

St Augustine's Academy



Supporting Pupils with Medical Conditions Policy

Approved by:

Date: 16.10.25

Next review due by: September 2026

'Let your light shine before others, that they may see your good deeds and glorify your Father in Heaven.'

Matthew 5:16

Statement of intent

Context

St. Augustine's Academy is committed to giving all of its student's opportunities to access all aspects of the curriculum. Every effort will be made to ensure that students with medical needs experience the best possible care whilst attending the Academy. This policy provides the basis for ensuring that children with medical needs receive the best care and support whilst at the academy.

Aims

The Governing Body of St. Augustine's Academy has a duty to ensure arrangements are in place to support pupils with medical conditions. The aim of this policy is to ensure that all pupils with medical conditions, in terms of both physical and mental health, receive appropriate support to allow them to play a full and active role in school life, remain healthy, have full access to education (including school trips and PE), and achieve their academic potential.

St. Augustine's Academy believes it is important that parents of pupils with medical conditions feel confident that the school provides effective support for their children's medical conditions, and that pupils feel safe in the school environment. To ensure that the needs of our pupils with medical conditions are fully understood and effectively supported, we consult with health and social care professionals, pupils and their parents.

In addition, some pupils with medical conditions may also have SEND and have an EHC plan collating their health, social and SEND provision. For these pupils, the school's compliance with the DfE's 'Special educational needs and disability code of practice: 0 to 25 years' and the school's Special Educational Needs and Disabilities (SEND) Policy will ensure compliance with legal duties.

Some pupils with medical conditions may be considered to be disabled under the definition set out in the Equality Act 2010. The school has a duty to comply with the Act in all such cases.

This policy includes managing the administration of medicines, support for children with complex health needs and first aid.

Statutory Position

St. Augustine's Academy has a statutory duty under Section 100 of the Children and Families Act 2014 which places a duty on governing bodies of maintained schools, proprietors of academies and management committees of PRU's to plan for supporting pupils at their school with medical conditions. The key statutory requirements are as follows:

- Pupil's at school with medical conditions should be properly supported so that they have full access to education, including school trips and physical education
- Governing bodies must ensure that arrangements are in place in schools to support pupils at school with medical conditions.
- Governing bodies should ensure that school leaders consult health and social care professionals, pupils and parents to ensure that the needs of children with medical conditions are effectively supported.

This policy has due regard to legislation including, but not limited to, the following:

- The Children and Families Act 2014
- The Education Act 2002
- The Education Act 1996 (as amended)
- The Children Act 1989
- The National Health Service Act 2006 (as amended)
- The Equality Act 2010
- The Health and Safety at Work etc. Act 1974
- The Misuse of Drugs Act 1971
- The Medicines Act 1968
- The School Premises (England) Regulations 2012 (as amended)
- The Special Educational Needs and Disability Regulations 2014 (as amended)
- The Human Medicines (Amendment) Regulations 2017

This policy has due regard to the following guidance:

- DfE (2015) 'Special educational needs and disability code of practice: 0-25 years'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2022) 'Guidance on first aid for schools'
- Ofsted (2025) 'Education inspection framework'
- Department of Health (2017) 'Guidance on the use of adrenaline auto-injectors in schools'

This policy has due regard to the following school policies:

- Administering Medication Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Complaints Procedures Policy
- Equal Opportunities Policy: Pupils
- Attendance and Absence Policy
- Pupils with Additional Health Needs who cannot Attend School Policy

1. Roles and responsibilities

1.1. The governing body is responsible for:

- Fulfilling its statutory duties under legislation.
- Ensuring that arrangements are in place to support pupils with medical conditions.
- Ensuring that pupils with medical conditions can access and enjoy the same opportunities as any other pupil at the school.
- Working with the LA, health professionals, commissioners and support services to ensure that pupils with medical conditions receive a full education.
- Ensuring that, following long-term or frequent absence, pupils with medical conditions are reintegrated effectively.

- Ensuring that the focus is on the needs of each pupil and what support is required to support their individual needs.
- Instilling confidence in parents and pupils in the school's ability to provide effective support.
- Ensuring that all members of staff are properly trained to provide the necessary support and are able to access information and other teaching support materials as needed.
- Ensuring that no prospective pupils are denied admission to the school because arrangements for their medical conditions have not been made.
- Ensuring that pupils' health is not put at unnecessary risk. As a result, the board holds the right to not accept a pupil into school at times where it would be detrimental to the health of that pupil or others to do so, such as where the child has an infectious disease.
- Ensuring that policies, plans, procedures and systems are properly and effectively implemented.

1.2. The headteacher holds overall responsibility for implementation of this policy.

1.3. The headteacher is responsible for:

- Ensuring that this policy is effectively implemented with stakeholders.
- Ensuring that all staff are aware of this policy and understand their role in its implementation.
- Ensuring that a sufficient number of staff are trained and available to implement this policy and deliver against all IHPs, including in emergency situations.
- Considering recruitment needs for the specific purpose of ensuring pupils with medical conditions are properly supported.
- Having overall responsibility for the development of Health Care Plans (HCPs).
- Ensuring that staff are appropriately insured and aware of the insurance arrangements.
- Contacting the school nurse where a pupil with a medical condition requires support that has not yet been identified.

1.4. Parents are responsible for:

- Notifying the school if their child has a medical condition.
- Providing the school with sufficient and up-to-date information about their child's medical needs.
- Being involved in the development and review of their child's HCP.
- Carrying out any agreed actions contained in the HCP.
- Ensuring that they, or another nominated adult, are contactable at all times.

1.5. Pupils are responsible for:

- Being fully involved in discussions about their medical support needs, where appropriate.
- Contributing to the development of their HCP, if they have one, where appropriate.

- Being sensitive to the needs of pupils with medical conditions.

1.6. School staff are responsible for:

- Providing support to pupils with medical conditions, where requested, including the administering of medicines, but are not required to do so.
- Considering the needs of pupils with medical conditions in their lessons when deciding whether or not to volunteer to administer medication.
- Receiving sufficient training and achieve the required level of competency before taking responsibility for supporting pupils with medical conditions.
- Knowing what to do and responding accordingly when they become aware that a pupil with a medical condition needs help.

1.7. The school nurse is responsible for:

- Notifying the school at the earliest opportunity when a pupil has been identified as having a medical condition which requires support in school.
- Supporting staff to implement IHPs and providing advice and training.
- Liaising with lead clinicians locally on appropriate support for pupils with medical conditions.

1.8. Clinical commissioning groups (CCGs) are responsible for:

- Ensuring that commissioning is responsive to pupils' needs, and that health services are able to cooperate with schools supporting pupils with medical conditions.
- Making joint commissioning arrangements for EHC provision for pupils with SEND.
- Being responsive to LAs and schools looking to improve links between health services and schools.
- Providing clinical support for pupils who have long-term conditions and disabilities.
- Ensuring that commissioning arrangements provide the necessary ongoing support essential to ensuring the safety of vulnerable pupils.

1.9. Other healthcare professionals, including GPs and paediatricians, are responsible for:

- Notifying the school nurse when a child has been identified as having a medical condition that will require support at school.
- Providing advice on developing HCPs.
- Providing support in the school for children with particular conditions, e.g. asthma, diabetes and epilepsy, where required.

1.10. Providers of health services are responsible for cooperating with the school, including ensuring communication takes place, liaising with the school nurse and other healthcare professionals, and participating in local outreach training.

1.11. The LA is responsible for:

- Commissioning school nurses for local schools.
- Promoting cooperation between relevant partners.

- Making joint commissioning arrangements for EHC provision for pupils with SEND.
 - Providing support, advice, guidance, and suitable training for school staff, ensuring that HCPs can be effectively delivered.
 - Working with the school to ensure that pupils with medical conditions can attend school full-time.
- 1.12. Where a pupil is away from school for 15 days or more (whether consecutively or across a school year), the LA has a duty to make alternative arrangements, as the pupil is unlikely to receive a suitable education in a mainstream school.
- 1.13. Ofsted inspectors will consider how well the school meets the needs of the full range of pupils, including those with medical conditions.
- 1.14. Key judgements are informed by the progress and achievement of pupils with medical conditions, alongside pupils with SEND, and also by pupils' spiritual, moral, social and cultural (SMSC) development.

2. Admissions

- 2.1. No child will be denied admission to the school or prevented from taking up a school place because arrangements for their medical condition have not been made; a child may only be refused admission if it would be detrimental to the health of the child to admit them into the school setting.

3. Notification procedure

- 3.1. When the school is notified that a pupil has a medical condition that requires support in school, the school nurse will inform the headteacher and SENDCo. Following this, the school will arrange a meeting with parents, healthcare professionals and the pupil, with a view to discussing the necessity of an HCP.
- 3.2. The school will not wait for a formal diagnosis before providing support to pupils. Where a pupil's medical condition is unclear, or where there is a difference of opinion concerning what support is required, a judgement will be made by the headteacher based on all available evidence (including medical evidence and consultation with parents).
- 3.3. For a pupil starting at the school in a September uptake, arrangements will be put in place prior to their introduction and informed by their previous institution.
- 3.4. Where a pupil joins the school mid-term or a new diagnosis is received, arrangements will endeavour to be put in place within two weeks.

4. Staff training and support

- 4.1. Any staff member providing support to a pupil with medical conditions will receive suitable training.
- 4.2. Staff will not undertake healthcare procedures or administer medication without appropriate training.

- 4.3. Training needs will be assessed by the school nurse through the development and review of HCPs, on a termly basis for all school staff, and when a new staff member arrives.
- 4.4. Through training, staff will have the requisite competency and confidence to support pupils with medical conditions and fulfil the requirements set out in HCPs. Staff will understand the medical conditions they are asked to support, their implications, and any preventative measures that must be taken.
- 4.5. The school nurse will confirm the proficiency of staff in performing medical procedures or providing medication.
- 4.6. A first-aid certificate will not constitute appropriate training for supporting pupils with medical conditions.
- 4.7. Awareness training will be carried out when necessary and updated as required.
- 4.8. The school nurse and Inclusion Lead will identify suitable training opportunities that ensure all medical conditions affecting pupils in the school are fully understood, and that staff can recognise difficulties and act quickly in emergency situations.
- 4.9. Parents of pupils with medical conditions will be consulted for specific advice and their views are sought where necessary, but they will not be used as a sole trainer.

5. Self-management

- 5.1. Following discussion with parents, pupils who are competent to manage their own health needs and medicines will be encouraged to take responsibility for self-managing their medicines and procedures. This will be reflected in their IHP.
- 5.2. Where possible, pupils will be allowed to carry their own medicines and relevant devices.
- 5.3. Where it is not possible for pupils to carry their own medicines or devices, they will be held in suitable locations that can be accessed quickly and easily.
- 5.4. If a pupil refuses to take medicine or carry out a necessary procedure, staff will not force them to do so. Instead, the procedure agreed in the pupil's HCP will be followed. Following such an event, parents will be informed so that alternative options can be considered.
- 5.5. If a child with a controlled drug passes it to another child for use, this is an offence and appropriate disciplinary action.

6. Supply teachers

- 6.1. Supply teachers will be:
 - Provided with access to this policy.
 - Informed of all relevant medical conditions of pupils in the class they are providing cover for.
 - Covered under the school's insurance arrangements.

7. HCPs

7.1. The school, healthcare professionals and parents agree, based on evidence, whether an HCP will be required for a pupil, or whether it would be inappropriate or disproportionate to their level of need. If no consensus can be reached, the headteacher will make the final decision.

7.2. The school, parents and a relevant healthcare professional will work in partnership to create and review HCPs. Where appropriate, the pupil will also be involved in the process.

7.3. HCPs will include the following information:

- The medical condition, along with its triggers, symptoms, signs and treatments.
- The pupil's needs, including medication (dosages, side effects and storage), other treatments, facilities, equipment, access to food and drink (where this is used to manage a condition), dietary requirements, and environmental issues.
- The support needed for the pupil's educational, social and emotional needs.
- The level of support needed, including in emergencies.
- Whether a child can self-manage their medication.
- Who will provide the necessary support, including details of the expectations of the role and the training needs required, as well as who will confirm the supporting staff member's proficiency to carry out the role effectively.
- Cover arrangements for when the named supporting staff member is unavailable.
- Who needs to be made aware of the pupil's condition and the support required.
- Arrangements for obtaining written permission from parents and lead staff member for medicine to be administered by school staff or self-administered by the pupil.
- Separate arrangements or procedures required during school trips and activities.
- Where confidentiality issues are raised by the parents or pupil, the designated individual to be entrusted with information about the pupil's medical condition.
- What to do in an emergency, including contact details and contingency arrangements.

7.4. Where a pupil has an emergency healthcare plan prepared by their lead clinician, this will be used to inform the HCP.

7.5. HCPs will be easily accessible to those who need to refer to them, but confidentiality will be preserved.

7.6. HCPs will be reviewed on at least an annual basis, or when a child's medical circumstances change, whichever is sooner.

7.7. Where a pupil has an EHC plan, the HCP will be linked to it or become part of it.

7.8. Where a child has SEND but does not have a statement or EHC plan, their SEND will be mentioned in their HCP.

Where a child is returning from a period of hospital education, alternative provision or home tuition, the school will work with the LA and education provider to ensure that their HCP identifies the support the child will need to reintegrate.

8. Managing Sharps and Medical Waste.

8.1 The school recognises that some pupils, particularly those with Type 1 Diabetes, may need to undertake procedures involving 'sharps', such as blood glucose monitoring (finger-prick tests with lancets) and insulin administration (needles). Only staff who have received appropriate training will be permitted to use sharps to undertake procedures.

8.2 To ensure the safety of the pupil and the wider school community, all sharps must be disposed of immediately after use in a designated sharps box. Parents/carers are responsible for providing the school with a suitable, personal sharps box for their child. This sharps box will be kept in a secure but easily accessible location agreed upon in the pupil's Health Care Plan (HCP).

8.3 In the event of an accidental injury from a sharp, the incident will be treated as a first aid priority, immediate medical advice will be sought, and it will be reported and recorded in line with the school's health and safety procedures.

9. Record keeping

9.1. Written records will be kept of all medicines administered to pupils.

9.2. Proper record keeping will protect both staff and pupils, and provide evidence that agreed procedures have been followed.

10. Emergency procedures

10.1. Medical emergencies will be dealt with under the school's emergency procedures.

10.2. Where an HCP is in place, it should detail:

- What constitutes an emergency.
- What to do in an emergency.

10.3. Pupils will be informed in general terms of what to do in an emergency, e.g. telling a teacher.

10.4. If a pupil needs to be taken to hospital, a member of staff will remain with the pupil until their parents arrive.

10.5. When transporting pupils with medical conditions to medical facilities, staff members will be informed of the correct postcode and address for use in navigation systems.

11. Day trips, residential visits and sporting activities

- 11.1. Pupils with medical conditions will be supported to participate in school trips, sporting activities and residential visits.
- 11.2. Prior to an activity taking place, the school will conduct a risk assessment to identify what reasonable adjustments should be taken to enable pupils with medical conditions to participate. In addition to a risk assessment, advice will be sought from pupils, parents and relevant medical professionals.
- 11.3. The school will arrange for adjustments to be made for all pupils to participate, except where evidence from a clinician, e.g. a GP, indicates that this is not possible.

12. Unacceptable practice

- 12.1. The school will not:
 - Assume that pupils with the same condition require the same treatment.
 - Prevent pupils from easily accessing their inhalers and medication.
 - Ignore the views of the pupil or their parents.
 - Ignore medical evidence or opinion.
 - Send pupils home frequently for reasons associated with their medical condition, or prevent them from taking part in activities at school, including lunch times, unless this is specified in their HCP.
 - Send an unwell pupil with a medical condition to the school office alone or with an unsuitable escort.
 - Penalise pupils with medical conditions for their attendance record, where the absences relate to their condition.
 - Make parents feel obliged or forced to visit the school to administer medication or provide medical support, including for toilet issues. The school will ensure that no parent is made to feel that they have to give up working because the school is unable to support their child's needs.
 - Create barriers to pupils participating in school life, including school trips.
 - Refuse to allow pupils to eat, drink or use the toilet when they need to in order to manage their condition.

13. Liability and indemnity

- 13.1. The governing board will ensure that appropriate insurance is in place to cover staff providing support to pupils with medical conditions.
- 13.2. The school holds an insurance policy with covering liability relating to the administration of medication.
- 13.3. All staff providing such support will be provided with access to the insurance policies.
- 13.4. In the event of a claim alleging negligence by a member of staff, civil actions are most likely to be brought against the school, not the individual.

14. Complaints

- 14.1. Parents or pupils wishing to make a complaint concerning the support provided to pupils with medical conditions are required to speak to the school in the first instance.
- 14.2. If they are not satisfied with the school's response, they may make a formal complaint via the school's complaints procedures, as outlined in the Complaints Procedures Policy.
- 14.3. If the issue remains unresolved, the complainant has the right to make a formal complaint to the DfE.
- 14.4. Parents and pupils are free to take independent legal advice and bring formal proceedings if they consider they have legitimate grounds to do so.

15. Monitoring and review

- 15.1. This policy is reviewed on an annual basis by the governing board and headteacher.
- 15.2. Any changes to this policy will be communicated to all staff, parents and relevant stakeholders.
- 15.3. The next scheduled review date for this policy is October 2026