

Supporting Students with Medical Conditions Policy

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SECTION 1: NORFOLK ACADEMIES STATEMENT OF INTENT

- 1.1 Norfolk Academies understand that medical conditions impact of students' ability to learn, their confidence, self-esteem and ability to care for themselves.
- 1.2 We recognise that long term absences due to health problems affect children's educational attainment, impact on their ability to integrate with their peers and this has an effect on their general wellbeing and emotional health. Equally, we know that short term and frequent absences, including those for appointments connected with a student's medical condition, also need to be effectively managed and appropriate support put in place to limit the impact on the child's educational attainment and emotional and general wellbeing.
- 1.3 We also know that parents and carers of children with medical conditions are often concerned that their child's health may deteriorate when they attend school. We therefore aim to:
 - Ensure all children with medical conditions, in terms of physical and mental health are properly supported in school so they can play full and active role in Academy life, remain health and achieve the highest standards;
 - Focus on the needs of individual children with medical conditions so they can access and enjoy the same opportunities at school as other children;
 - Ensure parents and carers feel confident that the school will provide effective support for their child's medical condition and that all students feel safe;
 - Seek, listen to and act appropriately on the views of the parents, carers and students with medical conditions;
 - To establish effective relationships with appropriate health services in order to seek and fully consider any advice they offer in terms of supporting children with medical conditions;
 - To ensure staff are properly trained to provide the support that students in their care need.

SECTION 2: SCOPE

- 2.1 This is a Norfolk Academies Statutory Document for Attleborough Academy Norfolk. As such, it provides the policy to be followed at the Academy.

SECTION 3: LEGAL REQUIREMENTS

- 3.1 This policy is required by the Department for Education (DfE) and falls into the category of:

D. Documents Referenced in Statutory Guidance

SECTION 4: POLICY

4.1 Introduction

- 4.1.1 This policy outlines the Academy's responsibility to provide adequate and appropriate arrangements to support students at the Academy with medical conditions.

- 4.1.2 This policy will highlight the legal responsibilities and will set out the arrangements the Academy will make, based on good practice.
- 4.1.3 This policy outlines the Academy's responsibility to provide adequate and appropriate first aid to any person within the Academy and the procedures that are in place to meet that responsibility.

4.2. Aims and Objectives

- 4.2.1 To ensure that all children with medical conditions, in terms of physical and mental health, are properly supported in the Academy so that they can play a full and active role in school life, remain healthy and achieve their academic potential.
- 4.2.2 To ensure that First Aid provision is available at all times while people are on Academy premises (and also off the premises whilst on Academy visits).
- 4.2.3 To ensure that the appropriate number of suitably First Aid trained people are available to meet the needs of the Academy in accordance with the TEN Group requirements and regulations.
- 4.2.4 To ensure relevant training and monitoring of first aid provision occurs within the Academy.
- 4.2.5 To provide sufficient resources and facilities to ensure appropriate support for students with medical needs.
- 4.2.6 To keep accident/incident records and to report to the TEN Group Health and Safety Officer as required. This includes the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

4.3. First Aid Procedural Arrangements

- 4.3.1 At Attleborough Academy, First Aid if required, is provided for all employees, students and visitors by trained First Aiders. The current list of trained First Aiders is displayed in both the Academy Office and the Staff Room. This also applies to Mental Health First Aid.

4.4 Students Requiring First Aid

- 4.4.1 Students who are unwell or injured will visit (escorted if appropriate) the Medical Room at Student Reception to seek the assistance of a trained First Aider. If the student has left a lesson, they will carry a green card supplied by the class teacher (this shows the teacher is aware of the situation and feels medical intervention is appropriate). In the case of Mental Health, they would visit the Student Support Team in the Inclusion Centre).
- 4.4.2 The First Aider will make an assessment of the student's condition and needs.

- 4.4.3 The appropriate action will be taken and recorded in the medical section on the student profile of the Academy's information management system (SIMS). Parents and carers are informed as necessary. If it is a Mental Health related issue, it will be recorded confidentially with SIMS.
- 4.4.4 Consideration will be given to all Health and Safety issues and in relevant cases an Incident Form will be completed and forwarded to appropriate person within the Academy and the TEN Group.

4.5 Guidelines on Treatment

- 4.5.1 First Aiders treat minor physical injuries e.g. cleaning wounds and applying plasters/ dressings and supporting those with more serious injuries who are awaiting collection by parents/carers or external medical help. First Aiders do not give medical advice but may advise a parent or carer to seek medical guidance for their child.
- 4.5.2 Mental Health First Aiders will assess the student and call home and from this, make an informed decision as to whether the student will remain at the Academy or be sent home.
- 4.5.3 Parents and carers are notified by telephone of any head injury sustained by a student. Students are given an information leaflet to take home.

4.6 Incident Reporting

- 4.6.1 All names of students visiting or being treated by the First Aider are recorded in the medical events section in SIMS on the student's profile together with details of treatment and duration of time spent in the Medical room and other relevant details.
- 4.6.2 An Incident Form is completed in the case of a student sustaining an injury. Any staff member who sustains an injury is also asked to complete an Incident Form. These are passed to the Site Manager in case of any remedial action needed and then forwarded to the TEN Group.
- 4.6.3 Mental Health related issues are recorded confidentially on SIMS. All incidents are followed up and signposted to outside agencies where applicable.

4.7 Contacting Parents and Carers

- 4.7.1 Contact is made with parents or carers if a student is unwell and needs to go home; or a student has sustained an injury and needs to be checked out by a medical expert; or a student has had to be transported to hospital due to a serious injury or illness; or a student has sustained a head injury of any kind.

4.8 Students Needing Hospital Treatment

- 4.8.1 If, in the view of the First Aider, a student requires urgent hospital treatment, an ambulance will be called and the parents or carers will be contacted as soon as possible.

- 4.8.2 If, in the view of the First Aider, hospital treatment is needed but this is less urgent than the parents or carers will be contacted and asked to collect their child and take them to hospital. This will be managed so as to not cause undue alarm, but the nature of the injury will be conveyed clearly.
- 4.8.3 If, in the view of the First Aider, a child requires non-urgent hospital treatment, but the parents or carers cannot be contacted, then the members of the Academy will go through all the contacts that are available for that student.

4.9 First Aid Equipment and Containers

- 4.9.1 A stock of First Aid Equipment is kept in the Medical Room.
- 4.9.2 First Aid containers are kept fully stocked and First Aid packs are provided for those taking trips out of Academy as below (please see 4.10).
- 4.9.3 It is the First Aiders responsibility to ensure that this equipment is checked regularly and replaced when out of date.

4.10 Contents of First Aid Kits (including Travel Kits)

- 4.10.1 The following items are kept in all First Aid kits:

- Guidance card
- 20 individually wrapped sterile adhesive dressings
- 2 sterile eye pads (with attachment)
- 4 triangular bandages
- 1 packet of safety pins
- 6 medium sized sterile un-medicated dressings (12cm x 12cm)
- 2 large sterile un-medicated dressings (18cm x 18cm)
- 4 pairs disposable gloves

- 4.10.2 The contents of travelling First Aid kits should be appropriate for the circumstances in which they are to be used. At least, the following should be included:

- A card giving general First Aid guidance
- 6 individually wrapped sterile adhesive dressings
- 1 large sterile un-medicated dressing (18cm x 18cm)
- 2 triangular bandages
- 1 packet of safety pins
- individually wrapped moist wipes
- 4 pairs disposable gloves
- 1 yellow bag for disposal of clinical waste
- 1 foil blanket

4.11 Sterile Water

- 4.11.1 Where mains tap water is not readily available for eye irrigation, saline pippets are provided. Eye baths/egg cups/re-fillable containers should not be used for eye irrigation. All labs have eye stations.

4.12 Hygiene and Infection Control

- 4.12.1 All staff administering First Aid must take precautions to avoid infection and must follow basic hygiene procedures including the wearing of the provided single use disposable gloves when necessary and use of hand washing facilities. Care must be taken when dealing with blood or other body fluids and dressings or equipment.
- 4.12.2 Items for disposal must be placed carefully in the yellow bin provided. A sharps disposal bin is also provided.

4.13 Health Care Plans (HCPs)

- 4.13.1 The School Nursing Team or the Academy Health Nurse provide Health Care Plans (HCPs) for those students with long term medical needs. Parents and carers are required to bring in any updated HCPs or Wellbeing Plans (WPs) and to meet with the Student Support Manager if additional support or subsequent changes are needed.
- 4.13.2 The Student Support Team are responsible for ensuring copies of the HCPs or WPs are available to staff. A copy is kept in a folder in the Academy Office and all HCPs are attached to the individual student's profile on SIMS.
- 4.13.3 All students who use a wheelchair or have a physical need within the Academy also have a Personal Emergency Evacuation Plan (PEEP). These are linked to the student's profile on SIMS.
- 4.13.4 The HCPs and WPs state what the needs are, what the symptoms are and what to do. If medication is kept in the Academy, it will state where it can be located and the person responsible if an emergency occurs.
- 4.13.5 All students with a HCP, WP and/or a PEEP have a quick note on their SIMS profile so that all Academy staff can see this.
- 4.13.6 All HCPs and WPs must be reviewed if evidence is presented that the student's needs have changed. They should be developed with the student's best interests in mind, ensuring that the Academy assesses and manages risks to the student's education, health and social wellbeing and minimizes disruption.

4.14 Resuscitation Procedures for Students

- 4.14.1 All trained First Aiders have had training on resuscitation procedures by recognized training bodies.

4.15 Managing Medicines Which Need to be Taken During the Day

- 4.15.1 If a student has been prescribed medication and it is essential that this must be taken during the Academy day, the parent or carer is asked to complete a Parental Agreement for the Academy to Administer Medicine (Appendix 1). The medicine is then brought in to the Academy and placed in the securely locked cabinet located in the Academy Office. For prescribed medications to be kept by the Academy, they must be in the original container with the student's name and dosage clearly marked.

- 4.15.2 It is the student's responsibility to attend the Medical Room at the appropriate time to take their medicine. If the student fails to attend at the appropriate time, the Academy Office staff will take reasonable measures to attempt to locate the student. If this is unsuccessful then the Academy Office staff will contact the parent/carer to inform them of the situation.
- 4.15.3 As a medicine is administered, a record is made on the Record of Medication Administered to Students Form (please see Appendix 2) by the Nominated First Aider or a member of the Academy Office.
- 4.15.4 For students who are required to keep an inhaler, EpiPens or JextPens in the Academy, parents and carers are responsible for renewing these as they reach their expiry date.

4.16 Managing Prescription Medicines on Academy Trips

- 4.16.1 If a student is booked on an Academy trip and requires medication during the period of the trip, the parent or carer will need to complete the Parental Agreement for the Academy to Administer Medicine (please see Appendix 1). This will include all details of the medical condition, the required medication, times to be administered, dosage and other relevant details.

4.17 Managing Administration of Medicines

- 4.17.1 The Nominated First Aider on duty administers only those medicines held at the request of parents and carers when necessary and records the administering of this in line with Academy procedures.
- 4.17.2 Administering/supervising the administration of medication to those Special Needs students who require specialist treatment is carried out by Nominated First Aid staff after they have received the necessary specialised training.

4.18 Parental Permission

- 4.18.1 Parents and carers have the prime responsibility for their child's health and should provide the Academy with information about their child's medical condition. A HCP is provided by the Academy Nursing Team for those students with long term or special medical needs.
- 4.18.2 Parents and carers are required to complete the Parental Agreement for the Academy to Administer Medication (please see Appendix 1) before the administering of any medication by the Nominated First Aider.

4.19 Position of Students Taking Non-Prescription Medicines

- 4.19.1 The Academy does not hold any non-prescription medicines unless a request is made by a parent or carer of a specific student using the Parental Agreement for Academy to Administer Medicine (please see Appendix 1). The administering of the medicine and recording of is dealt with in the same way as a prescribed drug.
- 4.19.2 A student under 16 should never be given medicine containing aspirin unless prescribed by a doctor.

4.19.3 Medication should never be administered without first checking maximum dosages and when the previous dose was taken. Parents/carers will be informed.

4.20 Managing Long Term or Complex Medical Needs of Students Carrying and Taking Their Own Medicines

4.20.1 Students with allergies may carry their own EpiPen or inhaler and in some cases, students with Diabetes may carry their own medication. These students may also have a snack box or extra pens held in secure cupboards in the Academy Office. This information is also found on the student's HCP.

4.20.2 Some students with medical conditions such as diabetes will go to the Medical Room to take their own medication in privacy. Their medication will be held by the Academy as above following the completion of the Request for the Academy to Administer Prescribed Medication Form.

4.20.3 Students with Special Educational Needs who have a specific medical need will be cared for by a Senior First Aider following specific training from the medical care team if necessary.

4.21 Staff Training in Managing Medicines Safely/Supporting Individual Students

4.21.1 Guidance is provided for those First Aiders managing the support of students in the Medical Room (please see Appendix 4). Regular training sessions for staff are delivered by the School Nursing Team on the use of EpiPens.

4.22 Statement of Record Keeping

4.22.1 A record will be kept in all cases of students who receive first aid giving details of the action taken and other relevant details. This is recorded on the individual student profile on SIMS.

4.22.2 A record will be kept of all cases of administering medication as requested by parents or carers on the Request for Academy to Administer Prescribed Medication Form.

4.23 Safe Storage of Medicines

4.23.1 Medicines, which are kept in the Academy for students following the completion of the Request for the Academy to Administer Prescribed Medication form, are locked in a secure cabinet in the Academy Office and are only accessed by the appropriate staff.

4.24 Risk Assessment on First Aid Provision/Medicines and Management Procedures

4.24.1 A risk assessment will be carried out annually by the Health and Safety Co-ordinator to check that the practices in place continue to be appropriate, numbers on site, site development and any other changes since the last assessment will be investigated.

4.24.2 Training needs will be managed and monitored by the Leadership Team member responsible for staff development and training.

4.25 Admission of Student with Medical Needs

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

4.25.2 In line with safeguarding duties, the Academy will ensure that other students' health is not put at unnecessary risk from, for example, infectious diseases. The Academy does not have to accept a child at times where it would be detrimental to the health of that child or others to do so.

4.26 Absence and Reintegration

4.26.1 Short term and frequent absences, including those for appointments connected with a student's medical condition, will be effectively managed and appropriate support will be put in place to limit the impact on the student's educational attainment and emotional and general wellbeing.

4.26.2 Supportive arrangements will be put into place when it is clear that a student will be away from the Academy for 15 days or more because of health needs (whether the consecutive or cumulative across the school year).

4.26.3 Reintegration back into the Academy will be properly supported so that students with medical conditions fully engage with learning when unable to attend.

4.27 Unacceptable Practices

4.27.1 The Academy staff will use their discretion and judge each case on its merits with reference to the student individual HCP. However, it is not generally acceptable practice to:

- Prevent students from easily accessing their inhalers and medication and administering their medication when and where necessary.
- Assume that every student with the same condition requires the same treatment.
- Ignore the views of the student or their parent/carers; or ignore medical evidence or opinion (although this may be challenged).
- Send students with medical conditions home frequently or prevent them from staying for normal school activities, including lunch, unless this is specified in their HCP.
- If the student becomes ill, send them to the Medical Room unaccompanied or someone unsuitable.
- Penalise their attendance record if their absences are related to their medical condition e.g. hospital appointments.
- Prevent students from drinking, eating or taking toilet breaks whenever they need to in order to manage their medical condition effectively.

- Require parents and carers to attend the Academy to administer medication or provide medical support to their child including those with toileting issues. No parent or carer should have to give up working if the Academy is failing to support their child's medical needs.
- Prevent students from participating in any aspect of Academy life including educational visits on medical grounds.

APPENDIX 1: PARENTAL AGREEMENT FOR THE ACADEMY TO ADMINISTER MEDICINE

The Academy will not give your child medicine unless you complete and sign this form. The Academy has a policy that staff can administer medicine.

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

STUDENT INFORMATION

Date for review to be initiated by	
Name of the Academy	
Name of child	
Date of birth	
Year/House/Form	
Medical condition or illness	

MEDICINE

Name/type of medicine <i>(as described on the container)</i>	
Expiry date	
Dosage and method	
Timing	
Special precautions/other instructions	
Are there any side effects that the school/setting needs to know about?	
Self-administration (Yes/No)	
Procedures to take in an emergency	

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

CONTACT DETAILS

Name	
Daytime telephone no.	
Relationship to child	
Address	
I understand that I must deliver the medicine personally to:	

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

Parent/Carer Signature:

	Date:
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APPENDIX 2: RECORD OF MEDICINE ADMINISTERED TO STUDENTS

Date	Student Name	Identity Checked	Name of Medication	Amount Given	Time Given	Administered By	Comments

APPENDIX 3: CHECKLIST FOR CONTENTS OF MEDICAL ROOM

The decision on what to provide will be influenced by the findings of the first-aid needs assessment. As a guide, where work activities involve low hazards, a minimum stock of first-aid items might be:

- a leaflet giving general guidance on first aid (for example, HSE's leaflet Basic Advice on First Aid at Work);
- individually wrapped sterile plasters (assorted sizes), appropriate to the type of work (hypoallergenic plasters can be provided if necessary);
- sterile eye pads;
- individually wrapped triangular bandages, preferably sterile;
- safety pins;
- large sterile individually wrapped unmedicated wound dressings;
- medium-sized sterile individually wrapped unmedicated wound dressings;
- disposable gloves

APPENDIX 4: BASIC ADVICE ON FIRST AID AT WORK

The following information gives basic advice on First Aid for use in an emergency. It is not a substitute for effective training.

WHAT TO DO IN AN EMERGENCY

Priorities

Your priorities are to:

- assess the situation – do not put yourself in danger
- make the area safe
- assess all casualties and attend first to any unconscious casualties
- send for help – do not delay

Check for a response

Gently shake the casualty's shoulders and ask loudly, 'Are you alright?' If there is no response, your priorities are to:

- shout for help
- open the airway
- check for normal breathing
- take appropriate action

Please [click here](#) to open a downloadable, web-friendly version of the HSE's Basic First Aid at Work booklet.

SECTION 5: EQUAL OPPORTUNITIES STATEMENT

- 5.1 This policy and procedure has been assessed against the nine protected characteristics outlined in the Equality Act 2010.
- 5.2 This policy, together with any following Academy Accessibility Plan, is specifically written with the aim to ensure that all necessary support is given to those students who share one or more of the nine protected characteristics who also have a specific medical condition. In this respect, the policy should not create any disadvantage or negative impact on these specific students.