



Supporting Pupils with Medical Conditions Policy

Policy in effect from: April 2026

Review Date: April 2027



1. Statement of Intent

Mighty Oaks Academy Trust is committed to ensuring that pupils with medical conditions receive appropriate care, support and protection so that they can play a full and active role in school life, remain healthy and access education on an equal basis with their peers.

This includes pupils with physical and mental health conditions, whether temporary or long-term. Pupils will be supported to participate in all aspects of school life, including the curriculum, school visits, PE, extra-curricular activities and residential trips.

The Trust recognises the importance of working in partnership with parents, carers, pupils and health professionals so that families feel confident in the school's ability to meet their child's needs and pupils feel safe and supported.

Some pupils with medical conditions may be considered to have a disability under the Equality Act 2010. The school will make reasonable adjustments to ensure that no pupil is placed at a disadvantage. Where pupils also have SEND and/or an Education, Health and Care Plan (EHCP), this policy operates alongside the school's SEND Policy and the SEND Code of Practice (0–25 years).

The school will consult with healthcare professionals, social care professionals, parents and pupils to ensure medical needs are understood and effectively supported.

2. Legal Framework

This policy has due regard to the following legislation and guidance:

- Children and Families Act 2014
- Children Act 1989
- Education Act 2002
- Education Act 1996 (as amended)
- Equality Act 2010

- Health and Safety at Work etc. Act 1974
- Medicines Act 1968
- Misuse of Drugs Act 1971
- School Premises (England) Regulations 2012
- Special Educational Needs and Disability Regulations 2014
- Human Medicines (Amendment) Regulations 2017
- Food Information (Amendment) (England) Regulations 2019 (Natasha's Law)
- DfE (2015) *Supporting pupils at school with medical conditions*
- DfE (2015) *SEND Code of Practice: 0–25 years*
- DfE (2022) *First aid in schools*
- Department of Health (2017) *Guidance on the use of adrenaline auto-injectors in schools*

3. Related Policies

This policy should be read alongside:

- Administering Medication Policy
- SEND Policy
- Drug and Alcohol Policy
- Asthma Policy
- Allergen and Anaphylaxis Policy
- Attendance and Absence Policy
- Admissions Policy
- Complaints Policy
- Equality, Equity, Diversity and Inclusion Policy

4. Roles and Responsibilities

Trust Board

The Trust Board is responsible for:

- Ensuring statutory duties are fulfilled
- Ensuring arrangements are in place to support pupils with medical conditions
- Ensuring no pupil is denied admission or placed at a disadvantage due to medical needs
- Making sure staff are properly trained and supported
- Ensuring appropriate insurance arrangements are in place
- Ensuring effective monitoring and implementation of this policy

Head of School

The Head of School is responsible for:

- Overall implementation of this policy
- Ensuring all staff understand their responsibilities
- Ensuring sufficient trained staff are available at all times
- Ensuring Individual Healthcare Plans (IHPs) are developed and reviewed
- Liaising with parents, school nurses and healthcare professionals
- Ensuring risk assessments are completed for trips and activities
- Ensuring staff understand insurance arrangements

Parents and Carers

Parents and carers are responsible for:

- Informing the school of their child's medical condition
- Providing accurate and up-to-date medical information
- Being involved in IHP development and review
- Ensuring they (or another appropriate adult) are contactable
- Providing medication and equipment in line with school policy

Pupils

Where appropriate, pupils are expected to:

- Be involved in discussions about their support needs
- Contribute to their IHP
- Be sensitive and respectful towards others with medical conditions

School Staff

All staff are responsible for:

- Supporting pupils with medical conditions where trained and agreed
- Knowing how to respond in an emergency
- Reporting concerns promptly
- Undertaking training before administering medication or medical support

Staff cannot be compelled to administer medication, unless this is specified within their role and appropriate training has been provided.

Health Professionals

Health professionals, including school nurses, GPs and clinicians, will:

- Notify the school when a pupil requires medical support
- Support development and review of IHPs
- Provide training and advice to school staff where necessary

Local Authority and Integrated Care Boards (ICBs)

The Local Authority will:

- Commission school nursing services
- Support cooperation between agencies
- Arrange alternative provision where pupils cannot attend school for 15 days or more

Integrated Care Boards (ICBs) will:

- Support commissioning of health provision
- Ensure health services cooperate with schools
- Support pupils with long-term medical needs

5. Admissions

Admissions are managed in line with the Admissions Policy.

No child will be denied admission or prevented from taking up a place because arrangements for their medical condition have not yet been made.

Where public health guidance requires a pupil to remain at home temporarily (e.g. due to infectious illness), this is managed proportionately and does not constitute refusal of admission.

6. Individual Healthcare Plans (IHPs)

IHPs are developed where required in partnership with parents, pupils and healthcare professionals.

An IHP will include:

- The medical condition and triggers
- Medication, dosage, side-effects and storage
- Support required day-to-day and in emergencies
- Who will provide support and training needs
- Self-management considerations
- Arrangements for school trips
- Confidentiality and information sharing
- Emergency procedures and contacts

IHPs are reviewed at least annually or sooner if needs change.

7. Training and Support

- Staff will only provide medical support once trained and assessed as competent

- First aid training alone is not sufficient
- Training will be refreshed annually or as new needs arise
- Supply staff will be informed of relevant medical needs

8. Managing Medicines

Medication will only be administered where failure to do so would be detrimental to a pupil's health or attendance.

- Written parental consent is required
- Prescription medicines must be in original packaging
- Non-prescription medicines may be administered in exceptional circumstances with written consent, in line with the Administering Medication Policy
- Medicines will be stored securely but remain accessible

Controlled drugs will be stored securely and administered by trained staff only, with full records kept.

9. Allergies, Anaphylaxis and AAls

The school operates in line with the Allergen and Anaphylaxis Policy.

- Staff are trained to recognise anaphylaxis
- Pupils' AAls are stored accessibly in classrooms
- A register of prescribed AAls is maintained
- A spare AAI is kept on site and checked monthly

Emergency services are contacted immediately following any anaphylactic reaction.

10. Emergency Procedures

Emergency arrangements are detailed in each pupil's IHP.

If a pupil is taken to hospital:

- A staff member will remain with them until parents arrive

- Parents will be informed immediately

11. Educational Visits and PE

Pupils with medical conditions will be supported to participate fully.

- Risk assessments will be completed
- Reasonable adjustments will be made
- Pupils will only be excluded where a clinician advises it is unsafe

12. Unacceptable Practice

The school will not:

- Ignore medical evidence or parental views
- Prevent access to medication or toilets
- Penalise attendance related to medical conditions
- Require parents to attend school to administer routine care
- Create barriers to participation

13. Insurance and Liability

The Trust holds appropriate insurance to cover staff supporting pupils with medical conditions.

Claims relate to the school, not individual staff.

14. Complaints

Concerns should be raised with the school initially.

Formal complaints may be made via the Complaints Policy and escalated to the DfE if required.

15. Defibrillator (AED)

The school has an AED located in the School Office, stored in an unlocked, alarmed cabinet.

- All staff and pupils are aware of its location
- Weekly checks are carried out
- CPR training is provided
- Emergency services are always contacted when an AED is used

16. Monitoring and Review

This policy will be reviewed annually by the Trust Board and Head of School.

Changes will be communicated to staff, parents and relevant stakeholders.