



Medical Conditions Policy

In association with the Health Conditions in Schools Alliance

Last Reviewed : September 2025

Date of next review : September 2026

Mission Statement

Each of us is special; each of us is unique.

We aim to provide pupils with high quality teaching and learning, so that they can become effective life-long learners, striving for excellence.

We aim to demonstrate clear Christian characteristics and values, whilst at the same time, encouraging recognition of and respect for other faiths.

We value greatly school, home and parish connections.

POLICY STATEMENT

St John's C of E Primary School is an inclusive community that welcomes and supports children with medical conditions.

The school provides all pupils with any medical condition the same opportunities as others at school.

We will help to ensure they can:

- Be healthy
- Stay safe
- Enjoy & achieve
- Make a positive contribution
- Achieve economic wellbeing once they leave school.

St John's C of E Primary School endeavours to make sure all staff understands the duty of care to children in the event of an emergency.

The school understands that certain medical conditions are debilitating and potentially life threatening if poorly managed or misunderstood.

Staff understand the importance of medication & care being taken as directed by health professionals and parents. They also understand the medical conditions that affect the pupils at our school and receive relevant training on the impact these medical conditions can have on pupils.

POLICY FRAMEWORK

The policy framework describes the essential criteria for how the school can meet the needs of children and young people with long-term medical conditions.

St John's C E Primary School is an inclusive community that supports and welcomes pupils with medical conditions.

- The school welcomes and supports pupils with medical conditions. It provides children with medical conditions with the same opportunities and access to activities (both school based and out-of-school) as other pupils. No child will be denied admission or prevented from taking up a place in this school because arrangements for their condition have not been made.
- The school will listen to the views of pupils and parents.
- Pupils and parents feel confident in the care they receive from our school and the level of care meets their needs.
- Staff understands the medical conditions of pupils at this school and that they may be serious, adversely affect a child's quality of life and impact on their ability to learn.
- Staff understand their duty of care and know what to do in the event of an emergency.
- The whole school and local health community understand and support the medical conditions policy.
- The school understands that all children with the same medical condition will not have the same needs.
- The school recognises that duties in the Children and Families Act (England only), the Equality Act (England only) and the Disability Discrimination Act (NI only) relate to children with disability or medical conditions and are anticipatory.

This school's medical conditions policy is drawn up in consultation with a wide range of local key stakeholders within both the school and health settings.

- Stakeholders include pupils, parents, school nurse, school staff, advocates, the school employer, relevant local health services and relevant support organisations.

The medical conditions policy is supported by a clear communication plan for staff, parents and other key stakeholders to ensure its full implementation.

- Pupils, parents and relevant local healthcare staff and other external stakeholders are informed of and reminded about the medical conditions policy through clear communication channels.

All children with a medical condition will have an Individual Healthcare Plan (IHP).

- An IHP details exactly what care a child needs in school, when they need it and who is going to give it.
- It will also include information on the impact any health condition may have on a child's learning, behaviour or classroom performance.
- This will be drawn up with input from the child (if appropriate) their parent, relevant school staff and healthcare professionals, ideally a specialist if appropriate.

Staff understand and are trained in what to do in an emergency for children with medical conditions at our school.

- All staff, including temporary staff, are aware of the medical conditions at our school and understand their duty of care to pupils in an emergency.
- Staff undergo training in what to do in an emergency and this is refreshed annually.
- A child's IHP will explain what help they need in an emergency and will accompany the child should they need to attend hospital in an emergency situation. Parental consent will be sought and recorded in the IHP for sharing the IHP within emergency care settings.

Staff understand and are trained in the school's general emergency procedures.

- Staff, including temporary staff, knows what action to take in an emergency and receive updates annually.
- Should a pupil need to attend hospital, a member of staff will stay with them until a parent arrives and will travel with them in the ambulance to hospital. They will not take them to hospital in their own car.

St John's C E Primary School has clear guidance on providing care and support and administering medication at school.

- The school understands the importance of medication being taken and care received as detailed in the pupil's IHP.
- The school will make sure that there are sufficient staff that have been trained to administer the medication and meet the care needs of an individual child including enough to cover any absences, staff turnover or any other contingencies.
- The Trust has made sure there is the appropriate level of insurance and liability cover in place.
- The school will only give prescription medicine with the written consent of parent or guardian.
- The school will ensure that a member of staff with appropriate training will accompany a pupil with a medical condition on any off-site trips, including overnight stays.
- Parents understand that they should let school know immediately if their child's needs change.

The school has clear guidance on the storage of medication and equipment at school.

- The school ensures that staff understand what constitutes an emergency for an individual child and makes sure that emergency medication/equipment is readily available wherever the child is in the school and off-site activities.
- Pupils may carry their own medication/equipment where appropriate.
- Controlled drugs will be securely stored by the school, but accessible with only named staff having access following specific specialist training.
- The school will store all medication safely and pupils with medical conditions know where they are at all times and have access to them immediately.
- The school will store medication that is in date, with original named label in accordance with its instructions. The exception to this is insulin, which will generally be supplied in an insulin injector pen or a pump.
- Parents/guardians are asked to take responsibility to ensure all medication provided is in date and to provide school with new and in-date medication as necessary throughout the academic year.
- The school will dispose of needles and other sharps in a sharp box provided by parents/guardian which will be kept securely at school and will accompany a child on off-site visits. It is the responsibility of parents/guardians to dispose of the sharps box in line with local authority procedures.

St John's C E Primary School has clear guidance about record keeping.

- Parents/guardians are asked to inform school of any medical conditions on their admissions form.
- The school uses an IHP to record the support an individual pupil needs with regard to their medical condition. The IHP is developed with input from parents/guardians, school staff, specialist nurse (where appropriate) and relevant healthcare services.
- IHP's are reviewed annually and whenever the pupil's needs change.
- The school makes sure that the pupil's confidentiality is protected.
- The school will ask permission before sharing any medical information with any other party.
- The school will meet parents/guardians and relevant healthcare professionals and services prior to any overnight or extended day visit to plan for any extra care requirements that may be needed. This will be recorded in the IHP which accompanies the child on the visit.
- The school will keep an accurate record of all medication administered, including the dose, time, date and supervising staff.
- The school ensures that all staff providing support to a pupil have all the relevant training and ongoing support to make sure they have confidence to provide the necessary support and are able to fulfil the requirements set out in the pupil's IHP. This will be provided by the relevant health care professional and school will keep an up-to-date record of all training and by whom.

St John's C E Primary School ensures that the whole school environment is inclusive and favourable to pupils with medical conditions. This includes the physical environment as well as social, sporting and educational activities.

- The school is committed to providing a physical environment accessible to pupils with medical conditions both on site and for out-of-school activities.
- The school makes sure the needs of pupils with medical conditions are adequately considered to ensure their involvement in structured and unstructured activities, extended school activities and residential visits.
- Staff are aware of the potential social problems that pupils with medical conditions may experience and use this knowledge to help prevent and deal with any problems. They may use opportunities such as science lessons to raise awareness of different medical conditions to help promote a positive environment.
- The school understands the importance of all pupils taking part in physical activity and that all relevant staff makes appropriate adjustments to physical activity sessions to make sure they are accessible to all pupils. This includes out-of-school clubs and team sports.

- All relevant staff are aware that pupils should not be forced to take part in activities if they are unwell. They are also aware of pupils who have been advised to avoid/take special precautions during activity, and the potential triggers for a pupil's medical condition when exercising and how to minimise these.
- The school ensures that pupils have the appropriate medication/equipment/food with them during physical activity.
- The school makes sure that pupils with medical conditions can participate fully in all aspects of the curriculum and enjoy the same opportunities at school as any other child and that appropriate adjustments and extra support are provided.
- Staff understand that frequent absences, or symptoms, such as limited concentration and frequent tiredness, may be due to a pupil's medical condition.
- School will refer pupils with medical conditions who are finding it difficult to keep up educationally to our SENCO/Special Educational Needs Advisor who will liaise with the pupil, parent and pupil's healthcare professional.
- Staff will ensure a risk assessment is carried out before any out-of-school visit with the needs of pupils with medical conditions being considered during this process and plans are put in place for any additional medication, equipment or support that may be required.

The school should be aware of the triggers that can make common medical conditions worse or can bring on an emergency. The school actively works towards reducing or eliminating health and safety risks and specific triggers to support this.

- The school is committed to identifying and reducing triggers both at school and out-of-school visits.
- School staff will be given training and written information on medical conditions which includes avoiding/reducing exposure to common triggers.
- School has a list of triggers for individual pupils with medical conditions and actively works towards reducing/eliminating these health and safety risks.
- The IHP details an individual pupil's triggers and details how to ensure the child remains safe throughout the school day and on out-of-school activities.
- School will review all medical emergencies and incidents with regard to ensuring where possible these are isolated incidents and what, if anything could be done to avoid repetition. If necessary changes to the policy will be put in place.

Where a child is returning to school following a period of hospital education or alternative provision (including home tuition), the school will work with the local authority and education provider to ensure the child receives the support they need to reintegrate effectively.

Each member of school staff and health community knows their roles and responsibilities in maintaining and implementing an effective medical conditions policy.

- The school works in partnership with all relevant parties including the pupil, parents, school staff, school governing body, catering staff and healthcare professionals to ensure the policy is planned, implemented and maintained successfully.
- School will keep in touch with the child when they are unable to attend school due to their condition.

The medical conditions policy is regularly reviewed, evaluated and updated as necessary and produced annually.

- In evaluating the policy, the school seeks feedback from key stakeholders, including pupils, parents, school healthcare professionals, specialist nurses and other healthcare professionals, school staff and school governors. The views of pupils with medical conditions are central to the evaluation process.

The term 'parent' implies any person or body with parental responsibility i.e.: foster parent, guardian, local authority.