

Supporting Pupils with Medical Conditions

Dated: May 2026

Review Date: May 2028

The Governing Body will review this policy at least every two years, or sooner if there are changes to legislation, statutory guidance, local authority procedures or school practice.

The Headteacher is responsible for ensuring that procedures outlined in this policy are implemented consistently and that appropriate staff training is provided where required.

Hampshire County Council

Healthy Schools Team

Healthy Schools Hampshire

Name of Unit/Premises/Centre/ School:	***Hambledon Primary School***
Name of Responsible Manager/Headteacher:	**Ms Corr**
Date Policy approved and adopted:	**May 2026**
Date Due for review:	**May 2028**
Introduction	

Signature of Responsible Manager/Headteacher:	**Adrienne Corr**
Date:	**May 2026**

Section 100 of The Children and Families Act 2014 places a duty on the Governing Body to make arrangements for supporting children at their premise with medical conditions. The Department of Education have produced statutory guidance 'Supporting Pupils with Medical Conditions' and we will have regard to this guidance when meeting this requirement.

We will endeavour to ensure that children with medical conditions are properly supported so that they have full access to education, including school trips and physical education. The aim is to ensure that all children with medical conditions, in terms of both their physical and mental health, are properly supported in school so that they can play a full and active role in school life, remain healthy and achieve their academic potential.

It is our policy to ensure that all medical information will be treated confidentially by the Headteacher and staff. All administration of medicines is arranged and managed in accordance with

the Supporting Pupils with Medical Needs document. All staff have a duty of care to follow and co-operate with the requirements of this policy.

Where children have a disability, the requirement of the Equality Act 2010 will apply.

Where children have an identified special need, the SEN Code of Practice will also apply.

We recognise that medical conditions may impact social and emotional development as well as having educational implications.

Key Roles & Responsibilities

Statutory Requirement: The Governing Body should ensure that the school's policy clearly identifies the roles and responsibilities of all those involved in the arrangements they make to support children at school with medical conditions.

The Governing Body is responsible for:

- Overall responsibility to ensure pupils with medical conditions are supported to participate fully in school life
- Responsibility to ensure staff are appropriately trained and competent.

The Headteacher is responsible for:

- Ensuring relevant staff are informed about medical conditions and trained
- Overall responsibility for developing Individual Health Care (IHC) plans
- Ensuring appropriate levels of insurance
- Overall responsibility for liaison with the school nursing service

Teachers and Support Staff are responsible for:

- Taking into account the medical needs of children they teach. Support pupils following guidelines from the Individual Healthcare Plan (IHP)
- Attending training as required in supporting pupils with medical conditions

The School Link Nurse is responsible for:

- Notifying the school when a child has been identified as having a medical condition which will require support in school. Wherever possible, they should do this before the child starts school
- Supporting staff in implementing an IHC providing advice and liaison, particularly training
- Contributing medical advice to the writing of an IHC
- Liaising with other NHS staff and clinics
- Providing advice and support for schools about medical conditions

Identifying children with health conditions

Statutory Requirement: The Governing Body will ensure that the policy sets out the procedures to be followed whenever a school is notified that a pupil has a medical condition.

We will aim to identify children with medical needs on entry to the school by working in partnership with parents/carers and following the process outlined in the document 'Process for identifying children with a health condition' produced by the Southern Health School Nursing Team in conjunction with the Children's Services Health and Safety Team. We will use the 'Health Questionnaire for Schools' to obtain the information required for each child's medical needs to ensure that we have appropriate arrangements in place prior to the child commencing at the school to support them accordingly.

Where a formal diagnosis is awaited or is unclear, we will plan to implement arrangements to support the child, based on the current evidence available for their condition. We will ensure that every effort is made to involve some formal medical evidence and consultation with the parents/carers.

Individual health care plans (IHP)

Statutory Requirement: The Governing Body will ensure that the school's policy covers the role of individual healthcare plans, and who is responsible for their development in supporting children at school with medical conditions.

We recognise that Individual Healthcare Plans are recommended in particular where conditions fluctuate or where there is a high risk that emergency intervention will be needed, and are likely to be helpful in the majority of other cases, especially where medical conditions are long term and complex. However, not all children will require one. The school, healthcare professional and parent will agree based on evidence when a healthcare plan would be inappropriate or disproportionate.
Where children require an individual healthcare plan it will be the responsibility of the Headteacher to work with parents/carers and relevant healthcare professionals to write the plan.
A healthcare plan (and its review) may be initiated in consultation with the parents/carers, by a member of school staff or by a healthcare professional involved in providing care to the child. The Headteacher will work in partnership with the parents/carers, and a relevant healthcare professional e.g. school, specialist or children's community nurse, who can best advise on the particular needs of the child to draw up and/or review the plan. Where a child has a special educational need identified in a statement or Educational Health Care (EHC) plan, the individual healthcare plan will be linked to or become part of that statement or EHC plan.

We may also refer to the flowchart contained within the document 'Process for identifying children with a health condition' for identifying and agreeing the support a child needs and then developing the individual healthcare plan.
We will use the individual healthcare plan template produced by the DfE to record the plan.
If a child is returning following a period of hospital education or alternative provision (including home tuition), that we will work with Hampshire County Council and education provider to ensure that the individual healthcare plan identifies the support the child will need to reintegrate effectively.

Statutory Requirement: The Governing Body should ensure that all plans are reviewed at least annually or earlier if evidence is presented that the child's needs have changed.

Plans should be developed with the child's best interests in mind and ensure that the school assesses and manages the risks to the child's education, health and social wellbeing and minimise disruption.
Plans will be reviewed at least annually or if something changes prompting such a review.
Not all pupils with medical conditions need an IHP. For pupils with EHC plans, the IHP should be linked or become part of the EHC plan.

Statutory Requirement: When deciding what information should be recorded on individual healthcare plans, the Governing Body should consider the following:

- 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 (some children will be able to take responsibility for their own health needs) including in emergencies. If a child is self-managing their medication, this should 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 child'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 child'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 child can participate, e.g. risk assessments;
- Where confidentiality issues are raised by the parents or carers/child, the designated individuals to be entrusted with information about the child's condition; and
- What to do in an emergency, including whom to contact, and contingency arrangements. Some children may have an emergency healthcare plan prepared by their lead clinician that could be used to inform development of their individual healthcare plan.

Allergy Management and Safety

The school recognises that allergies can present a significant risk to the health, wellbeing and safety of pupils. Allergic reactions may vary in severity from mild symptoms to life-threatening anaphylaxis. The school will:

- Identify pupils with diagnosed allergies and maintain appropriate records.
- Ensure that Individual Healthcare Plans are in place where required and reviewed at least annually, or sooner if needs change.
- Work in partnership with parents, carers and healthcare professionals to minimise risks and support pupils safely.
- Ensure that prescribed emergency medication, including adrenaline auto-injectors where applicable, is readily accessible and available at all times.
- Provide appropriate training for staff responsible for supporting pupils with allergies and responding to allergic reactions.
- Take reasonable steps to reduce exposure to known allergens whilst recognising that it is not possible to guarantee an allergen-free environment.
- Ensure that relevant information is shared with staff on a need-to-know basis.
- Review any allergy-related incidents or near misses to identify lessons learned and improve procedures.

Where a pupil is known to be at risk of anaphylaxis, emergency procedures and staff responsibilities will be clearly identified within the pupil's Individual Healthcare Plan.

Staff training

Statutory Requirement: The Governing Body should ensure that this policy clearly sets out how staff will be supported in carrying out their role to support children with medical

conditions, and how this will be reviewed. It should specify how training needs will be assessed and by whom training will be commissioned and provided.

The school policy should be clear that any member of school staff providing support to a child with medical needs should have received suitable training.
Staff must not administer prescription medicines or undertake any health care procedures without the appropriate training (updated to reflect any individual healthcare plans).
All new staff will be inducted on the policy when they join the school. Records of this training will be stored in their personnel file.
All nominated staff will be provided awareness training on the school's policy for supporting children with medical conditions which will include what their role is in implementing the policy. This training will be carried out annually.
The awareness training will be provided to staff through staff meetings.
We will retain evidence that staff have been provided the relevant awareness training on the policy through the meeting minutes.
Where required we will work with the relevant healthcare professionals to identify and agree the type and level of training required and identify where the training can be obtained from. This will include ensuring that the training is sufficient to ensure staff are competent and confident in their ability to support children with medical conditions. The training will include preventative and emergency measures so that staff can recognise and act quickly when a problem occurs and therefore allow them to fulfil the requirements set out in the individual healthcare plan.

Any training undertaken will form part of the overall training plan for the school and refresher awareness training will be scheduled at appropriate intervals agreed with the relevant healthcare professional delivering the training.

A 'Staff training record– administration of medicines' form will be completed to document the type of awareness training undertaken, the date of training and the competent professional providing the training.

The Child's Role

Statutory Requirement: The Governing Body will ensure that the school's policy covers arrangements for children who are competent to manage their own health needs and medicines.

Where possible and in discussion with parents/carers, children that are competent will be encouraged to take responsibility for managing their own medicines and procedures. This will be recorded in their individual healthcare plan. The healthcare plan will reference what will happen should a child who self-administers refuse to take their medication (this will normally be informing the parents/carers at the earliest opportunity).
Where possible we will endeavour to ensure that children can carry their own medicines and relevant devices or have easy access to allow for quick self-medication. We will agree with relevant

healthcare professionals/parents or carers the appropriate level of supervision required and document this in their healthcare plan.

Managing Medicines on School Premises

Statutory Requirement: The Governing Body will ensure that the school's policy is clear about the procedures to be followed for managing medicines.

The administration of medicines is the overall responsibility of the parents/carers. Where clinically possible we will encourage parents/carers to ask for medicines to be prescribed in dose frequencies which enable them to be taken outside of school hours. However, the Headteacher is responsible for ensuring children are supported with their medical needs whilst on site, therefore this may include managing medicines where it would be detrimental to a child's health or school attendance not to do so.

We will not give prescription or non-prescription medicines to a child under 16 without their parents/carers written consent (a 'parental agreement for setting to administer medicines' form will be used to record this), except in very exceptional circumstances where the medicine has been prescribed to the child without the knowledge of the parents/carers. In such cases, we will make every effort to encourage the child or young person to involve their parents/carers while respecting their right to confidentiality.

A documented tracking system to record all medicines received in and out of the premises is in place. The tracking system used is the 'Children's Services Medication Tracking Form'.

The name of the child, dose, expiry and shelf life dates will be checked before medicines are administered.

On occasions where a child refuses to take their medication the parents/carers will be informed at the earliest available opportunity.

We will only accept prescribed medicines that are in date, labelled, provided in the original container as dispensed by the pharmacist and include instructions for administration, their dosage and storage. Insulin is the exception, which must still be in date but will generally be available to schools inside an insulin pen or a pump, rather than its original container.

Children who are able to use their own inhalers themselves are encouraged to carry it with them or will be stored in a central location. If the child is too young or immature to take personal responsibility for their inhaler, staff should make sure that it is stored in a safe but readily accessible place, and clearly marked with the child's name.

Controlled drugs will be securely stored in a non-portable container which only named staff will have access to. We will ensure that the drugs are easily accessible in an emergency situation. A record will be kept of any doses used and the amount of the controlled drug held in school. There may be instances where it is deemed appropriate for a child to administer their own controlled medication. This would normally be at the advice of a medical practitioner. Where an individual

child is competent to do so and following a risk assessment, we may allow them to have prescribed controlled drugs on them with monitoring arrangements in place.
We will only administer non-prescribed medicines on request from the parent if they are in clearly identifiable packaging and only on a short term basis (Where the school have concerns they will seek further guidance from their link School Nurse).
We will never administer aspirin or medicine containing Ibuprofen to any child unless prescribed by a doctor.
All other pain relief medicine will not be administered without first checking maximum dosages and when previously taken. We will always inform parents/carers.
Any homeopathic remedies to be administered will require a letter of consent from the child's doctor and will be administered at the discretion of the Headteacher.
Emergency medicines will be stored in a safe location but not locked away to ensure they are easily accessible in the case of an emergency.
Types of emergency medicines include:

- Injections of adrenaline for acute allergic reactions
- Inhalers for asthmatics
- Injections of Glucagon for diabetic hypoglycaemia

Other emergency medication i.e. Rectal diazepam or Buccal Midazolam for major seizures will be stored in accordance with the normal prescribed medicines procedures (see storage section).

Pupils with asthma are expected to have immediate access to their prescribed inhalers. Parents are responsible for ensuring that inhalers are in date and available to the school. Staff will follow emergency procedures where a pupil experiences asthma symptoms requiring urgent medical attention.

Storage

All medication other than emergency medication will be stored safely in school.
Where medicines need to be refrigerated, they will be stored in a refrigerator in the staffroom in a clearly labelled container. There must be restricted access to a refrigerator holding medicines.
Children will be made aware of where their medicines are at all times and be able to access them immediately where appropriate.
Medicines such as asthma inhalers, blood glucose testing meters and adrenaline pens will always be readily available to children and not locked away. We will also ensure that they are readily available when outside of the school premises or on school trips.
Storage of medication whilst off site will be maintained at steady temperature and secure. There will be appropriately trained staff present to administer day to day and emergency medication and copies of individual health care plans will be taken off site to ensure appropriate procedures are followed.

Disposal

It is the responsibility of the parents/carers to dispose of their child's medicines. It is our policy to return any medicines that are no longer required including those where the date has expired to the parents/carers. Parents/carers will be informed of this when the initial agreements are made to administer medicines. Medication returned to parent/ carers will be documented on the tracking medication form.

Sharps boxes will be in place for the disposal of needles. Collection and disposal of these will be arranged locally through Canon Hygiene who will remove them from site upon request.

Medical Accommodation

The main office will be used for all medical administration/treatment purposes. The location/room will be made available when required.

Record keeping

Statutory Requirement: The Governing Body should ensure that written records are kept of all medicines administered to children.

A record of what has been administered including how much, when and by whom, will be recorded on a 'record of prescribed medicines' form. The form will be kept on file. Any possible side effects of the medication will also be noted and reported to the parent/carers.

Emergency Procedures

Statutory Requirement: The Governing Body will ensure that the school's policy sets out what should happen in an emergency situation.

Where a child has an individual healthcare plan, this will clearly define what constitutes an emergency and provide a process to follow. All relevant staff will be made aware of the emergency symptoms and procedures. We will ensure other children in the school know what to do in the event of an emergency i.e. informing a teacher immediately if they are concerned about the health of another child.

Where a child is required to be taken to hospital, a member of staff will stay with the child until their parents/carers arrives, this includes accompanying them to hospital by ambulance if necessary (taking any relevant medical information, care plans etc. that the school holds).

Day trips/off site activities

Statutory Requirement: The Governing Body should ensure that their arrangements are clear and unambiguous 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.

We will ensure that teachers are aware of how a child's medical condition will impact on their participation in any off site activity or day trip, but we will ensure that there is enough flexibility for all children to participate according to their own abilities within reasonable adjustments.
We will consider what reasonable adjustments we might make to enable children with medical needs to participate fully and safely on visits. We will carry out a risk assessment so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. We will consult with parents/carers and pupils and take advice from the relevant healthcare professional to ensure that pupils can participate safely.

Other issues

An Automated External Defibrillator (AED) is located on the school site. Staff are informed of its location and emergency services will be contacted immediately in the event of a suspected cardiac emergency.

Unacceptable practice

Statutory Requirement: The Governing Body will ensure that the school's policy is explicit about what practice is not acceptable.

- Staff are expected to use their discretion and judge each child's individual healthcare plan on its merits, it is not generally acceptable practice to:
- prevent children from easily accessing their inhalers and medication and administering their medication when and where necessary;
- assume that every child with the same condition requires the same treatment;
- ignore the views of the child or their parents/carers; or ignore medical evidence or opinion (although this may be challenged);
- send children with medical conditions home frequently or prevent them from staying for normal school activities, including lunch, unless this is specified in their individual healthcare plans;
- if the child becomes ill, send them to the school office or medical room unaccompanied or with someone unsuitable;
- penalise children 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 child, including toileting issues. No parents/carers should have to give up working because the school is failing to support their child's medical needs; or
- Prevent children from participating, or create unnecessary barriers to children participating in any aspect of school life, including school trips e.g. by requiring parents/carers to accompany the child.

Liability and Indemnity

Statutory Requirement: The governing body will ensure that the appropriate level of insurance is in place and appropriately reflects the level of risk.

Staff at the school are indemnified under the County Council self-insurance arrangements.

The County Council is self-insured and have extended this self-insurance to indemnify school staff who have agreed to administer medication or undertake a medical procedure to children. To meet the requirements of the indemnification, we will ensure that staff at the school have parents/carers permission for administering medicines and members of staff will have had training on the administration of the medication or medical procedure.

Medical Incidents and Near Misses

The school is committed to learning from medical incidents and near misses in order to promote pupil safety and continuous improvement.

A medical incident may include:

- failure to administer medication as prescribed;
- administration of incorrect medication;
- delays in treatment;
- medical emergencies occurring on site or during educational visits.

All significant medical incidents and near misses will be recorded, reviewed by the Headteacher and, where appropriate, reported in accordance with the school's Health and Safety procedures.

Following any serious medical incident, the school will:

- review existing risk assessments and Individual Healthcare Plans;
- identify any required changes to procedures, training or communication;
- share learning with relevant staff;
- work with parents, carers and healthcare professionals to reduce future risks.

Complaints

Statutory Requirement: The Governing Body will ensure that the school's policy sets out how complaints may be made and will be handled concerning the support provided to pupils with medical conditions.

Should parents/carers or children be dissatisfied with the support provided they can discuss their concerns directly with the Headteacher. If for whatever reason this does not resolve the issue, they may make a formal complaint via the school's complaints procedure.