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Managing Medical Conditions (including Managing Medicines) Policy Hill Top Academy

Author/Owner (Name and Title)	Hill Top Academy
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(Please indicate in bold)	



Exceed Learning Partnership
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Summary of Changes from Previous Version

Version	Date	Author	Summary of Updates
V1	2018	Helen Rotherforth	New Policy
V2	2019	Helen Rotherforth	Updated staffing
V3	2020	Helen Rotherforth	Added COVID19 restrictions
V4	2021	Helen Rotherforth	No changes
V5	2022	Helen Rotherforth	Removed COVID 19
V6	2023	Elena Jeffery	New branding front cover and content checked.

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SUPPORTING PUPILS WITH MEDICAL NEEDS

Purpose of the Policy

Hill Top Academy this policy has been written to help the academy draw up specific policies on managing medications in academies, and to put into place effective management systems to support children and young people with health needs who are able to attend our academy.

Most pupils will at some time have a medical condition that may affect their participation in academy activities. For many this will be short-term, perhaps finishing a course of medication. Other pupils have medical conditions that if not properly managed, could limit their access to education. Such pupils are regarded as having medical needs.

Most children with medical needs are able to attend our academy regularly and with some support from the academy, can take part in most normal activities. However, academy staff may need to take extra care in supervising some activities to make sure that these pupils and others are not put at risk.

AIMS OF THIS POLICY

1. To ensure that all students with medical conditions, in terms of physical and mental health, are supported in our academy so that they can play a full and active role in academy life.
2. To ensure the safe administration of medicines to children where necessary.
3. To ensure the on-going care and support of students with long term medical needs via a health care plan
4. To explain the roles and responsibilities of academy staff in relation to medicines
5. To clarify the roles and responsibilities of parents in relation to student's attendance during and following illness
6. To outline to parents and academy staff the safe procedure for bringing medicines into the academy when necessary and their storage
7. To outline the safe procedure for managing medicines on trips and visits

An individual Health Care Plan can help academies identify the necessary safety measures to support pupils with medical needs and ensure that they and others are not put at risk. A Health Care Plan is included within this policy (**proforma 4**).

Support for Pupils with Medical Needs

Parents or guardians have prime responsibility for their child's health and should provide the academy with information about their child's medical condition. All medication must be handed in to the school office and the children are not permitted to carry their own medication. If the medication to be administered is not prescribed by a doctor for at least 4 times a day or is not prescribed a parent / carer is actively encouraged to come and administer the medication

There is no legal duty, requiring academy staff to administer medication. This is a voluntary role.

Staff who provide support for pupils with medical needs, or who volunteer to administer medication, need support from the Principal, parents, access to information, training and reassurance about their legal liability.

They should be given information and guidance in the form of:-

- * Policy
- * Health Care Plans
- * Systems of work and reporting procedures
- * Access to suitable training
- * Clarification of their legal liabilities

Staff Indemnity

The Academies Insurance fully indemnifies its staff against claims for alleged negligence providing they are acting within the scope of their employment, have been provided with adequate training and are following the LEA's guidelines for the purposes of indemnity. The administration of medicines falls within this definition; hence staff can be re-assured about the protection their employer provides. The indemnity would cover the consequences that may arise if an incorrect dose is inadvertently given or where the administration is overlooked. In practice, indemnity means that the Council and not the employee will meet the cost of damages should a claim for negligence be successful. It is very rare for academy staff to be sued for negligence instead an action will usually be between the parent and the employer.

The administration of medications falls under three categories:-

- * Short term medical needs
- * Non prescription medication
- * Long-term medication

Short Term Medical Needs

Many pupils will need to take medication (or be given it) at our academy at some time in their school life. Mostly this will be for a short period only, to finish a course of antibiotics or apply a lotion (prescribed by a doctor/dentist). To support pupils with this will undoubtedly minimise the time they need to be off school. Medication should only be taken in school when absolutely essential and where this has been prescribed by a doctor for at least four doses a day. It is helpful if, where possible, if medication can be prescribed in dose frequencies which enable it to be taken outside school hours. Parents should be encouraged to ask the prescribing doctor or dentist about this.

Non Prescription Medicine

Pupils sometimes ask for painkillers (analgesics) at our academy, including ibuprofen or paracetamol. Staff should not give non-prescribed medication to pupils. They may not know whether the pupil has taken a previous dose or whether the medication may react with other medication being taken. **A child under 12 should never be given aspirin, unless prescribed by a doctor.**

If a pupil suffers regularly from acute pain such as migraine, the parents should seek advice from the doctor and obtain a prescribed medication that can be issued at our academy. No member of staff should administer any painkillers unless they have spoken with the parent/carer regarding their last dosage time etc, to prevent overdose. Throat lozenges are not permitted in school.

Long Term Medical Needs

It is important for the school to have sufficient information about the medical condition of any pupil with long-term medical needs. If a pupil's medical needs are inadequately supported this can have a significant impact on a pupil's academic attainments and/or lead to emotional and behavioural problems. The academy therefore needs to know about any medical needs **before** a child starts school, or immediately should a child develop a condition. For pupils who attend hospital appointments on a regular basis, special arrangements may also be necessary.

It is at this stage that an individual Health Care Plan for such pupils should be drawn up (**proforma 4**). This should involve the school, parents and relevant health professionals. This can include:

- * Details of pupil's condition
- * Special requirements e.g. dietary needs, pre-activity precautions
- * Medication and any side effects
- * What to do and who to contact in emergency
- *The role the school can play

Administering Medication

No pupil under 16 should be given medication without his or her parents' written consent, this must be obtained of the request to administer pupil medication form. Only authorised members of staff may administer medication to pupils.

- * The pupil's name
- * Written instructions provided by parents/doctor
- * Prescribed dose
- * Expiry date & prescribed date.

If in doubt of any of the procedures as outlined within the Policy and Health Care Plan, the member of staff should check with the parents or a health professional before taking further action.

It is good practice for staff to complete and sign record cards each time they give medication to a pupil (**proforma 5 4**).

If a pupil is given piriton as per their medical plan, the parent / carer of the pupil will be contacted and asked to collect from school and take them home for monitoring. This has been advised by the School Nursing Team as the child may appear to be ok but can have a reaction later during the day.

Self-Management

It is good practice to allow pupils who can be trusted to do so, to manage their own medication from a relatively early age and academies should encourage this. If pupils can take their medicine themselves, staff may only have to supervise this. All medication must be handed in at the school office and the appropriate forms completed. Children must not carry their own

medication at any time.

Refusing Medication

If pupils refuse to take medication, academy staff should not force them to do so. The academy will inform the child's parents as a matter of urgency. If necessary, the academy will call the emergency services.

Record Keeping

Parents are responsible for supplying information about medicines that their child needs to take at our academy **appendix 5** and for letting the academy know of any changes to the prescription or the support needed. The parent or doctor should provide written details including: -

- * Name of medication
- * Dose
- * Method of administration
- * Other treatment
- * Any side effects

OTHER CIRCUMSTANCES WHEN THE ACADEMY MAY NEED TO MAKE SPECIAL ARRANGEMENTS FOR PUPILS WITH MEDICAL NEEDS

Academy Trips

It is good practice for the academy to encourage pupils with medical needs to participate in academy trips, wherever safety permits.

Sometimes the academy may need to take additional safety measures for outside visits. Arrangements for taking any necessary medication will also need to be taken into consideration. Staff supervising excursions should always be aware of any medical needs and relevant emergency procedures. Sometimes an additional supervisor or parent might accompany a particular pupil to offer one to one support. If staff are concerned about whether they can provide for a pupil's safety, or the safety of others on a trip, they should seek further advice from parents, schools Health Service or child's GP.

Sporting Activities

Most pupils with medical conditions can participate in extra-curricular sport or in the PE curriculum, which is sufficiently flexible for all pupils to follow in ways appropriate to their own abilities. For many, physical activity can benefit their overall social, mental and physical health and well-being. Any restrictions on a pupil's ability to participate in PE should be included in their individual Health Care Plan.

Some pupils may need to take precautionary measures before or during exercise and/or need to be allowed immediate access to their medication if necessary (especially medication for Asthma, Anaphylactic - if you are on the sports field you need access to this medication immediately). All inhalers must be taken to PE activities, Assemblies etc. Teachers/Coaches supervising sporting activities should be aware of relevant medical conditions and emergency procedures.

Dealing with Medicines Safely

Some medicines may be harmful to anyone for whom they are not prescribed. Where the academy agrees to administer this type of medicine, the employer has a duty to ensure that the risks to the health of others are properly controlled. This duty derives from the Control of Substances Hazardous to Health Regulations 1994 (COSHH).

Storing Medication

The Academy should not store large volumes of medications. All medicines will be stored in a locked cupboard/cabinet in the academy office in an area not accessible to children.

All medications must be in the original packaging/ container and is clearly labelled by the pharmacy with the name of the pupil, the name and dose of the drug and the frequency of administration. Where a pupil needs two or more prescribed medicines, each should be in a separate container. Non health-care staff should never transfer medicines from their original containers. The Principal is responsible for making sure that medicines are stored safely. Pupils should know where their own medication is stored and who holds the key.

Emergency and Preventative Medications:

Medicines such as asthma inhalers or epipens should be easily accessible, these are securely kept within class so are close to the pupil at all times. The academy holds an emergency inhaler which is located within the medical room. A register of pupils who require inhalers is kept within the class and the academy office; these should be checked regularly by the LSA/class teacher. Parents/carers must be notified if the inhaler is missing, empty or expired; they will be asked to provide one. It is essential that children have access to their inhalers at all times whilst in academy.

Access to Medication

Pupils must have access to their medication when required. The academy may want to make special access arrangements for emergency medication that it keeps. However, it is also important to make sure that medicines are only accessible to those for whom they are prescribed. Children must be supervised at all times by a designated member of staff when medications are being administered.

Disposal of Medicines

The academy staff will not dispose of medicines. Parents should collect medicines held at the academy at the end of each term. Parents are responsible for disposal of date expired medicines.

Hygiene/Infection Control

All staff are familiar with normal precautions for avoiding infection and must follow basic hygiene procedures. Staff have access to protective disposable gloves and take care when dealing with spillages of blood or other body fluids and disposing of dressings or equipment.

Emergency Procedures

The designated of staff will contact the emergency services if required , however all staff are aware of the procedures for contacting emergency services. All staff are aware of who is responsible for carrying out emergency procedures in the event of need. Guidance on calling an ambulance is provided on

Appendix 4. A pupil taken to hospital by ambulance should be accompanied by a member of staff who should remain until the pupil's parents arrive.

Generally, staff should not take pupils to hospital in their own car, however, in an emergency it may be the best course of action. This will only be carried out if another member of staff

accompanies the casualty and driver, and the car driver holds public liability vehicle insurance.

HOW TO DRAW UP AN INDIVIDUAL HEALTH CARE PLAN FOR PUPILS

Purpose of a Health Care Plan

The main purpose of an individual Health Care Plan for a pupil with medical needs is to identify the level of support that is needed at our academy. A written agreement with parents clarifies for staff, parents and the pupil the help that the academy can provide and receive. The academy will agree with parents how often they should jointly review the Health Care Plan. It is sensible to do this at least once a year.

The academy will judge each pupil's needs individually as children and young people vary in their ability to cope with poor health or a particular medical condition. However, the academy's Medication Policy will be applied uniformly.

The Principal will not make value judgements about the type of medication prescribed by a medical or dental practitioner.

Drawing up a Health Care Plan should not be onerous, although each plan will contain different levels of detail according to the needs of the individual pupil.

A model Health Care Plan is enclosed with this policy **Appendix 4**

Those who may need to contribute to a Health Care Plan are:-

- * Principal
- * Parent/Guardian
- * Child (if suitably mature)
- * Class Teacher/Form Tutor/Year Head
- * Care Assistant or Support Staff
- * Academy staff who have agreed to administer medication or be trained in emergency procedures
- * The academy health service, the child's GP or other health care professionals

Co-ordinating Information

Co-ordinating and disseminating information on an individual pupil with medical needs, can be difficult. The Principal will give a member of staff specific responsibility for this role. This person can be a first contact for parents and staff and liaise with external agencies (Admin staff).

Information for Staff and Others

Staff who may need to deal with an emergency will need to know about a pupil's medical needs. The Principal must make sure that supply teachers know about any medical needs.

Staff Training

A Health Care Plan may reveal the need for some academy staff to have further information/training about a medical condition or specific training in administering a particular type of medication or in dealing with emergencies, eg: epipen: Academy staff will not give medication without appropriate training from health professionals. The local Health Authority will be able to advise further.

Intimate or Invasive Treatment

Some academy staff are understandably reluctant to volunteer to administer intimate or invasive treatment because of the nature of the treatment e.g. Rectal diazepam for fears about accusation of abuse. Parents and the Principal will respect such concerns and will not put any pressure on staff to administer medication unless they are entirely willing to do so.

The Health Authority will be able to offer specific advice. The Principal or Governing Body should arrange appropriate training for academy staff willing to give medical assistance. If the school can arrange for two adults, one the same gender as the pupil, to be present for the administration of intimate or invasive treatment this will minimise the potential for accusations of abuse. Two adults often ease practical administration of treatment too. Staff will obviously protect the dignity of the pupil as far as possible, even in emergencies.

MODEL ADMINISTRATION OF MEDICATION POLICY

Hill Top Academy

The policy aims to provide clear guidance and procedures to staff and parents. It forms the basis of a supportive environment in which pupils with medical needs may receive suitable medical care enabling their continuing participation in mainstream schooling.

- * Each request for administration of medication to a pupil in our academy will be considered individually.
- * The Principal is responsible for deciding, in consultation with staff, parents, health professionals whether the academy can assist a pupil with medical needs.
- * No medication will be administered without prior consultation with, and written permission from the parent or guardian. appendix 5 (In addition a note from the family GP confirming the child is fit to attend our academy and the necessity for the child to take medication during academy hours may be required).
- * Medicines will only be administered by staff willing and suitably trained to do so and then only under the overall direction and responsibility of the Principal.
- * Specific cultural and religious views on a pupil's medical care will be respected but must be made known to the academy in writing.
- * Personal Health Care Plans will be drawn up in consultation with the academy, parents and medical professionals. **Appendix 4**
- * A minimum amount of medication, required by the pupil, will be held in our academy to accommodate the needs of that pupil.
- * Medication must be delivered to our academy by the parent or escort (not sent in the child's bag) and handed into the office (or designated person).
- * Medicines brought in should be clearly marked with:-
 - the name of the medicine
 - the pupil's name & dob
 - dosage (including method of administration and times)
 - special storage requirements
 - prescribed and expiry date

* Medicines received will be logged onto the school's drug file, **Ref.** appendix 5 and held securely within the academy. All essential staff will be able to access medicines in case of emergency.

* The academy will establish a medication chart, used in conjunction with the pupil's individual Health Care Plan. Persons administering medication will check medication type is correct then log the time and date, and sign the chart upon administering medication. |

Appendix 5

* During residential academy trips and visits off site, sufficient essential medicines and medical charts/health care plans will be taken and controlled by the member of staff leading the party. If additional supervision is required during activities such as swimming, the parent may be required to assist by escorting their child.

* The academy will provide training for staff in order that they are equipped to administer emergency medical treatment to pupils with medical needs e.g. administration of rectal diazepam, epipen etc. Maintenance of staff training records and annual reviews will be the responsibility of the Principal.

The



Principal will ensure all staff are aware of: -

* The planned emergency procedures in the event of medical needs

* Designated persons with responsibility for medical

care (in order of priority)

Mrs Rachael Macleod- Executive Principal

Mrs Nichola Clark- Principal

Mrs Helen Rotherforth - First Aider/Office Manager

Mrs Lynda Martin – First Aider/Admin Assistant

Miss Kayleigh Hanson – Foundation Manager

Miss Jessica Walker – Class Teacher

Mrs Heather Hancock – Learning Support Assistant

* The 'stand-in' person in charge should be the designated person available/in the event of absence.

Mrs Michelle Hodgson - Vice Principal

* All staff must be aware of the academies procedure for calling the emergency services (999) and conveyance of pupils to hospital by the safest and quickest means available as directed by the emergency services (car/ambulance). If pupils are conveyed by car, a trained member of staff will attend to escort the child.

Signed

Principal

Signed



Chair of Local Governing Board

Appendix 1-

Named staff responsible for administering medicines

Governing Body

- Ensures that this policy is implemented and updated

Principal – Mrs N Clark

- Responsible for the implementation of this policy

SENDCO – Mrs N Clark & Mrs Roberts

Responsible for ensuring that:

- SEND and designated person have the necessary information needed to carry out their roles successfully.
- Staff have easy access to IHCPs of students.
- Staff have updated information on the medical needs of the students.
- Arrange for IHCP to be drawn up as necessary



- Work closely with the designated person, to ensure medical needs are regularly updated.
- Ensure that IHCPs are accessible to all staff.
- Ensure that medical information is updated and available to all staff.

Designated person responsible for overseeing the administration of medicines in school: Mrs H Rotherforth, Mrs L Martin, Miss K Hanson, Miss G Woods and Mrs H Hancock

Responsible for:

- Checking validity of medicines
- Ensuring medicines are stored correctly
- Ensuring that only trained staff are administering medicines
- Recording the administration of medicines
- Contacting parents about any issues concerning the administration of medicines

Risk Assessments: Mrs H Rotherforth

- Responsibly for ensuring risk assessments are regularly updated, including medical needs

Appendix 2:

Procedures to follow.

Only prescribed medication is permitted to be given to a pupil at the parent's request.

The parent/carer must hand the medication into the academy office and complete the administer medicines form, clearly stating:

- Name, date of birth and address
- Condition of illness
- Medication, Dosage and Frequency, date prescribed and expiry date.
- Possible side effects
- Emergency contact number

The form must be signed by parent/carer. It is the responsibility of the parent/carer to ensure that the medication is collected at the end of the day and returned to academy the following day if required. The form and medication will then be handed to the Office Manager in order that she can process the request.

- The medication on completed request form will be placed in a zipped wallet clearly labelled with the name of the child.
- The name of the pupil will be logged on the whiteboard located on the medicine cabinet together with time needed to be administered.
- The zipped wallet containing the medicine will be locked away in the medicine cabinet stored in the academy office.
- Only authorised personnel may access this cabinet.
- Instruction will be passed to the class teacher regarding the timing of medication.

Administering Medicines



- Ensure that the correct wallet is collected for each child.
- Ensure that hands have been washed prior to and following the administration of medication.
- Staff member administering the medicine should have a mask and visor on to administer the medicine.
- Medication should be administered either in the medical room, **school office** (or the staff room if not available)
- Only authorised persons should administer medicines eg. the Office Manager, Lynda Martin or in their absence the Schools Business Manager or a member of the senior leadership team.
- Check the name on the medication corresponds to the child and the form checking all details prior to administering. Check the reverse of the form to ensure that another member of staff has not already administered the medication.
- Once the medication has been administered, the form on the reverse of the Administering medication form should be completed clearly stating; time, dosage, name of medication and signed by the staff member and witnessed by another staff member.

- Return the wallet to the medication storage cabinet in the academy office ensuring that it is locked.
- Sign the whiteboard against the child's name to indicate that medication has been administered.
- If a child refuses to take medication, do not force them. Contact parent/carer to inform them.

If a pupil requiring medication is on a academy visit, the medication must be taken and given with clear instructions as above to the Group Leader for them to supervise the administration of medication.

All medication must be handed back to the parent/carer to dispose of. Staff members must not dispose of any medication themselves.

Pupils with Asthma

All Inhalers are located within the class room and securely stored. These must be taken with the class whenever they leave to do activities such as Music, PE, Assemblies and school visits. A second inhaler may be kept within the LSA prep room in a cupboard clearly labelled. The key is located in the staff room, with a spare located in the school office. Our academy will also obtain an Emergency Inhaler which will be located within the First Aid Room. Parents will complete a form to allow our academy to supervise the administration of their child's medication clearly stating:

- Name, date of birth and address
- Condition of illness
- Medication, Dosage and Frequency, expiry date and date prescribed.
- Possible side effects
- Emergency contact number

In the event of a severe case of asthma it may be necessary to draw up a medical care plan for the individual pupil. Inhalers are checked weekly by LSA's within class. It is the parent's responsibility to ensure that an inhaler is available in our academy, if however the academy notices that an inhaler is missing the parent/carer may be asked to bring one into our academy.

Each child will receive a log book, and the following must be documented when a child administers their medication. A copy of the permission form is also attached to the book.

- Name
- Number of sprays/puffs of Ventolin administered.
- Time
- Date
- Supervisors signature



Pupils who participate in swimming lessons must take their inhalers with them.
 Medication must also be taken on school visits.

Appendix 3 Medical Plan

Name of Medication	Dosage	Time(s)/Frequency	Able to self-administer?	Any reactions
			No	

Name:

DOB:

Address:
 Telephone Number

	Procedures to Follow
Classroom Based Activities	
PE Activities	
Breaks and Lunchtimes	
Afterschool Clubs	

Medication Required

Other information: Parents will keep us informed of further medical appointments and will advise us when this medical plan can be amended.

Signed _____ Parent/carer _____ date

Signed: _____ Class Teacher _____ date



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Signed _____ Principal _____ date