



# SUPPORTING PUPILS WITH MEDICAL CONDITIONS

January 2026-27

Passmores Co-operative Learning Community

## Statement of intent

The Local Governing Body of Passmores 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.

Passmores Academy believes it is important that parents/carers 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.

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.

In addition, some pupils with medical conditions may also have SEND and have an EHCP 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.

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 // carers.

## 1 Legal Framework

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

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

1.2 This policy has due regard to the following guidance:

- DfE (2015) 'Special educational needs and disability code of practice: 0-25 years' [SEND Code of Practice January 2015.pdf](#)
- DfE (2017) 'Supporting pupils at school with medical conditions' [Supporting pupils with medical conditions at school - GOV.UK](#)
- DfE (2022) 'Guidance on first aid for schools' [First aid in schools, early years and colleges - GOV.UK](#)
- Ofsted (2025) 'Education inspection framework' [Education inspection framework \(EIF\) - GOV.UK](#)
- Department of Health (2017) 'Guidance on the use of adrenaline auto-injectors in schools' [Guidance on the use of adrenaline auto-injectors in schools](#)

## 2 Roles and Responsibilities

2.1 The Local 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 / carers 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.

2.2 The Principal holds overall responsibility for implementation of this policy. The Principal 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 HCPs, 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 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.

2.3 Designated staff are responsible for facilitating communication with all parties and ensuring that the school meets the needs of all those identified.

Areas of general responsibility include:

- Maintaining information about all pupils with medical conditions;
- Ensuring appropriate staff are aware of the policy for supporting pupils with medical conditions and understand their role in its implementation;
- Notifying appropriate staff who need to know of an individual child's medical condition;
- Ensuring appropriate staff are aware of the up-to-date medical situation of individual pupils;
- Ensuring there are sufficient trained numbers of staff available to implement the policy and deliver against all individual healthcare plans, including in contingency and emergency situations (*a first aid certificate does **not** constitute appropriate training in supporting children with medical needs*);
- Informing the principal if recruitment of additional and appropriate member(s) of staff is necessary;
- Ensuring that a risk assessment is carried out before any out-of-school visit, including work experience and educational placements. The needs of pupils with medical conditions are considered during this process and plans are put in place for any additional medication, equipment or support that may be required;
- Ensuring that any reasonable adjustments to accommodation or the curriculum are made;
- Providing ongoing monitoring of the pupil's individual situation and needs whilst in school;
- Developing appropriate individual healthcare plans and emergency plans;
- Ensuring contact arrangements for the school nursing service are in place;
- Ensuring that first aid and medical advice is available in the school;
- Where appropriate, arranging briefing for staff on first aid and medical arrangements;
- Ensuring that prescribed medication is administered appropriately;
- Ensuring that detailed records of medication administered and general record keeping in relation to pupils with medical conditions is strictly kept up-to-date;

- Ensuring that arrangements are in place for safeguarding pupils during off-site activities;
- Ensuring that all parents/ carers are aware of the school's policy and procedures for dealing with medical needs.
- Passmores Academy will ensure that the designated staff receive adequate training in order to deliver their roles effectively and safely, including update training of relevant frequency.

#### 2.4 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.
- Taking into account 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.
- Academy staff will only oversee the administration of medicines prescribed by a qualified medical practitioner or nurse consultant. The academy will **never** accept medicines that have been taken out of the container as originally dispensed nor make changes to dosages on parental instructions. This is with the exception of over the counter medicines.

2.5 If a pupil needs to attend hospital, a member of staff (preferably known to the pupil) will stay with them until a parent arrives, or accompany a child taken to hospital by ambulance.

#### 2.6 The school nursing service 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 HCPs and providing advice and training.
- Liaising with lead clinicians locally on appropriate support for pupils with medical conditions.

#### 2.7 Pupils are responsible for:

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

#### 2.8 Parent / carers 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.
- Normally any prescribed medication should be administered at home. Passmores Academy accepts, however, that it may be necessary for some medication to be administered during school hours especially where it would be detrimental to a child's health if medicine were not administered during the school day.
- Ensuring their child's medication is in date and if it is out of date they will replace it.

#### 2.9 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.

#### 2.10 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.

#### 2.11 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.

#### 2.12 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.

- 2.13 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. This will be discussed with parents / carers where appropriate.
- 2.14 Ofsted inspectors will consider how well the school meets the needs of the full range of pupils, including those with medical conditions.
- 2.15 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.

### **3 Admissions**

- 3.1 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.

### **4 Notification procedure**

- 4.1 When the school is notified that a pupil has a medical condition that requires support in school, the relevant authorities will inform the Principal. Following this, the school will make contact with parent / carers, healthcare professionals (if appropriate) and the pupil, with a view to discussing the necessity of an HCP (outlined in detail in section 8).
- 4.2. 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 Principal based on all available evidence (including medical evidence and consultation with parents/ carers).
- 4.3. For a pupil starting at the school in a September intake, where possible, arrangements will be put in place prior to their arrival and informed by their previous institution.
- 4.4. Where a pupil joins the school mid-term or a new diagnosis is received, arrangements will be put in place as soon as possible..

### **5. Staff training and support**

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

- 5.3. Training needs will be assessed with the support of the school nurse (if available and appropriate) through the development and review of HCPs, on a regular basis for all school staff, and when a new staff member arrives.
- 5.4. 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.
- 5.5. The school will confirm the proficiency of staff in performing medical procedures or providing medication.
- 5.6. A first-aid certificate will not constitute appropriate training for supporting pupils with medical conditions.
- 5.7. Whole-school awareness training of the needs of individual students will be carried out on an annual basis for appropriate staff.
- 5.8. The school nurse 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.
- 5.9. Training will be commissioned by the DSL.  
Parents / carers of pupils with medical conditions will be consulted for specific advice and their views are sought where necessary, but ideally they will not be used as a sole trainer.

## **6. Self-management**

- 6.1. Following discussion with parents/carers, 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 HCP.
- 6.2. Where possible, pupils will be allowed to carry their own asthma inhalers, diabetes equipment and adrenaline auto injector medicines.
- 6.3. 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.
- 6.4. 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/ carers will be informed so that alternative options can be considered.

- 6.5. If a child with a controlled drug passes it to another child for use, this is an offence and appropriate disciplinary action will be taken in accordance with our Behaviour for Learning policy.

## **7. Supply teachers**

Supply teachers will be:

- Provided with access to this policy.
- Informed of the medical system in place within Passmores Academy.
- Covered under the school's insurance arrangements.

## **8. Healthcare Plan (HCP)**

- 8.1. The school, healthcare professionals and parents / carers agree, based on evidence, whether a 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 Principal will make the final decision.

- 8.2. If appropriate, the school, parent / carers 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.

- 8.3. 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
- 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/ carers and the Principal for medicine to be administered by school staff or self-administered by the pupil.
- Where confidentiality issues are raised by the parents/ carers 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.
- 8.4. Where a pupil has an emergency healthcare plan prepared by their lead clinician, this will be used to inform the HCP.
  - 8.5. HCPs will be easily accessible to those who need to refer to them, but confidentiality will be preserved.
  - 8.6. HCPs will be reviewed when a child's medical circumstances change
  - 8.7. Where a child has SEND but does not have an EHCP, their SEND may be mentioned in their HCP if relevant.
  - 8.8. 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.

## **9. Managing medicines**

- 9.1. Medicines will only be administered at school when it would be detrimental to a pupil's health or school attendance not to do so.
- 9.2. Pupils under 16 years old will not be given prescription or non-prescription medicines without their parent/ carers consent, except where the medicine has been prescribed to the pupil without the parents' knowledge. In such cases, the school will encourage the pupil to involve their parent / carers, while respecting their right to confidentiality.
- 9.3. Non-prescription medicines may be administered in the following situations:
  - When it would be detrimental to the pupil's health not to do so
  - When instructed by a medical professional
- 9.4. No pupil under the age of 16 will be given medicine containing aspirin unless prescribed by a doctor.
- 9.5. Pain relief medicines will not be administered without first checking when the previous dose was taken and the maximum dosage allowed.
- 9.6. All medicines will be stored safely. Pupils will be informed where their medicines are at all times and will be able to access them immediately, whether in school or attending a school trip or residential visit. Where relevant, pupils will be informed of who holds the key to the relevant storage facility.
- 9.7. When medicines are no longer required, they will be returned to parents / carers or disposed of via a pharmacy.
- 9.8. Sharps boxes will be used for the disposal of needles and other sharps.

- 9.9. Controlled drugs will be stored safely and only named staff members will have access; however, these drugs can be easily accessed in an emergency. A record will be kept of any doses administered.
- 9.10. The school operates the following procedures on the storage of asthma inhalers, insulin and auto-injectors.
- All students carry their own personal asthma pump.
  - Spares are stored securely in the medical room and Reception for emergency use.
  - Student notes are stored with medication for information to all first aiders.
- 9.11. Staff may administer a controlled drug to a pupil for whom it has been prescribed, in accordance with the prescriber's instructions.
- 9.12. Records will be kept of all medicines administered to individual pupils, stating what, how and how much medicine was administered, when, and by whom. A record of side effects presented will also be held.

## **10. Adrenaline auto-injectors (AAIs)**

- 10.1. Information about pupils who have Adrenaline Auto-Injectors (AAIs) will be kept to use in the event of anaphylaxis.
- 10.2. Where a pupil has been prescribed an AAI, this will be written into their HCP.
- 10.3. Pupils who have prescribed AAI devices can keep their device in their possession.
- 10.4. Designated staff members will be trained in how to administer an AAI, and the sequence of events to follow when doing so. AAIs will only be administered by these staff members. Where possible, pupils will administer their own AAI with support from a staff member.
- 10.5. Where there is any delay in contacting designated staff members, or where delay could cause a fatality, the nearest staff member will administer the AAI.
- 10.6. If necessary, other staff members may assist the designated staff members with administering AAIs, e.g. if the pupil needs restraining.
- 10.7. The school will keep a spare AAI for use in the event of an emergency, which will be logged on 'medical tracker' to ensure it is replaced before the expiry date.
- 10.8. The spare AAI's will be stored in the medical room and in Reception, ensuring that it is protected from direct sunlight and extreme temperatures.
- 10.9. Where a pupil's prescribed AAI cannot be administered correctly and without delay, the spare will be used.

- 10.10. Where a pupil who does not have a prescribed AAI appears to be having a severe allergic reaction, the emergency services will be contacted and advice sought as to whether administration of the spare AAI is appropriate.
- 10.11. Where a pupil is or appears to be having a severe allergic reaction, the emergency services will be contacted even if an AAI device has already been administered.
- 10.12. In the event that an AAI is used, the pupil's parents / carers will be notified that an AAI has been administered and informed whether this was the pupil's or the school's device. An ambulance will be called.
- 10.13. Where any AAIs are used, the following information will be recorded on the 'Medical Tracker':
- Where and when the reaction took place
  - How much medication was given and by whom
- 10.14. AAIs will not be reused and will be handed to the Ambulance crew on arrival.
- 10.15. In the event of a school trip, pupils at risk of anaphylaxis will have their own AAI with them and the school will give consideration to taking the spare AAI in case of an emergency.

## **11. Record keeping**

Proper record keeping will protect both staff and pupils, and provide evidence that agreed procedures have been followed. Passmores Academy will keep an up-to date record of:

- Any medication administered and by whom;
- Training undertaken;
- Individual Health Care Plans;
- First Aid visits

## **12. Emergency procedures**

- 12.1. Medical emergencies will be dealt with under the school's emergency procedures.
- 12.2. Where an HCP is in place, it should detail:
- What constitutes an emergency.
  - What to do in an emergency.
- 12.3. Pupils will be informed in general terms of what to do in an emergency, e.g. telling a teacher.
- 12.4. If a pupil needs to be taken to hospital, a member of staff will remain with the pupil until their parents/ carers arrive.

12.5. 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.

### **13. Day trips, residential visits and sporting activities**

13.1. Pupils with medical conditions will be supported to participate in school trips, sporting activities and residential visits.

13.2. 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 / carers and relevant medical professionals.

13.3. 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.

### **14. Unacceptable practice**

14.1. 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 / carers.
- 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 to the medical room alone or with an unsuitable escort.
- Penalise pupils with medical conditions for their attendance record, where the absences relate to their condition.
- Make parents/ carers 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.

### **15. Liability and indemnity**

15.1 Passmores Academy will ensure that appropriate insurance is in place to cover staff providing support to pupils with medical conditions.

15.2 The school holds a public liability insurance policy for covering liability relating to the administration of medication and healthcare procedures. The policy covers the school, the school's governing body, teachers, other employees and volunteers should a claim be made by a pupil who alleges they have sustained injury or damage to property as a result of the negligent provision of medical treatment. The intention of the policy is not to extend cover to medical diagnosis which would require a qualified GP or paramedic.

The policy covers the administration, supervision of or support given to administer prescription and non-prescription medication and the application of an appliance or dressings. It also covers any support given in the process of supporting any medical need or specific procedure as noted in a child's Individual Health/medical care plan or carried out to support a child's health and safety as deemed appropriate at that time.

The policy has the following requirements:

Any guidance with procedures or a medication to be followed and that those administering the treatment to have received the appropriate training and that this is reviewed on a regular basis.

15.3 All staff providing such support will be provided with access to the insurance policies.

15.4 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.

## **16. Complaints**

16.1. Parents / carers 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.

16.2. 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 PCLC Complaints Policy.

## **17. Home-to-school transport**

17.1. Arranging home-to-school transport for pupils with medical conditions is the responsibility of the LA.

17.2. Where appropriate, the school will share relevant information to allow the LA to develop appropriate transport plans for pupils with life-threatening conditions.

## 18. Defibrillators

- 18.1. The school has two automated external defibrillator (AED).
- 18.2. The AED will be stored in the Reception and one in Student Services
- 18.3. All staff members and pupils will be made aware of the AED's location and what to do in an emergency.
- 18.4. A risk assessment regarding the storage and use of AEDs at the school will be carried out and reviewed annually.
- 18.5. No training will be needed to use the AED, as voice and/or visual prompts guide the rescuer through the entire process from when the device is first switched on or opened; however, designated staff members will be trained in cardiopulmonary resuscitation (CPR), as this is an essential part of first-aid and AED use.
- 18.6. The emergency services will always be called where an AED is used or requires using.
- 18.7. Maintenance checks will be undertaken on AEDs regularly by a **designated staff member**, who will also keep an up-to-date record of all checks and maintenance work.

## 19. Monitoring and review

- 19.1. This policy is reviewed on an annual basis by the DSL and was approved by the Local Governing Body on 27<sup>th</sup> January 2026
- 19.2. Any changes to this policy will be communicated to all staff, parents/ carers and relevant stakeholders.
- 19.3. The next scheduled review date for this policy is November 2026