

<b>School Medical Conditions Policy</b>			
<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Review Date</b>
V2.00	17th March 2024	Mrs K Etheridge	April 2026
<b>Authorised by:</b>		Dr A J Smith	

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The named member of Poole Grammar School staff responsible for this medical conditions policy and its implementation is:  
**Mrs Katie Etheridge**. Deputy Headteacher - Inclusion and Well-being. SENCo.

Within this Medical Conditions Policy the term 'parent' implies any person or body with parental responsibility such as a foster parent, carer, guardian or local authority.

## 1 Policy Statement

Poole Grammar School is an inclusive community that welcomes and supports pupils with medical conditions.

Poole Grammar School provides all pupils with any medical condition the same opportunities as others at school.

We will help to ensure that all pupils with any medical condition can:

- Be healthy
- Stay safe
- Enjoy and achieve their potential
- Make a positive contribution

Poole Grammar School makes sure all staff understand their duty of care to children and young people in the event of an emergency.

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

Poole Grammar School understands the importance of medication and care being taken as directed by healthcare professionals and parents.

All staff understand the medical conditions that affect pupils at this school. *Staff receive training on the impact medical conditions can have on pupils.*

The named member of Poole Grammar School staff responsible for this medical conditions policy and its implementation is:

**Mrs Katie Etheridge. Deputy Headteacher - Inclusion and Well-being. SENCo.**

## 2 Policy Framework

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

### 2.1 Poole Grammar School Community

**Poole Grammar School is an inclusive community, this school supports and welcomes pupils with medical conditions.**

- Poole Grammar School is welcoming and supportive of pupils with medical conditions. It provides children with medical conditions 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 at Poole Grammar School because arrangements for their medical condition have not been made.
- Poole Grammar School will listen to the views of pupils and parents.
- Pupils and parents should feel confident in the care they receive from Poole Grammar School and that the level of care meets their individual needs.
- Staff understand the medical conditions of pupils at Poole Grammar School and that they may be serious, adversely affect a child's quality of life and impact on their ability to learn.
- All staff understand their duty of care to children and young people and know what to do in the event of an emergency.
- *The whole school and local health community understand and support the medical policy.*
- Poole Grammar 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) and the Equality Act (England, Wales and Scotland) relate to children with disability or medical conditions and are anticipatory.

### 2.2 Stakeholders

**Poole Grammar 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 should include; pupils, parents, school nurse, school staff, governors, the school employer, relevant local health services and relevant supporter organisations.

### 2.3 Communication to Stakeholders

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

## 2.4 Individual Healthcare Plan (IHP)

**All children with a medical condition should have an individual health care 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 should include information on the impact any health condition may have on a child's learning, behaviour or classroom performance.
- This should be drawn up with input from; the child (if appropriate), their parent, relevant school staff and healthcare professionals, ideally a specialist if the child has one.

## 2.5 Medical Condition Emergencies

**All staff understand and are trained in what to do in an emergency for children with medical conditions at this school.**

- All school staff, including temporary or supply staff, are aware of the medical conditions of pupils at Poole Grammar School and understand their duty of care to pupils in an emergency.
- All staff receive training in what to do in an emergency and this is refreshed at least once annually.
- A pupil's IHP should, explain what help they need in an emergency. The IHP will accompany a pupil should they need to attend hospital. Parental permission will be sought and recorded in the IHP for sharing the IHP within emergency care settings.

## 2.6 General Emergencies

**All staff understand and are trained in the school's general emergency procedures.**

- All staff, including temporary or supply staff, know what action to take in an emergency and received updates at least annually.
- If a pupil needs to attend hospital, a member of staff (preferably know to the pupil) will stay with them until a parent arrives, or accompany a child taken to hospital by ambulance.
- **No member of staff will take pupils to hospital in their own private vehicle.**

## 2.7 Providing care and support and administering medication at school

**Poole Grammar 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 more than one members of staff who have been trained to administer the medication and meet the care needs of an individual pupil. This includes escort staff for home to school transport if necessary. This school will ensure that there are sufficient numbers of staff trained to cover absences, staff turnover and other contingencies. This school's governing body has made sure that there is the appropriate level of insurance and liability cover in place.
- The school will not give medication (prescription or non-prescription) to a child under 16 with a parent's expressed written consent, except in exceptional circumstances,

and every effort will be made to encourage the pupil to involve their parent, whilst respecting their confidentiality.

- The school will make sure that a trained member of staff is available to accompany a pupil with a medical condition on an off-site visit, including overnight stays.
- Parents at this school understand that they should let the school know immediately if the child's needs change. Information must be expressly communicated in writing to [pgsmedical@poolegrammar.com](mailto:pgsmedical@poolegrammar.com) copying the pupil's tutor where appropriate.
- If a pupil misuses their medication, or anyone else's, their parent will be informed as soon as possible and the Poole Grammar School's disciplinary procedures will be followed.

## 2.8 Storage of Medication and Equipment

**Poole Grammar School has clear guidance on the storage of medication and equipment at school.**

- The school makes sure that all staff understand what constitutes an emergency for an individual pupil and makes sure that emergency medication/equipment is readily available wherever the child is in the school and on off-site activities, and is not locked away. Pupils may carry their emergency medication with them if this is appropriate.
- Pupils not carrying their own medication/equipment should know exactly where to access it.
- Pupils can carry controlled drugs if they are competent, otherwise this school will keep controlled drugs stored securely, but accessibly, with only named staff having access. Staff at this school can administer a controlled drug to a pupil once they have had specialist training.
- This school will make sure that all medication is stored safely, and that pupils with medical conditions know where they are at all times and have access to them immediately.
- This school will store medications/equipment at the end of the school term, and to provide new and in-date medication at the start of each term.
- This school disposes of needles and other sharps in line with local policies. Sharps boxes are kept securely at school and will accompany a child on off-site visits. They are collected and disposed of in line with local authority procedures.

## 2.9 Record Keeping

**Poole Grammar School has clear guidance about record keeping.**

- Parents at the school are asked if their child has any medical conditions on the enrolment form.
- The school uses an IHP to record the support an individual pupil needs around their medical condition. The IHP is developed with the pupil (where appropriate), parent, school staff, specialist nurse (where appropriate) and relevant healthcare services.
- The school has a centralised register of IHPs, and an identified member of staff has the responsibility for this register.
- IHPs are regularly reviewed, at least annually or when a pupil's needs change.

- The pupil (where appropriate), parent, school staff, specialist nurse (where appropriate) and relevant healthcare services hold a copy of the IHP. Other school staff are made aware of and have access to, the IHP for the pupils in their care.
- The school makes sure that the pupil's confidentiality is protected.
- The school seeks permission from parents before sharing any medical information with any other party.
- The school meets with the pupil (where appropriate), specialist nurse (where appropriate) and relevant healthcare services prior to any overnight or extended day visit to discuss and make a plan for any extra care requirements that may be needed. This is recorded in the pupil's IHP which accompanies them on the visit.
- The school keeps an accurate record of all medication administered, including dose, time, date and supervising staff.
- The school makes sure that all staff providing support to a pupil and other relevant teams have received suitable training and ongoing support, to make sure that they have confidence to provide the necessary support and that they fulfil the requirements set out in the pupil's IHP. This should be provided by the specialist nurse/school nurse/other suitably qualified healthcare professional and/or the parent. The specialist nurse/school nurse/other suitably qualified healthcare professional will confirm their competence, and this school keeps an up-to-date record of all training undertaken and by whom.

## 2.10 Inclusive School Environment

**Poole Grammar 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 education activities.**

- The school is committed to providing a physical environment accessible to pupils with medical conditions and pupils are consulted to ensure the accessibility. This school is also committed to an accessible physical environment to 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.
- All staff are aware of the potential social problems that pupils with medical conditions may experience and use this knowledge, alongside the school's Bullying Policy, to help prevent and deal with any problems. They use opportunities such as PSHE and science lessons to raise awareness of 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 make appropriate adjustments to physical activity sessions to make sure they are accessible to all pupils. This includes out-of-school clubs and team sports.
- The school understands that all relevant staff are aware that pupils should not be forced to take part in activities if they are unwell. They should be 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 makes sure 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 pupil, and that appropriate adjustments and extra support are provided.
- All school staff understand that frequent absences, or symptoms, such as limited concentration and frequent tiredness, may be due to a pupil's medical condition. Poole Grammar School will not penalise pupils for their attendance if their absences relate to their medical condition.
- The school will refer pupils with medical conditions who are finding it difficult to keep up educationally to the SENCO who will liaise with the pupil (where appropriate), parent/guardian and pupil's healthcare professional.
- Pupils at Poole Grammar School will learn what to do in an emergency.
- The school makes sure that a risk assessment (example attached) is carried out before any out-of-school visit, including work experience and educational placements. The needs of pupils with medical conditions are considered during this process and plans are put in place for any additional medication, equipment or support that may be required.

### 2.11 Reducing health and safety risks

**Poole Grammar School is aware of the common triggers that can make common medical conditions worse or can bring on an emergency. The school is actively working towards reducing or eliminating these health and safety risks and has a written schedule of reducing specific triggers to support this.**

- Poole Grammar School is committed to identifying and reducing triggers both at school and on out-of-school visits.
- School staff have been given training and written information on medical conditions which includes avoiding/reducing exposure to common triggers. It has a list of the triggers for pupils with medical conditions at this school, has a trigger reduction schedule and is actively working towards reducing/eliminating these health and safety risks.
- The IHP details the individual pupil's triggers and details how to make sure the pupil remains safe throughout the whole school day and on out-of-school activities. Risk assessments are carried out on all out-of-school activities, taking into account the needs of pupils with medical needs.
- Poole Grammar School reviews all medical emergencies and incidents to see how they could have been avoided, and changes its school policy according to these reviews.

### 2.12 Students returning to school following a period of hospital or, alternative, education

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

- Poole Grammar School works in partnership with all relevant parties including the pupil (where appropriate), parent, school's governing body, all school staff,

catering staff, employers and healthcare professionals to ensure that the policy is planned, implemented and maintained successfully.

### 2.13 Maintaining and implementing this policy

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

- Poole Grammar School works in partnership with all relevant parties including the pupil (where appropriate), parent, school's governing body, all school staff, catering staff, employers and healthcare professionals to ensure that the policy is planned, implemented and maintained successfully.
- This school is committed to keeping in touch with a child when they are unable to attend school because of their condition

### 2.14 Policy review

**The medical conditions policy is regularly reviewed, evaluated and updated. Updates are produced every 2 years.**

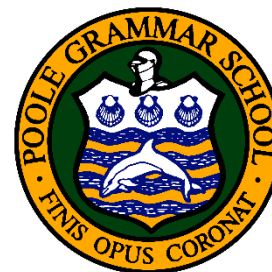
- In evaluating the policy, Poole Grammar School seeks feedback from key stakeholders including pupils, parents, school healthcare professionals, specialist nurses and other relevant healthcare professionals, school staff, local emergency care services, governors and the school employer. The views of pupils with medical conditions are central to the evaluation process.



### 3 Roles and Responsibilities

The below table details which members of Poole Grammar School staff are first aid trained and their location within the school site.

SEE FIRST AID POLICY
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## Equality Impact Assessment (EQIA)

Document Name:

### EQUALITY IMPACT ASSESSMENT – SCREENING FORM

1. Title of document/service for assessment	Medical Conditions policy
2. Date of assessment	15/03/2024
3. Date for review	15/03/2026
4. Directorate/Service	Medical
5. Approval	

	Yes/No	Rationale
<b>6. Does the document/service affect one group less or more favourably than another on the basis of:</b>		
• Race	No	
• Gender (including transgender)	No	
• Religion or belief	No	
• Sexual orientation, to include heterosexual, lesbian, gay and bisexual people	No	
• Age	No	
• Disability – learning disabilities, physical disabilities, sensory impairment and mental health issues	No	
• Marriage and Civil Partnership	No	
• Pregnancy and Maternity	No	
<b>7. Does this document affect an individual's human rights?</b>	No	
<b>8. If you have identified potential discrimination, are the exceptions valid, legal and/or justified?</b>	N/A	

<b>9. If the answers to any of the above questions is 'yes' then:</b>	Tick	Rationale
Demonstrate that such a disadvantage or advantage can be justified or is valid	N/A	
Adjust the policy to remove disadvantage identified or better promote equality	N/A	
If neither of the above possible, submit to Diversity Committee for review	N/A	