

HEALTH AND INCLUSION

Supporting Pupils with Medical Conditions

Safe support, full participation and equal access



Approved by: Full Governing Board
Approval Date: September 2026
Review Date: September 2027
Policy Owner: Headteacher
Medical Conditions Lead: Headteacher

Our Vision

Grow • Learn • Persevere • Succeed

At Great Leighs Primary School, we are committed to ensuring that every child feels safe, supported and fully included. We recognise that medical conditions should not become a barrier to attendance, participation, achievement or wellbeing.

We believe that all pupils with medical conditions should be properly supported so that they can enjoy school life, achieve their potential and participate fully in all aspects of school life.

1. Aims

This policy aims to:

- Support pupils with medical conditions effectively.
- Ensure that pupils with medical conditions are fully included.
- Enable pupils to access the full curriculum and wider school life.
- Clarify roles and responsibilities.
- Ensure staff are appropriately trained.
- Establish effective systems for managing medication and medical emergencies.
- Promote partnership working between school, families and health professionals.
- Comply with statutory responsibilities.

2. Legal Framework

This policy has due regard to:

- Children and Families Act 2014.
- Equality Act 2010.
- SEND Code of Practice.
- Supporting Pupils at School with Medical Conditions (DfE).
- Keeping Children Safe in Education 2026.
- Relevant health and safety legislation.

This policy should be read alongside the school's:

- Allergy Policy 2026–2027.
 - First Aid Policy 2026–2027.
 - Health and Safety Policy 2026–2027.
 - Child Protection and Safeguarding Policy 2026–2027.
 - Educational Visits Policy.
 - Behaviour and Relationships Policy.
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3. Definitions

For the purposes of this policy, a medical condition may be:

- Physical.
- Sensory.
- Neurological.
- Long-term.
- Fluctuating.
- Life-limiting.

Examples may include:

- Asthma.
 - Anaphylaxis.
 - Diabetes.
 - Epilepsy.
 - Severe eczema.
 - Sickle cell disease.
 - Cystic fibrosis.
 - Chronic fatigue conditions.
 - Other diagnosed medical conditions requiring support in school.
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4. Roles and Responsibilities

Governing Board

The Governing Board will:

- Ensure appropriate arrangements are in place.
 - Review this policy annually.
 - Monitor implementation.
 - Ensure adequate resources are available.
 - Ensure pupils with medical conditions are appropriately supported.
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Headteacher

The Headteacher will:

- Oversee implementation of this policy.
- Ensure staff receive appropriate training.
- Ensure Individual Healthcare Plans are in place where required.
- Liaise with parents and professionals.
- Ensure emergency procedures are understood.

- Monitor compliance and effectiveness.
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SENCO

The SENCO will:

- Support pupils whose medical conditions impact learning or access.
 - Liaise with parents and health professionals.
 - Ensure reasonable adjustments are considered.
 - Monitor provision for pupils with SEND arising from medical needs.
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School Office

The school office will:

- Maintain the Medical Conditions Register.
 - Maintain Individual Healthcare Plans.
 - Monitor medication expiry dates.
 - Communicate relevant information to staff.
 - Maintain medication records.
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Teaching and Support Staff

Staff will:

- Be aware of pupils with medical conditions.
 - Understand signs and symptoms requiring action.
 - Follow Individual Healthcare Plans.
 - Support pupils appropriately.
 - Access relevant training.
 - Respond appropriately in medical emergencies.
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Parents and Carers

Parents and carers are responsible for:

- Informing the school about medical conditions.
 - Providing relevant medical information.
 - Providing medication as required.
 - Ensuring medication remains in date.
 - Participating in Healthcare Plan reviews.
 - Informing the school of any changes.
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Pupils

Where age appropriate, pupils should:

- Understand their medical condition.
- Inform staff if they feel unwell.
- Understand their treatment arrangements.

- Carry emergency medication where agreed.

5. Identifying Pupils with Medical Conditions

Medical information may be identified through:

- Admissions procedures.
- Annual data collection.
- Parent notification.
- Healthcare professionals.
- Existing healthcare plans.
- Safeguarding and attendance processes.

Where required, meetings will be arranged with parents and relevant professionals to determine necessary support.

6. Individual Healthcare Plans (IHPs)

An Individual Healthcare Plan will normally be developed where a pupil:

- Has a long-term medical condition.
- Requires medication in school.
- Has a potentially life-threatening condition.
- Requires significant adjustments to daily provision.

Healthcare Plans will include:

- Condition details.
- Triggers and symptoms.
- Medication requirements.
- Emergency procedures.
- Staff responsibilities.
- Contacts.
- Educational visit arrangements.
- Reasonable adjustments.

Plans will be reviewed:

- Annually.
- After significant medical incidents.
- Following changes in medication or diagnosis.
- Whenever needs change.

7. Medical Conditions Register

The school will maintain a Medical Conditions Register listing pupils with identified medical needs.

The register will:

- Be regularly updated.
- Be accessible to relevant staff.
- Support planning and risk management.

- Inform training requirements.
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8. Administration of Medication

The school understands the importance of medication being taken as prescribed.

Where medication is required during the school day:

- Written parental consent will normally be obtained.
- Medication must be provided in the original container.
- Doses administered by staff will be recorded.
- Appropriate verification procedures will be followed.

Some pupils may be able to self-administer medication where agreed as part of their Healthcare Plan.

9. Storage of Medication

Medication will be stored:

- Securely.
- Appropriately.
- In accordance with medical advice.
- In accordance with Individual Healthcare Plans.

Emergency medication will be readily accessible to authorised staff at all times.

Detailed arrangements relating to allergies and adrenaline auto-injectors are contained within the school's separate Allergy Policy.

10. Emergency Procedures

All staff are expected to know how to respond appropriately in an emergency.

In the event of a medical emergency:

1. Follow the pupil's Healthcare Plan.
2. Contact trained staff if necessary.
3. Administer emergency medication if required.
4. Call emergency services where appropriate.
5. Contact parents/carers.
6. Record the incident.

Where a pupil is taken to hospital, a member of staff will remain with them until a parent or carer arrives where possible.

11. Allergies

Management of allergies is detailed within the school's separate **Allergy Policy 2026–2027**.

This includes:

- Allergy registers.
 - Individual Healthcare Plans.
 - Adrenaline auto-injectors.
 - Staff training.
 - Anaphylaxis procedures.
 - Educational visit arrangements.
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12. Educational Visits and Enrichment Activities

The school is committed to ensuring that pupils with medical conditions are able to participate fully in educational visits and enrichment activities.

Visit leaders will:

- Review Healthcare Plans.
- Carry required medication.
- Undertake risk assessments.
- Brief staff appropriately.
- Liaise with parents where required.

No pupil will be excluded solely because they have a medical condition where reasonable adjustments can be made.

13. Inclusion and Reasonable Adjustments

The school is committed to inclusion.

Pupils with medical conditions will:

- Access the full curriculum.
- Participate in PE.
- Attend clubs.
- Participate in educational visits.
- Participate in residential experiences.
- Access enrichment opportunities.

Reasonable adjustments may include:

- Adapted activities.
- Additional supervision.
- Changes to routines.
- Alternative arrangements for medication.
- Risk assessments.
- Individual support strategies.

The school will not discriminate against a child because of a medical condition.

14. Mental Health and Wellbeing

The school recognises that medical conditions can impact emotional wellbeing and mental health.

Where appropriate, support will take account of:

- Emotional wellbeing.
- Anxiety.
- Social inclusion.
- Attendance.
- Educational progress.

Support will be provided in partnership with parents, pupils and professionals.

15. Record Keeping

The school will maintain:

- Individual Healthcare Plans.
- Medication administration records.
- Emergency treatment records.
- Training records.
- Medical Conditions Register.

Records will be stored securely and managed in accordance with the Records Management Policy and Data Protection requirements.

16. Unacceptable Practice

The school recognises that it is not acceptable to:

- Prevent pupils from accessing emergency medication.
 - Ignore parental or medical advice without justification.
 - Exclude pupils unnecessarily from activities.
 - Assume all pupils with the same condition require identical support.
 - Require parents to attend school routinely to administer medication.
 - Create unnecessary barriers to participation.
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17. Insurance

The school maintains appropriate insurance arrangements covering staff undertaking duties relating to medical needs and medication administration.

18. Complaints

Concerns regarding support for pupils with medical conditions should initially be raised with the Headteacher.

If concerns remain unresolved, parents may use the school's Complaints Procedure.

Monitoring and Review

The Headteacher and Full Governing Board will monitor:

- Healthcare Plan reviews.
- Staff training.
- Medication audits.
- Medical incidents.
- Educational visit support arrangements.
- Equality and inclusion of pupils with medical conditions.

This policy will be reviewed:

- Annually.
- Following significant incidents.
- Following changes in legislation or statutory guidance.

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Statutory implementation safeguards

The governing body will ensure arrangements meet section 100 of the Children and Families Act 2014 and the statutory guidance Supporting pupils at school with medical conditions. Pupils will have full access to education, trips and physical activity with necessary adjustments and will not be penalised because of a medical condition.

An individual healthcare plan will be considered where a condition is long-term, complex, fluctuating, high-risk or requires emergency action. Plans will identify needs, triggers, symptoms, medicines, dosage, storage, access, staff training, emergency response, confidentiality and continuity arrangements. Parents, the pupil, relevant healthcare professional and school staff will contribute. Plans will be reviewed at least annually and when needs change.

No child will be required to attend unwell or prevented from easily accessing prescribed medicine. Staff support is voluntary unless part of their role and they will receive suitable training. Emergency medicine must be immediately accessible. Errors, refusals, adverse events and near misses will be recorded and escalated. Unacceptable practice listed in the statutory guidance is prohibited.

The school will maintain appropriate insurance and written records of medicine administered.

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