

Carshalton High School for Girls

Supporting Students with Medical Conditions Policy

October 2015

1. Introduction

This policy should be read in conjunction with the First Aid Policy and, if applicable, the SEN Policy.

This policy is written in regard to Section 100 of the Children and Families Act 2014 which places a duty on governing bodies to make arrangements for supporting students at the school with medical conditions. It also recognises that some students with medical conditions may also have a disability and ensures compliance with the Equality Act 2010.

2. Aims

To ensure students at school with medical conditions including those who may also have a disability are:

- properly supported so they have access to education, including school trips and physical education to achieve their academic potential;
- effectively supported in consultation with health and social care professionals, their parents/carers and the students themselves.

3. Procedure

The Year Leader is responsible for ensuring that whenever the school is notified that a student has a medical condition:

- Sufficient staff are suitably trained
- All relevant staff are made aware of a student's condition
- Cover arrangements are put in place in case of staff absence/turnover
- Supply teachers are briefed
- Risk assessments for visits and activities out of the normal timetable are carried out
- Individual healthcare plans are monitored (at least annually)
- Transitional arrangements between schools are carried out
- If a student's needs change, the above measures are revisited and amended accordingly.

Where students join the school at the start of the new academic year, these arrangements should be in place for the start of term. Where a student joins mid-term or a new diagnosis is given, arrangements should be in place as soon as possible, and ideally within two weeks.

Any student with a medical condition requiring medication or support in school should have an individual healthcare plan which details the support that student needs. If the parents/carers, healthcare professional and school agree that a healthcare plan is inappropriate or disproportionate, a record of the student's medical condition and any implications for the student will be kept in the school's medical record and the student's file.

4. Individual Healthcare Plan (IHP)

The following information should be considered when writing an individual healthcare plan:

- the medical condition, its triggers, signs, symptoms and treatments;
- the student'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 corridors, travel time between lessons);

- specific support for the student's educational, social and emotional needs – for example, how absences will be managed, requirements for extra time to complete exams, use of rest periods or additional support in catching up with lessons, counselling sessions;
- the level of support needed (some students will be able to take responsibility for their own health needs) including in emergencies. If a student 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 student'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 student's condition and the support required;
- arrangements for written permission from parents/carers and the Year Leader for medication to be administered by a member of staff, or self-administered by the student 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 student can participate, (e.g. risk assessments);
- where confidentiality issues are raised by the parent/carer/student, the designated individuals to be entrusted with information about the student's condition;
- what to do in an emergency, including whom to contact, and contingency arrangements. Some students may have an emergency healthcare plan prepared by their lead clinician that could be used to inform development of their individual healthcare plan;
- what to do if a student refuses to take medicine or carry out a necessary procedure; and
- where a student has SEN, but does not have an Education, Health and Care plan, their special educational needs should be mentioned in their individual healthcare plan.

5. Roles and Responsibilities

Supporting a student with a medical condition during school hours is not the sole responsibility of one person. The school will work collaboratively with any relevant person or agency to provide effective support for the student.

The Governing Body

- must make arrangements to support students with medical conditions and ensure this policy is developed and implemented;
- must ensure sufficient staff receive suitable training and are competent to support students with medical conditions;
- must ensure that written records are kept of all medicines administered to students;
- must ensure the appropriate level of insurance is in place and appropriately reflects the level of risk.

The Year Leader

- should ensure all staff are aware of this policy and understand their role in its implementation;
- should ensure all staff who need to know are informed of a student's condition;

- should ensure sufficient numbers of staff are trained to implement the policy and deliver IHPs, including in emergency and contingency situations, and they are appropriately insured;
- is responsible for the development of IHPs;
- should contact the school nursing service in the case of any student with a medical condition who has not been brought to the attention of the school nurse;

School Staff

- any staff member may be asked to provide support to students with medical conditions, including the administering of medicines, although they cannot be required to do so;
- should receive sufficient and suitable training and achieve the necessary level of competency before taking on the responsibility of supporting students with medical conditions;
- any staff member should know what to do and respond accordingly when they become aware that a student with a medical condition needs help.

School Nurse

- is responsible for notifying the school when a student has been identified as having a medical condition which will require support in school;
- may support staff on implementing a student's IHP and provide advice and liaison.

Other healthcare professionals

- should notify the school nurse when a student has been identified as having a medical condition that will require support at school;
- may provide advice on developing healthcare plans;
- specialist local teams may be able to provide support for particular conditions (eg. Asthma, diabetes).

Students

- should, wherever possible, be fully involved in discussions about their medical support needs and contribute to, and comply with, their IHP.

Parents/Carers

- provide the school with sufficient and up-to-date information about their child's medical needs;
- are the key partners and should be involved in the development and review of their child's IHP;
- should carry out any action they have agreed to as part of the IHP implement.

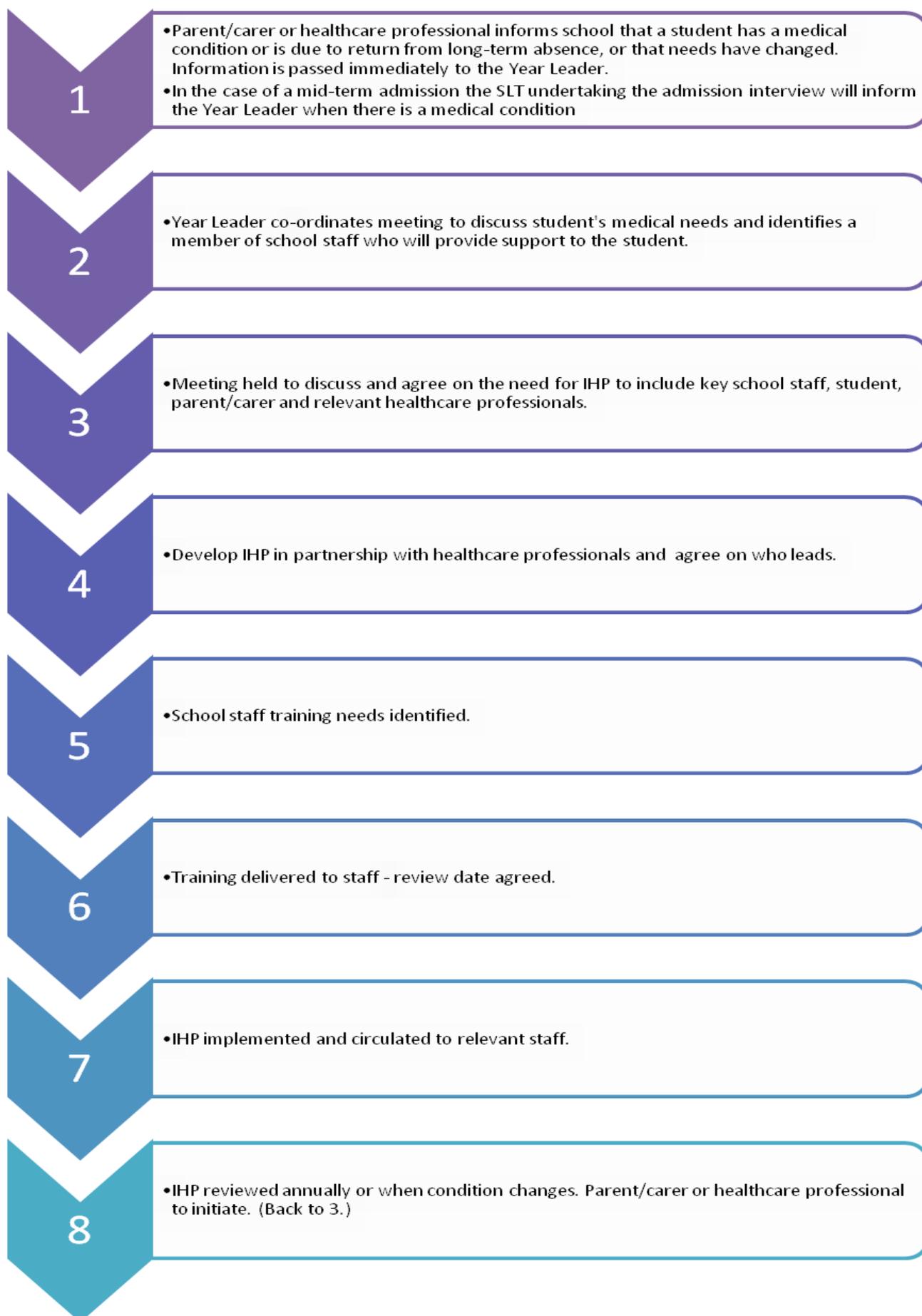
Other Information

- The school does not have to accept a student identified as having a medical condition at times when it would be detrimental to the health of that student or others to do so.
- The following practice is considered not acceptable:
 - preventing students from easily accessing their medication and administering it when and where necessary;
 - assuming students with the same condition require the same treatment;
 - ignoring the views of the student, their parents/carers; ignoring medical advice or opinion;

- sending students with medical conditions home frequently or preventing them from staying for normal school activities (unless specified in IHP);
- penalizing students for their attendance record if their absences are related to their medical condition that is recognized under this policy;
- preventing students from drinking, eating or taking toilet breaks whenever they need to in order to manage their medical condition effectively;
- to require parents/carers to attend school to administer medication or provide medical support to their child, including toileting issues (no parent/carer should have to give up working because the school is failing to support their child's medical needs);
- preventing students from participating, or create unnecessary barriers to students participating in any aspect of school life, including school trips (such as requiring parents/carers to accompany their child).

6. Complaints

Should parents/carers or students be dissatisfied with the support provided they should discuss their concerns directly with the school. If this does not resolve the issue, they may make a formal complaint via the school's complaints procedure.



Model letter inviting parents/carers to contribute to individual healthcare plan development

Dear [xxxxx],

RE: DEVELOPING AN INDIVIDUAL HEALTHCARE PLAN FOR YOUR CHILD

Thank you for informing us of your child's medical condition. I enclose a copy of the school's policy for supporting students at school with medical conditions for your information.

A central requirement of the policy is for an individual healthcare plan to be prepared, setting out what support each student needs and how this will be provided. Individual healthcare plans are developed in partnership with the school, parents/carers, students, and the relevant healthcare professional who can advise on your child's case. The aim is to ensure that we know how to support your child effectively and to provide clarity about what needs to be done, when and by whom. Although individual healthcare plans are likely to be helpful in the majority of cases, it is possible that not all children will require one. We will need to make judgements about how your child's medical condition impacts their ability to participate fully in school life, and the level of detail within plans will depend on the complexity of their condition and the degree of support needed.

A meeting to start the process of developing your child's individual health care plan has been scheduled for [xx/xx/xx]. I hope that this is convenient for you and would be grateful if you could confirm whether you are able to attend. The meeting will include [add details of team]. Please let us know if you would like us to invite another medical practitioner, healthcare professional or specialist and provide any other evidence you would like us to consider at the meeting as soon as possible.

If you are unable to attend, it would be helpful if you could complete the attached individual healthcare plan template and return it, together with any relevant evidence, for consideration at the meeting. I [or add name of other staff lead] would be happy for you contact me [them] by email or to speak by phone if this would be helpful.

Yours sincerely,



**Carshalton High School for Girls
Individual Health Care Plan**

Student's name

Tutor group

Date of birth

Student's address

Medical diagnosis or condition

Date

Review date

Family Contact Information

Name

Phone no. (work)

(home)

(mobile)

Name

Relationship to student

Phone no. (work)

(home)

(mobile)

Clinic/Hospital Contact

Name

Phone no.

G.P.

Name

Phone no.

Who is responsible for providing
support in school

Describe medical needs and give details of student's symptoms, triggers, signs, treatments, facilities, equipment or devices, environmental issues etc.

Name of medication, dose, method of administration, when to be taken, side effects, contra-indications, administered by/self-administered with/without supervision.

Daily care requirements

Specific support for the student's educational, social and emotional needs

Arrangements for school visits/trips etc.

Other information

Describe what constitutes an emergency, and the action to take if this occurs

Who is responsible in an emergency (*state if different for off-site activities*)

Plan developed with

Staff training needed/undertaken – who, what, when

Form copied to