



Supporting Students with Medical Conditions Policy 2025

This policy has been developed in line with the Department for Education's statutory guidance released in December 2015 and reviewed in August 2017 - "Supporting students at school with medical conditions" under a statutory duty form section 100 of the Children and Families Act 2014.

Over the Counter (OTC) Medicines for Children NHS guidance 2017

Rationale:

Hope Tree School wishes to ensure that students with medical conditions receive appropriate care and support at school. All students have an entitlement to a full time curriculum or as much as their medical condition allows.

'Children and young people with medical conditions are entitled to a full education and have the same rights of admission to school as other children. This means that no child with a medical condition can be denied admission or prevented from taking up a place in school because arrangements for their medical condition have not been made.'

However, in line with their safeguarding duties, governing bodies should ensure that students' health is not put at unnecessary risk from, for example, infectious diseases.

They therefore do not have to accept a child in school at times where it would be detrimental to the health of that child or others to do so.' DFE December 2015.

The school will have regard to the above statutory guidance issued. We take account of it, carefully consider it and we make all efforts to comply.

Key roles and responsibilities:

The Local Authority (LA) is responsible for:

- Promoting cooperation between relevant partners regarding supporting students with medical conditions.
- Providing support, advice /guidance and training to schools and their staff to ensure Individual Healthcare Plans (IHPs) and Educational Health Care Plans (EHCPs) are effectively delivered.
- Working with schools to ensure students attend full-time or make alternative arrangements for the education of students who need to be out of school for fifteen days or more due to a health need and who otherwise would not receive a suitable education.

Hope Tree School is responsible for:

- Ensuring arrangements are in place to support students with medical conditions.
- Ensuring the policy clearly identifies roles and responsibilities and is implemented effectively.
- Ensuring that the Supporting Students with Medical Conditions Policy does not discriminate on any grounds including, but not limited to, protected characteristics: ethnicity/nationality/origin, religion or belief, sex, gender reassignment, pregnancy & maternity, disability or sexual orientation.
- Ensuring the policy covers arrangements for students who are competent to manage their own health needs.
- Ensuring that all students with medical conditions are able to play a full and active role in all aspects of school life, participate in school visits / trips/ sporting activities, remain healthy and achieve their academic potential.
- Ensuring that relevant training is delivered to a sufficient number of staff who will have responsibility to support children with medical conditions and that they are competent to do so. Staff to have access to information, resources and materials.
- Ensuring written records are kept of, any and all, medicines administered to students.
- Ensuring the policy sets out procedures in place for emergency situations.
- Ensuring the level of insurance in place reflects the level of risk.
- Handling complaints regarding this policy as outlined in the school's Complaints Policy.

The Head of Learning is responsible for:

- Ensuring the policy is developed effectively with partner agencies and then making staff aware of this policy.
- The day-to-day implementation and management of the Supporting Students with Medical Conditions Policy and Procedures of Hope Tree School.
- Liaising with healthcare professionals regarding the training required for staff.
- Identifying staff who need to be aware of a child's medical condition.
- Oversight of developing Individual Healthcare Plans (IHPs).
- Ensuring a sufficient number of trained members of staff are available to implement the policy and deliver IHPs in normal, contingency and emergency situations.
- If necessary, facilitating the recruitment of staff for the purpose of delivering the promises made in this policy. Ensuring more than one staff member is identified, to cover holidays / absences and emergencies.
- Ensuring the correct level of insurance is in place for teachers who support students in line with this policy.
- Continuous two-way liaison with professionals and school in the case of any child who has or develops an identified medical condition.
- Ensuring confidentiality and data protection.
- Assigning appropriate accommodation for medical treatment/care.

Staff members are responsible for:

- Taking appropriate steps to support children with medical conditions and familiarising themselves with procedures which detail how to respond when they become aware that a pupil with a medical condition needs help. A first-aid certificate is not sufficient.
- Knowing where controlled drugs are stored and where the key is held.
- Taking account of the needs of students with medical conditions in lessons.
- Undertaking training to achieve the necessary competency for supporting students with medical conditions, with specialist training if they have agreed to undertake a medication responsibility.
- Allowing inhalers, adrenalin pens and blood glucose testers to be held in an accessible location, following DfE guidance.
- Staff who bring medication into school for personal use must ensure that these are stored securely and that students are unable to access it.

Parents and carers are responsible for:

- Keeping the school informed about any existing or new medical condition or changes to their child/children's health.
- Participating in the development and regular reviews of their child's IHP.
- Completing a parental consent form to administer medicine or treatment before bringing medication into school.
- Providing the school with the medication their child requires and keeping it up to date including collecting leftover medicine.
- Carrying out actions assigned to them in the IHP with emphasis on them, or a nominated adult, being contactable at all times.

Students are responsible for:

- Providing information on how their medical condition affects them.
- Contributing to their IHP.
- Complying with the IHP and self-managing their medication or health needs including carrying medicines or devices, if judged competent to do so by a healthcare professional and agreed by parents.

Training of staff:

- Newly appointed teachers, supply or agency staff and support staff will receive training on the Supporting Students with Medical Conditions Policy as part of their induction.
- Medicines should only be administered at school when it would be detrimental to a child's health not to do so.
- No staff member may administer prescription medicines or undertake any healthcare procedures without undergoing training specific to the condition.
- School will keep a record of medical conditions supported, training undertaken, and a list of teachers trained to undertake responsibilities under this policy.

Medical conditions register/list:

- The school's admissions forms request information on pre-existing medical conditions.
- Parents are asked to inform the school and can do so face to face, over the telephone or in writing or by emailing the school office at any point in the school year if a condition develops or is diagnosed.
- The school will consider seeking consent from GPs to have input into the IHP and also to share information for recording attendance.
- A medical conditions list or register is kept, updated and reviewed regularly by the nominated member of staff.
- Each class teacher will have an overview of the list for the students in their care, within easy access.
- Supply staff and support staff should similarly have access on a need to know basis.
- Parents should be assured data sharing principles are adhered to.

Individual Healthcare Plans (IHPs):

- Where necessary an Individual Healthcare Plan (IHP) will be developed by the school in collaboration with the student, parents/carers, medical professionals and the Head of Pastoral Care.
- IHPs will be easily accessible to all relevant staff, including supply/agency staff, whilst preserving confidentiality.
- In cases of conditions with potential life-threatening implications the information should be available clearly and accessible to everyone.
- IHPs will be reviewed at least annually or when a child's medical circumstances change, whichever is sooner.
- Where a student has an Education, Health and Care Plan (EHCP) the IHP will be linked to it or become part of it.
- Where a student is returning from a period of hospital education or alternative provision or home tuition, collaboration between the LA /AP provider and school is needed to ensure that the IHP identifies the support the child needs to reintegrate.

Administering Medicines:

- Medicines will only be administered in school when it would be detrimental to a child's health or attendance not to do so.
- Hope Tree School will not administer prescription or non-prescription medicines to any student under the age of 16 without parent's written consent – except in exceptional circumstances where the medicine has been prescribed to the student without the parent's knowledge.
- Where a student is prescribed medication by a healthcare professional without their parents'/carers' knowledge, every effort will be made to encourage the student to involve their parents while respecting their right to confidentiality.
- Where possible, unless advised it would be detrimental to health, medicines should be prescribed in frequencies that allow the student to take them outside of school hours.
- If this is not possible, prior to staff members administering any medication, the parents/carers of the student must complete and sign a parental consent to

administration of medicine form.

- Hope Tree School will support the administration of non-prescription medicines and over the counter medicines following prior written permission by the student's parent/carer.
- No student will be given any prescription or non-prescription medicines without written parental consent except in exceptional circumstances.
- Medicines MUST be in date, labelled, and provided in the original container (except in the case of insulin which may come in a pen or pump) with dosage instructions. Medicines which do not meet these criteria will not be administered.
- A student who has been prescribed a controlled drug may legally have it in their possession if they are competent to do so but passing it to another student for use is an offence. Monitoring arrangements will be put in place by the school if necessary.
- Controlled drugs that have been prescribed for a student will be securely stored in a non-portable container and only named staff will have access. Controlled drugs should be easily accessible in an emergency and may be administered by school staff in accordance with the prescriber's instructions.
- Medicines will be stored in the School's Office area. Medication that needs to be stored in a cool fridge will be kept in a separate, lockable fridge.
- Any medications left over at the end of the course will be returned to the child's parents, including sharps in sharps boxes.
- Written records will be kept of any medication administered to children, including what, how, how much was administered, date and time and by whom. The school will also record any side effects noted.
- Medication administered will be recorded on the appropriate form, located on the school's internal drive.
- Students will never be prevented from accessing their medication.
- Emergency Salbutamol inhaler kits may be kept voluntarily by school.
- Posters about medical conditions (diabetes, asthma, epilepsy etc.) will be displayed in the medical room.
- Staff will not force a student to take medication. If a student refuses to comply with their health procedure, this will be written into the notes and the student's parent(s) will be informed.

Emergencies:

- Where a child has an IHP plan it will clearly state what constitutes an emergency for that child and what steps need to be taken.
- If a pupil needs to go to hospital, where possible, a member of school staff will go with them and remain with them until a person with parental responsibility arrives.
- The school will ensure that asthma inhalers are available and kept for emergency use.

Day trips, residential visits and sporting activities:

- Wherever possible arrangements will be put in place to ensure that all children with medical conditions can access all school activities unless it is not safe or advisable for them to do so in which case medical advice may be sought.
- Additional risk assessments may be put in place for these events if needed, further information can be found in the Educational Visits Policy.
- Parents will be consulted where necessary in addition to the normal IHP requirements for the school day.

Avoiding unacceptable practice - The following is unacceptable at Hope Tree School:

- Preventing children from easily accessing their inhalers and medication and administering their medication when and where necessary.
- Assuming that students with the same condition require the same treatment.
- Ignoring the views of the student and/or their parents or ignoring medical evidence or opinion.
- Sending students home frequently or preventing them from taking part in activities at school.
- Sending the student to the medical room alone or with an unsuitable escort if they become unwell.
- Penalising students with medical conditions for their attendance record where the absences relate to their condition, please refer to the Attendance Policy.
- Making parents feel obliged or forcing parents to attend school to administer medication or provide medical support, including toilet issues.
- Creating unnecessary barriers to children participating in school life, including school trips. (If parents wish to and can accompany their child they may be encouraged to do so)
- Refusing to allow students to eat, drink or use the toilet when they need to in order to manage their condition.

Insurance:

- Hope Tree School has appropriate and adequate insurance in place.
- Insurance policy documents are available to be viewed by members of staff who are providing support to students with medical conditions on request.

Complaints:

- All complaints should be raised with the school in the first instance.
- The details of how to make a formal complaint can be found in the School Complaints Policy.

Definitions:

- Parent refers to anyone who has parental responsibility for the child.
- Medical condition for these purposes is either a physical or mental health medical condition as diagnosed by a healthcare professional which results in the child or young person requiring special adjustments for the school day, either ongoing or intermittently.
 - o This includes; a chronic or short- term condition, a long-term health need or disability, an illness, injury or recovery from treatment or surgery.
Being 'unwell' and common childhood diseases are not covered.
- Medication is defined as any prescribed or over the counter treatment.
- Prescription medication is defined as any drug or device prescribed by a doctor, prescribing nurse or dentist and dispensed by a pharmacist with instructions for administration, dose and storage.
- Staff member is defined as any member of staff employed at Hope Tree School.

Signed:



Head of Learning



Head of Pastoral Care

Date: October 2025

Review Date: October 2026

Appendix 1

Individual Healthcare Plan Template

Name of School:

Student Name:

Class: Date of Birth:

Students Address:

Medical Diagnosis or Condition:

Date: Review Date:

Family Contact Information

Name:

Phone no. (work):

(home):

(mobile):

Name:

Relationship to child:

Phone no. (work): (home): (mobile):

Clinic/Hospital Contact

Name: Phone no.:

G.P.

Name: Phone No.:

Who is responsible for
providing support in school:

Appendix 2

Parental Agreement to Administer Medicine

*Hope Tree School will not give your child medicine
unless you complete and sign this form.*

Student Details:

Date form completed:
Name of School:
Name of Student:
Date of Birth:
Class Name:
Medical Condition or Illness:

Medicine:

Name of Medicine (as described on the container):
Expiry Date:
Dosage and method of delivery:
Timing:
Special precautions/other instructions:
Side effects – Yes/no:
Self administration:
Procedures to take in an emergency:

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

Contact Details:

Name:
Daytime Phone Number:

Relationship to student:
Address:
Method of delivery to school:

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent to school staff administering medicine in accordance with this policy. I will inform Hope Tree School immediately, in writing, if there is any change in dosage or frequency of the medication or if the medicine is stopped.

Signature(s)

Date

Appendix 3

Letter Inviting Parents to Contribute to Individual Healthcare Plan Development

Dear *Parent of*.....

Developing an Individual Healthcare Plan for your child

Thank you for informing us of your child's medical condition. I enclose a copy of the school's policy for supporting students at school with medical conditions for your information.

A central requirement of the policy is for an individual healthcare plan to be prepared, setting out what support the pupil needs and how this will be provided. Individual healthcare plans are developed in partnership between the school, parents, students, and the relevant healthcare professional who can advise on your child's case. The aim is to ensure that we know how to support your child effectively and to provide clarity about what needs to be done, when and by whom. Although individual healthcare plans are likely to be helpful in the majority of cases, it is possible that not all children will require one. We will need to make judgements about how your child's medical condition impacts on their ability to participate fully in school life, and the level of detail within plans will depend on the complexity of their condition and the degree of support needed.

A meeting to start the process of developing your child's individual health care plan has been scheduled for **xx/xx/xx**. I hope that this is convenient for you and would be grateful if you could confirm whether you are able to attend. The meeting will involve **[the following people]**. Please let us know if you would like us to invite another medical practitioner, healthcare professional or specialist and provide any other evidence you would like us to consider at the meeting as soon as possible.

If you are unable to attend, it would be helpful if you could complete the attached individual healthcare plan template and return it, together with any relevant evidence, for consideration at the meeting. I would be happy for you contact me by email or to speak by phone if this would be helpful.

Yours sincerely