilst meeting our legal responsibilities;
- To provide guidance to all teaching and non-teaching staff members, ensuring staff are fully supported in carrying out their role to support pupils with medical conditions, including the procedure in an emergency situation;
- To identify the areas of responsibility and roles to all parties involved in the arrangements made to support pupils at school with medical conditions, including pupils, parents, staff, school nurses, Headteachers, Governing Bodies etc.; and
- To ensure procedures are followed to limit the impact of pupils educational attainment, social and emotional wellbeing that can be associated with medical conditions, both on site and during off site trips.

Legislation Framework:

This document replaces previous guidance on Managing Medicines in schools and early years published in March 2005.

Section 100 of the Children and Families Act 2014 places a duty on Governing Bodies to make arrangements for supporting pupils with medical conditions at school. This is because pupils with long-term and complex medical conditions may require:

- On-going support, medicines or care whilst at school to help them manage their condition;
- monitoring and intervention in emergency circumstances.

The governing body must further comply with their duties under the Equality Act 2010 towards disabled children and adults.

Roles and Responsibilities

Supporting a child with a medical condition during school hours is not the sole responsibility of one person. Collaborative working between school staff, healthcare professionals, Local authorities, parents/carers and pupils will be critical to ensure that the needs of pupils with medical conditions are met effectively.

Some of the most important roles and responsibilities at Cromwell Academy are listed below, however this is not an exhaustive list:

The **Headteacher** is responsible for:

- ensuring all staff are aware of this policy;
- implementing this policy effectively and ensuring that **all** relevant staff members are aware of how to support pupils with medical conditions including their role in its implementation;
- the development of individual healthcare plans (IHCP's);
- ensuring there are sufficient trained members of staff available to implement the policy and deliver against all IHCP, including in contingency and emergency situations;
- ensuring all staff who need to know are aware of the child's condition;
- safeguarding school staff by appropriately insuring them and making them aware that they are insured to support pupils with medical conditions; and
- liaising with the school nursing service to inform them of a medical condition that has not yet been brought to their attention, which may require medical support at school.

School Nurses are responsible for:

- supporting staff on implementing a child's individual healthcare plan and providing advice on training; and
- liaising with lead clinicians locally on appropriate support for the child and associated staff training needs
- Notifying the school when a child has been identified as having a medical condition which will require support in school. This should, where possible, be done before the child starts at the school

Suitable cover will be provided in the absence of the school nurse/healthcare professional.

School staff (teaching and non-teaching) should:

- provide support to pupils with medical conditions. This can be **any** member of school staff, and could include the administering of medicines, although you cannot be required to do so;
- take into account the needs of pupils with medical conditions that they teach;

- receive sufficient and suitable training to achieve the necessary level of competency before they take on the responsibility to support children with medical conditions; and
- know what to do and respond accordingly when they become aware that a pupil with a medical condition needs help.

Pupils should:

- provide adequate information about how their condition affects them;
- be fully involved in discussions about their medical support needs; and
- comply with their IHCP.

Parents/carers should:

- provide medicine and equipment and ensure they or another nominated adult are contactable at all times;
- provide sufficient and up-to-date information to the school about their child's medical needs; and
- be involved and assist in drafting and developing their child's IHCP.

Other healthcare professionals, including GP's and providers of health services are responsible for:

- notifying the school nurse when a child has been identified as having a medical condition that requires school support;
- providing advice on developing healthcare plans; and
- co-operating with schools that are supporting children with a medical condition.

The Local Authority (Cambridgeshire) are responsible for:

- promoting cooperation between relevant partners such as governing bodies of maintained schools, proprietors of academies, clinical commissioning groups and NHS England, with a view to improving well-being of children so far as relating to their physical and mental health and their education, training and recreation;
- provide support, advice and guidance, including suitable training for school staff to ensure that the support specified within the IHCPs can be delivered effectively;

- working with schools to ensure that schools support pupils with medical conditions to attend full time; and
- making alternative arrangements where pupils would not receive a suitable education in a mainstream school because of their health needs when it is clear that a child will be away from school for 15 days or more because of their health needs.

Procedure when the school is notified of a medical condition:

- It will either be the school nursing service, a healthcare professional, GP or paediatrician who will notify the school nurse when a child has been identified as having a medical condition that requires support.
- The nurse will then notify the Headteacher who should take the necessary steps to co-ordinate a meeting to discuss the child's medical support needs. The meeting will involve key school staff, the pupil, parents/carers, relevant healthcare professionals and other medical/health clinicians as appropriate.
- A decision will be made as to whether an IHCP will be created for the child.
- For children new to the school, support arrangements will be in place in time for the start of the relevant school term.
- In cases where the child moves to the school mid-term or receives a new diagnosis, the school will make every effort to ensure the arrangements are in place within two weeks.

The school will not have to wait for a formal diagnosis before providing support to pupils. In cases where a pupil's medical condition is unclear, or where there is a difference of opinion, judgements will be made about what support to provide based on available medical evidence and through consultation with parents/carers.

Individual Healthcare plans (IHCP)

A pupil's IHCP provides clarity about what needs to be done, when and by whom. When deciding whether an IHCP is appropriate and proportionate, schools should follow the steps below:

Stage 1 - Gathering the information

- The Headteacher or senior member of staff co-ordinates a meeting between the school, healthcare professional and parent/carers to discuss the medical support needs of the pupil.

- Pupils should be involved when possible.
- The meeting should ascertain whether an IHCP is appropriate, as not all children will require one.
- All parties should agree, based on the evidence, as to whether an IHCP would be suitable. However, the Headteacher is best placed to take the final view if consensus cannot be reached.

The decision should be based on:

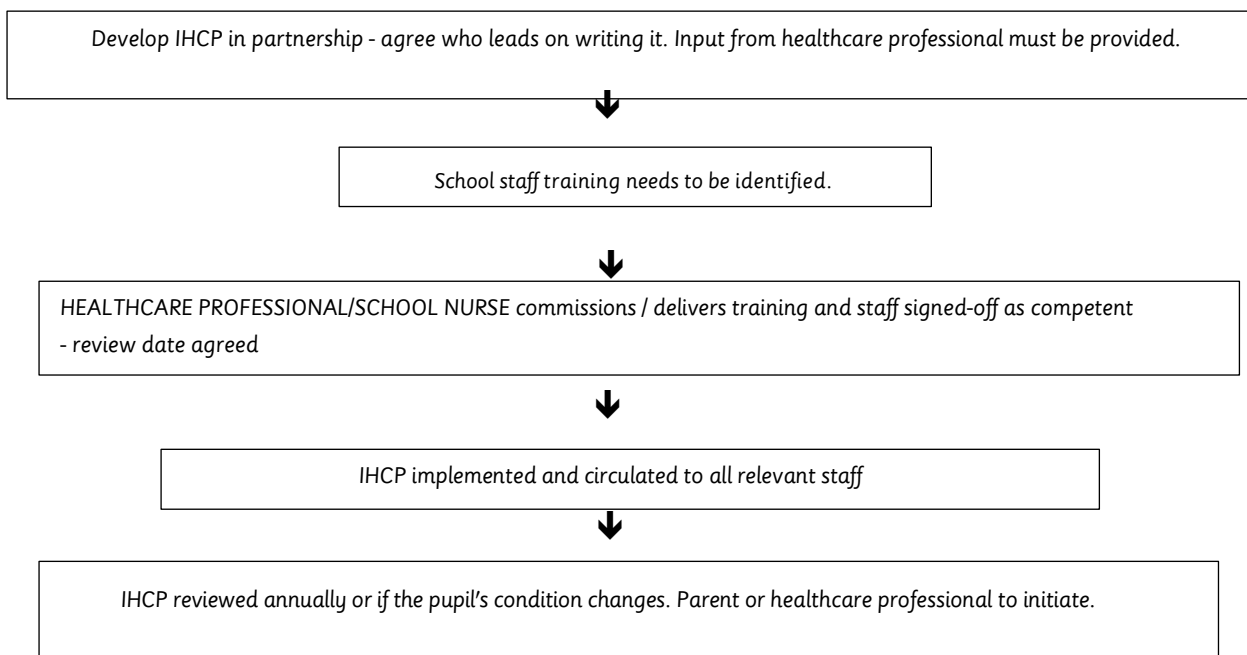
- whether there is a high risk that emergency intervention will be needed;
- whether the medical condition is long-term and/or complex;
- whether the child is returning to school following a period of hospital education or alternative provision (including home tuition);
- whether medical conditions are likely to fluctuate.

A member of the school staff will be identified as being the person who will provide support to the pupil.

Stage 2: Developing an IHCP

The purpose of an IHCP is to capture steps which the school will take to help the child manage their condition and overcome any potential barriers to getting the most from their education.

Once the decision has been made to create an IHCP the outlined process should be followed: See appendix [A] for the schools IHCP.



Emergency Process:

As part of general risk management processes, Cromwell Academy has the following arrangements in place for dealing with emergency situations:

- All pupils in the school should inform a teacher immediately if they think help is needed;
- The pupils IHCP will clearly define what constitutes an emergency and will explain what to do, including ensuring that all relevant staff are aware of the emergency symptoms and procedures for the individual pupil;
- When a pupil needs to be taken to hospital, staff will stay with the child until the parent/carer arrives. If a child is taken to hospital by ambulance, staff will accompany the pupil;

All staff need to understand the local emergency services cover arrangements and ensure that the correct information is provided for navigation systems.

Staff Training and Support

Cromwell Academy will provide the following support to all staff involved in supporting pupils with medical needs:

- Any member of school staff providing support to a pupil with medical needs will receive suitable training. Staff training needs will be identified during the development or review of the pupils IHCP. Staff who already have some knowledge of the specific support needed by a child with a medical condition may not require extensive training.
- Staff who provide support to pupils with medical conditions will, when possible, be included in the meetings where this is discussed.
- The Healthcare professional or School Nurse will lead on identifying and agreeing with the school the type and level of training required. It will be the school's responsibility to arrange training and ensure that this remains up-to-date.
- The training will be sufficient to ensure all staff are competent and have confidence in their ability to support pupils with medical conditions, and to fulfil the requirements set out in the IHCP.
- Staff will be made aware of the specific medical conditions they are being asked to deal with, their implications and preventative measures.

Staff must not give prescription medicines or undertake health care procedures without appropriate training (including amendments to the IHCP). A first-aid certificate does not constitute appropriate

training in supporting children with medical conditions.

- The Healthcare Professional, including the school nurse, will provide confirmation of the proficiency of staff in a medical procedure, or in providing medication.
- As well as individual training, the school will make arrangements for whole school awareness training and induction arrangements for new members of staff. This will include preventative and emergency measures so that staff can recognise and act quickly when a problem occurs.

The child's role in managing their own medical needs

Pupils may be competent to manage their own health needs and medicines. Staff from Cromwell Academy will discuss individual competencies with parents/carers and ensure the IHCP reflects the pupil's competencies for managing their own medicines and procedures.

Competent pupils will be allowed to carry their own medicines and relevant devices, or will have access to their medicines for self-medication quickly and easily, wherever possible. Pupils who can take their medicines themselves may require an appropriate level of supervision. When it is not appropriate for the pupil to self-manage, staff will help to administer medicines and manage procedures for them.

If a pupil does refuse to take their own medicine, or refuses to carry out necessary procedures relating to their medical needs, staff will not force them to do so, but will follow the procedure agreed within the pupils IHCP. A member of the Senior Leadership Team will be responsible for informing the pupil's parents/carers, so that alternative options can be considered for future situations.

Record keeping and managing/storing of medicines:

Written records of all medicines administered to individual children will be kept in the medical cupboard in the first aid room detailing what, how and how much was administered, when and by whom. See appendix [B] for the school's record form of medicine administered to an individual child.

These accurate records offer protection to staff and children, whilst providing evidence that agreed procedures have been followed.

Parents will be informed when their child has been unwell at school by a member of the senior leadership team.

Managing medicines on school premises:

In order to manage pupil's medical conditions effectively, members of staff will not prevent pupils from eating, drinking or taking breaks when required.

The following procedures will be followed to manage medicines on-site:

- a pupil under 16 should never be given prescribed or non-prescribed medicines without their parent's/carers written consent. See appendix [C] for the schools parental agreement for administering medicine;
- only prescribed medicines that are in-date, labelled and include instructions for administration, dosage and storage will be accepted by the school. In most circumstances, the medicines should be provided in the original container and dispensed by a pharmacist, with the exception of insulin, which will be inside an insulin pen or pump;
- all medicines will be stored safely. Children must know where their medicines are kept, and be able to access them immediately. Where relevant, children should be made aware who holds the key to the storage facility;
- a pupil who has been prescribed a controlled drug may legally have it in their possession if competent to do so, but must not pass it to another child for use, as this is an offence. Cromwell Academy will otherwise keep controlled drugs that have been prescribed for a pupil securely stored in a non-portable container in the first aid room and only a member of the Senior Leadership Team or appropriately trained staff member will give access;
- controlled drugs will be easily accessible in an emergency at all times; and
- no pupil will be given medicine containing aspirin unless prescribed by a doctor. Other medication, i.e. for pain relief will not be given without first checking the maximum dosages and when any previous doses were taken. **Parents/carers will be informed by a member of the Senior Leadership team.**

Storage/Disposal of Medicines:

Wherever possible, children will be allowed to carry their own medicines/relevant devices or will be able to access their medicines in teaching and learning areas for self-medication, quickly and easily. Pupils' medicine will not be locked away out of the pupil's access; this is especially important on school trips. It is the responsibility of the School to return medicines that are no longer required, to the parent/carer for safe disposal.

Off-site procedure:

Cromwell Academy will assess what reasonable adjustments can be made to enable pupils with medical needs can participate fully and safely during off-site trips.

All staff members should be aware of how the pupils individual medical condition will impact their participation, but should allow enough flexibility for pupils to participate according to their own abilities, unless evidence from a GP states otherwise.

A risk assessment will be carried out by a member of the Senior Leadership Team prior to the off-site trip taking place to ensure pupils with medical conditions can participate safely. This will require consultation with parents/carers and pupils and advice from the relevant healthcare professionals.

Unacceptable practice:

Staff should use their discretion and judge each case on its merits with reference to the child's IHCP. However, it is not general acceptable practice to:

- assume that every child with the same condition requires the same treatment;
- prevent children from accessing their inhalers or medication easily, and administering their medication when and where necessary;
- if the pupil becomes ill, send them to the school First Aid room unaccompanied or with someone unsuitable;
- send pupils with medical conditions home frequently or prevent them from participating in normal school activities, unless specified in their IHCP.
- penalise pupils for their attendance record if absences relate to their medical condition i.e. hospital appointments;
- ignore the views of the pupil or their parents/carers; or ignore medical evidence or opinion, (although this may be challenged);
- prevent children from drinking, eating or taking toilet breaks whenever they need to in order to manage their medical condition effectively;
- create barriers to pupils participating in any aspect of school life, including off-site school trips; or
- require parents to attend school to administer medication or provide medical support to their child.

No parent/carers should have to give up working because Cromwell Academy is failing to support their child's medical needs.

Insurance/Complaints procedure:

Insurance/ Indemnity:

The school provides the appropriate level of insurance to cover staff providing support to pupils with medical conditions. The schools insurance arrangements are detailed in the Risk Protection Arrangement (RPA) and is accessible upon request from the school office.

Complaints:

Should parents/carers or pupils be dissatisfied with the support Cromwell Academy has provided, the initial concern should be raised with the Headteacher, Mrs Stephanie Baldwin. If the concern cannot be resolved with the school directly, a formal complaint can be made via the schools complaints procedure, which is accessible from the school website or on request from the school office.

Making a formal complaint to the Department for Education should only occur if it comes within scope of section 496/497 of the Education Act 1996 and after the above attempts at resolution have been exhausted.

Declaration:

By signing this form you are acknowledging that you have read and understood the policy and procedures in place by the school to support pupils with medical conditions.

Print name _____

Signed _____

Date _____

Please return this form to the school office by no later than _____

Appendix A: Individual Healthcare Plan:

Individual Health Care Plan (IHCP)

School	
Pupil Name & Address	
Date of Birth	
Class	
Medical Diagnosis	
Triggers	
Who needs to know about Pupils condition & what constitutes an emergency	
Action to be taken in emergency and by whom	
Follow up care	
Family Contacts Names Telephone Numbers	
Clinic/Hospital Contacts Names Numbers	
GP Name Number	
Description of medical needs and signs and symptoms	

Daily Care Requirements	
Who is responsible for daily care	
Transport Arrangements If the pupil has a life-threatening condition, specific transport healthcare plans will be carried on vehicles	
School Trip Support/Activities Outside School Hours (eg: risk assessments, who is responsible in an emergency)	
Form Distributed To	

Date _____

Review Date _____

This will be reviewed at least annually or earlier if the child's needs change

[Arrangements that will be made in relation to the child travelling to and from School. *If the pupil has life-threatening condition, specific transport healthcare plans will be carried on vehicles*]

Appendix B: Administration of medicine in School

PARENTAL AGREEMENT FORM

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

Medicines must be in their original container as dispensed by the pharmacy.

Name of child	
Class	
Name of Medicine (including strength)	
Expiry Date	
How much to give (Dose)	
When to be given (time)	
Number of Tablets/quantity to be given to school (Days to be given)	
Any special precautions (eg before food, with food, with water, etc)	
Does this medication require refrigeration?	YES NO
Daytime contact number of parent/carer	
Name of and phone number of GP/Surgery	

- ✓ I accept that this is a service that the school is not obliged to undertake.
- ✓ I understand that I must notify the school of any changes in writing.

Signature of Parent/Carer	
Date	

Appendix C: In School Medication Record

Cromwell Academy
In-school medication record

Pupil	DOB	Year	Medication	Expiry Date	Checked Autumn (date)	Checked Spring (date)	Checked Summer (date)

