

# PENRYN COLLEGE

## Medical Conditions Policy

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## **Introduction**

Section 100 of the Children and Families Act 2014 places a duty on the Governing Body and Senior Leadership Team to make arrangements for supporting pupils at the College with medical conditions.

Pupils with special medical needs have the same right of admission to school as other children and cannot be refused admission or excluded from school on medical grounds alone. However, teachers and other school staff in charge of pupils have a common law duty to act in the place of the parent and may need to take swift action in an emergency. This duty also extends to teachers leading activities taking place off the school site. This could extend to a need to administer medicine.

The prime responsibility for a child's health lies with the parent who is responsible for the child's medication and should supply the College with information.

This Policy will be reviewed regularly and will be readily accessible to Parents/Carers and staff through the Penryn College website.

## **Definitions of Medical Conditions:**

Pupils' medical needs may be broadly summarised as being of two types:

- Short-term affecting their participation in school activities because they are on a course of medication.
- Long-term potentially limiting their access to education and requiring extra care and support (deemed special medical needs).

## **Policy Implementation and Roles and Responsibilities**

All schools and academies are expected by OFSTED to have a policy dealing with medical needs and to be able to demonstrate that this is implemented effectively.

The overall responsibility for the successful administering and implementation of this Policy is given to the Senior Leader i/c Medical Needs who will also be responsible for ensuring that sufficient staff are suitably trained.

The SENCO and the Education Support Team Member i/c Medical Needs will be responsible for cover arrangements in case of staff absences or staff turnover to ensure that someone is always available and on site.

The Education Support Team Member i/c Medical Needs, will ensure supply teachers are fully briefed, risk assessments for school visits and other school activities outside of the normal timetable are carried out and for the monitoring of individual healthcare plans.

All staff will be expected to show a commitment and awareness of children's medical conditions. All new members of staff will be inducted into the arrangements and guidelines set out in this Policy.

Some children with medical conditions may be disabled. Where this is the case governing bodies must comply with their duties under the Equality Act 2010. Some may also have Special Educational Needs and may have a statement, or Education, Health and Care (EHC) plan which brings together health and social care needs, as well as their special educational provision. For children with SEN, this guidance should be read in conjunction with the SEN Code of Practice and the Penryn College SEN Policy. If a child is deemed to have a long-term medical condition, the school will ensure that arrangements are in place to support them. In doing so, we will ensure that such children can access and enjoy the same opportunities at school as any other child. Penryn College, health professionals, Parents/Carers and 3 other support services will work together to ensure that children with medical conditions receive a full education, unless this would not be in their best interests because of their health needs. In some cases this will require flexibility and involve, for example, programmes of study that rely on part time attendance at school in combination with alternative provision arranged by the Local Authority and health professionals. Consideration will also be given to how children will be reintegrated back into school after long periods of absence.

The SENCO and the Education Support Team Member i/c Medical Needs will be responsible for cover arrangements in case of staff absences or staff turnover to ensure that someone is always available and on site.

Staff must not give prescription medicines or undertake health care procedures without appropriate training (updated to reflect any Individual Health Care Plans). At Penryn College, we recognise that a first-aid certificate does not constitute appropriate training in supporting children with medical conditions. Healthcare professionals, including the school nurse, who we have regular access to, will provide training and subsequent confirmation of the proficiency of staff in a medical procedure, or in providing medication.

### **Procedures to be followed when Notification is received that a Pupil has a Medical Condition**

We will ensure that the correct procedures will be followed whenever we are notified that a pupil has a medical condition. The procedures will also be in place to cover any transitional arrangements between schools, the process to be followed upon reintegration or when pupil's needs change and arrangements for any staff training or support. For children starting at Penryn College, arrangements will be in place in time for the start of the relevant school term. In other cases, such as a new diagnosis or children moving to Penryn College mid-term, we will make every effort to ensure that arrangements are put in place within two weeks.

In making the arrangements, Penryn College will take into account that many of the medical conditions that require support at school will affect quality of life and may be life threatening. We will also acknowledge that some will be more obvious than others. We will therefore ensure that the focus is on the needs of each individual child and how their medical condition impacts on their school life. We will ensure that arrangements give Parents/Carers and pupils confidence in the College's ability to provide effective support for medical conditions in school. The arrangements will

show an understanding of how medical conditions impact on a child's ability to learn, as well as increase their confidence and promote self-care. We will ensure that staff are properly trained to provide the support that pupils need. Penryn College will ensure that arrangements are clear and unambiguous about the need to support actively pupils with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them from doing so. The College will make arrangements for the inclusion of pupils in such activities with any adjustments as required unless evidence from a clinician such as a GP states that this is not possible. The College will make sure that no child with a medical condition is denied admission or prevented from attending the College because arrangements for their medical condition have not been made. However, in line with our Safeguarding duties, we will ensure that pupils' health is not put at unnecessary risk from, for example infectious diseases. We will therefore not accept a child in school at times where it would be detrimental to the health of that child or others.

The College does not have to wait for a formal diagnosis before providing support to pupils. In cases where a pupil's medical condition is unclear, or where there is a difference of opinion, judgements will be needed about what support to provide based on the available evidence. This would normally involve some form of medical evidence and consultation with Parents/Carers. Where evidence conflicts, some degree of challenge may be necessary to ensure that the right support can be put in place. This will usually be led by the SENCO. Following the discussions an Individual Health Care Plan will be put in place.

Where a child has an Individual Health Care Plan, this should clearly define what constitutes an emergency and explain what to do, including ensuring that all relevant staff are aware of emergency symptoms and procedures. Other pupils in the College should know what to do in general terms, such as informing a teacher immediately if they think help is needed. If a child (regardless of whether they have an Individual Health Care Plan) needs to be taken to hospital, staff should stay with the child until the Parent/Carer arrives, or accompany a child taken to hospital by ambulance.

If a child suffers an injury inside or outside of school the protocols to be followed are detailed in Appendix 3.

### **Individual Health Care Plans**

Individual Health Care Plans will be written and reviewed by the Lead Practitioner (usually the health care professional) in conjunction with parents and the College but it will be the responsibility of all members of staff supporting the individual children to ensure that the Plan is followed. Every child will have an allocated member of staff in school who will oversee the implementation of the Health Care Plan. This member of staff, with the tutor/mentor will be responsible for the child's development and ensuring that they and their medical conditions are supported at school.

Individual Health Care Plans will help to ensure that the College effectively supports pupils with medical conditions. They will provide clarity about what needs to be done, when and by whom. They will often be essential, such as in cases where conditions fluctuate or where there is a high risk that

emergency intervention will be needed. They are likely to be helpful in the majority of other cases too, especially where medical conditions are long-term and complex. However, not all children will require one. Penryn College, health care professional and Parents/Carers should agree, based on evidence, when a Health Care Plan would be inappropriate or disproportionate. If consensus cannot be reached the Senior Leader is best placed to take a final view.

Individual Health Care Plans will be easily accessible to all who need to refer to them, while preserving confidentiality. Plans will capture the key information and actions that are required to support the child effectively. The level of detail within plans will depend on the complexity of the child's condition and the degree of support needed. This is important because different children with the same health condition may require very different support. Where a child has SEN but does not have an EHC plan, their SEN should be mentioned in their Individual Health Care Plan.

Individual Health Care Plans, (and their Review), may be initiated, in consultation with the Parent/Carer, by a member of school staff or a healthcare professional involved in providing care to the child. The Individual Health Care Plan must be completed by the Lead Professional (usually the health professional) with support from Parents/Carers, and the College. Pupils should also be involved whenever appropriate. The responsibility for ensuring it is implemented rests with Penryn College. The College will ensure that Individual Health Care Plans are reviewed at least annually or earlier if evidence is presented that the child's needs have changed. They will be developed and reviewed with the child's best interests in mind and ensure that the College assesses and manages risks to the child's education, health and social wellbeing and minimises disruption. Where the child has a SEN identified in the EHC plan, the Individual Health Care Plan should be linked to or become part of that EHC plan.

The Individual Healthcare plan should include:-

- 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/noisy conditions, 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 tests, 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/Carers or child, the designated individuals to be entrusted with information about the child's condition;
- what to do in an emergency, including whom to contact, and contingency arrangements.

Some children may have an Emergency Health Care Plan prepared by their lead clinician that could be used to inform development of their Individual Health Care Plan. The Emergency Health Care Plan will not be Penryn College's responsibility to write or review. It is the parents' responsibility to liaise with the relevant medical professional and to keep care Plans updated.

### **The Child's Role in Managing their own Medical Needs**

The following are the procedures to be followed for managing medicines:

- Medicines should only be administered at the College when it would be detrimental to a child's health or school attendance not to do so.
- No child under 16 should be given prescription or non-prescription medicines without their Parents/Carers written consent.
- We will not administer non-prescription medicines to a child without written consent. If a Parent/Carer wishes a child to have the non-prescription medicine administered during the school day, they will either need to come to the College to administer it to their child or provide written consent that this is acceptable.
- The College will only accept prescribed medicines that are in-date, labelled, provided in the original container as dispensed by a pharmacist and include instructions for administration, dosage and storage. The exception to this is insulin which must still be in date, but will generally be available inside an insulin pen or a pump, rather than in its original container.
- All medicines will be stored safely in the Medical Room. Children should know where their medicines are at all times and be able to access them immediately. Where relevant, they should know who holds the key to the storage facility, which will be the Student Support Officers.
  - Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens should be always readily available to children and not locked away; these will be stored in the first aid cupboards where both class teacher and child know how to access them. If a child requires an asthma inhaler it is crucial that there is a named inhaler in the College at all times, provided by the parents. Please note, Penryn College does not hold an emergency inhaler. Procedures for dealing with Asthma are outlined in Appendix 2.
- During school trips, the first aid trained member of staff/member of staff in charge of first aid will carry all medical devices and medicines required.
- Staff administering medicines should do so in accordance with the prescriber's instructions. Penryn College will keep a record of all medicines administered to individual children, stating what, how and

how much was administered, when and by whom. Any side effects of the medication to be administered at the College should be noted. Written records are kept of all medicines administered to children. These records offer protection to staff and children and provide evidence that agreed procedures have been followed.

- When no longer required, medicines should be returned to the Parent/Carer to arrange for safe disposal. Sharps boxes should always be used for the disposal of needles and other sharps.

### **Managing Medicines at Penryn College during Public Examinations**

- Prior to the start of public examinations, the Education Support Team member i/c Medical Needs will liaise with the Exams Officer to ensure that he/she knows which students have medical needs which require the administration of medicines (as defined in this policy)
- The Exams Officer will ensure that all invigilators are made aware of students with medical needs and, where appropriate, special arrangements are made to accommodate their needs during any Public Examination they sit. All students with medical needs are compiled on a 'green cross list' and a discrete green cross is placed on their desks.
- Penryn College will ensure that arrangements during Public Examinations give Parents/Carers and pupils confidence in the College's ability to provide effective support for medical conditions during this period; where appropriate, the Education Support Team member i/c Medical Conditions, the Exams officer, and the Senior Leader will meet with parents/carers and the pupil to ensure they are aware of arrangements put in place.

### **Unacceptable Practice**

Although Penryn College staff should use their discretion and judge each case on its merits with reference to the child's Individual Health Care Plan, 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 Health Care 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 the College to administer medication or provide medical support to their child, including with toileting issues. No Parent/Carer

should have to give up working because the College 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 College life, including school trips, e.g. by requiring Parents/Carers to accompany the child.

### **Record Keeping**

The Education Support Team member i/c Medical Needs will ensure that written record are kept of all medicines administered to children.

### **Complaints**

Should Parents/Carers or pupils be dissatisfied with the support provided they should discuss their concerns directly with Penryn College. If for whatever reason this does not resolve the issue, they may make a formal complaint via the complaints procedure outlined in the Penryn College Complaints Policy.