



SUPPORTING STUDENTS WITH MEDICAL NEEDS POLICY 2026 - 2027

DRAFT SUBJECT TO COMMITTEE APPROVAL

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Equality Statement

Wrotham School strongly promotes equality of opportunity under all circumstances and in all contexts. We actively seek to ensure that all members of our community and all visitors to the school are treated equally. This includes actively ensuring that discrimination or inequality of any kind does not occur based on the following:

- Race
- Nationality
- Gender (including gender questioning)
- Sexual Orientation
- Disability
- Age
- Mental Health

Discrimination and inequality can be experienced in the following ways, not exclusively:

- Inappropriate or offensive language and terminology
- Cultural misrepresentation
- Violence/ physical harm
- Bullying
- Online Abuse
- Disadvantage in all aspects of progress, care and opportunity.

When inequality or discrimination is seen or reported the school will strongly challenge and will work to resolve the issue. All concerns will be taken seriously and investigated fully and without prejudice.

Linked Policies:

This policy is written in line with the requirements of:

- Children's Wellbeing and Schools Act 2026 (new statutory duties linked to allergy safety)
- Children and Families Act (2014): Section 100
- Supporting Pupils at School with Medical Conditions: Statutory Guidance for Governing Bodies of Maintained Schools and Proprietors of Academies in England (DfE, 2014)
- 0-25 SEND Code of Practice (DfE, 2014)
- Mental Health and Behaviour in Schools: Departmental Advice for School Staff (DfE, 2014)
- Equalities Act (2010)
- Schools Admissions Code (DfE, 2010)

This policy should be read in conjunction with the following school policies:

- Allergy Safety Policy
- SEN Policy
- SEN Information Report 2025-26
- Safeguarding Policy
- Off-Site Visits Policy
- Complaints Policy
- Attendance Policy
- Children with Health Needs who Cannot Attend School Policy
- Accessibility Policy
- Equality Policy
- Managing Medicine in School Policy

Definitions of Medical Conditions

Students' medical needs may be broadly summarised as being of two types:-

Short-term affecting their participation at school because they are in treatment, accessing an intervention and/ or on a course of medication

Long-term potentially limiting access to education and requiring on-going support, medicines or care while at school to help them to manage their medical health needs and keep them well, including monitoring, preventative care and intervention in emergency circumstances. It is important that parents feel confident that the school will provide effective support for their child's medical health needs and that students feel safe.

It is important that short and long term care is provided in a non-stigmatising way wherever possible. For example, agreed subtle communication cues about medical health needs between students and staff.

Some children with medical health needs may be considered disabled. Where this is the case governing bodies must comply with their duties under the Equality Act 2010 i.e. to make 'reasonable adjustments' to make sure disabled students are not discriminated against. The duty to make reasonable adjustments in education is 'anticipatory'. This means schools must consider in advance what they need to do to make sure all disabled students can access and participate in the education and other benefits, facilities and services they provide for their students.

Some may also have special educational needs (SEN) and may have an Education, Health and Care Plan (EHCP). Where this is the case this policy should be read in conjunction with

the 0-25 SEND Code of Practice (2014) and the school's SEN policy/SEN Information Report and the individual healthcare plan will become part of the EHCP.

The Statutory Duty of the Governing Body

The governing body remains legally responsible and accountable for fulfilling their statutory duty. Wrotham School fulfil this by:

- Ensuring that arrangements are in place to support students with medical health needs. In doing so we will ensure that such children can access and enjoy the same opportunities at school as any other child.
- Ensuring that where children and young people also have SEN, their provision is planned and delivered in a co-ordinated way with the healthcare plan.
- Taking into account that many medical health needs which require support at school will affect quality of life and may be life-threatening. Some will be more obvious than others and therefore the focus is on the needs of each individual child and how their medical health needs impacts on their school life.
- Ensuring that the arrangements give parents and students confidence in the school's ability to provide effective support for medical health needs, should show an understanding of how medical conditions impact on a child's ability to learn, as well as increase their confidence and promote self-care. We will ensure that staff are properly trained to provide the support that student's need. This includes mandatory staff training on recognizing allergic reactions and anaphylaxis and use of adrenaline auto-injectors
- Ensuring that no child with a medical health need is denied admission, or prevented from taking up a place in school because arrangements for their medical health needs have not been made. However, in line with safeguarding duties, we will ensure that students' health is not put at unnecessary risk from, for example, infectious diseases (<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities>) and reserve the right to refuse admittance to a child at times where it would be detrimental to the health of that child or others to do so.
- Ensuring that the arrangements put in place are sufficient to meet our statutory duties and ensure that policies, plans, procedures and systems are properly and effectively implemented.
- Developing a policy for supporting students with medical health needs that is reviewed regularly and accessible to parents and school staff (this policy).

- Ensuring that the policy includes details on how the policy will be implemented effectively, including a named person who has overall responsibility for policy implementation (see section below on policy implementation).
- Ensuring that the policy sets out the procedures to be followed whenever the school is notified that a student has a medical health need (see section below on procedure to be followed when notifications is received that a student has a medical health need).
- Ensuring that the policy covers the role of individual healthcare plans, and who is responsible for their development, in supporting students at school with medical health needs (see section below on individual healthcare plans).
- Ensuring that the school policy clearly identifies the roles and responsibilities of all those involved in arrangements for supporting students at school with medical health needs and how they will be supported, how their training needs will be assessed and how and by whom training will be commissioned and provided (see section below on staff training and support).
- Ensuring that the school policy names the Emotional Wellbeing and Mental Health school lead, the school contact for School Health and the member of the governing body or a sub-committee with specific oversight of the school's arrangements for SEN and disability.
- Ensuring that the school policy covers arrangements for children who are competent to manage their own health needs and medicines (see section below on the child's role in managing their own medical needs).
- Ensuring that the policy is clear about the procedures to be followed for managing medicines including the completion of written records (see section below on managing medicines on school premises).
- Ensuring that the policy sets out what should happen in an emergency situation (see section below on emergency procedures).
- Ensuring that robust risk assessments are completed, and appropriate arrangements are clear and unambiguous to actively support students with medical health needs to participate in school trips and visits, or in sporting activities, and not prevent them from doing so (see section on day trips, residential trips and sporting activities);

Considering

- developing transport healthcare plans in conjunction with the LA for students with life-threatening conditions who use home-to-school transport.
- purchasing and training staff in the use of defibrillators.

Wrotham School Supporting Students with Medical Needs Policy

- holding asthma inhalers for emergency use;
- Ensuring that the policy is explicit about what practice is not acceptable (see section on unacceptable practice).
- Ensuring that the appropriate level of insurance is in place and appropriate to the level of risk (see section on Liability and Indemnity).
- Ensuring that the policy sets out how complaints may be made and will be handled concerning the support to students with medical health needs (see section on complaints).

Policy Implementation

The statutory duty for making arrangements for supporting students at school with medical conditions rests with the governing body. A member of the governing body or a sub-committee must have specific oversight of the school's arrangements for SEN and disability.

The governing body have conferred the following functions of the implementation of this policy to the staff below, however, the governing body remains legally responsible and accountable for fulfilling our statutory duty.

The overall responsibility for the implementation of this policy is given to the Headteacher. He will also be responsible for ensuring that sufficient staff are suitably trained and will ensure cover arrangements in cases of staff absences or staff turnover to ensure that someone is always available and on-site with an appropriate level of training.

Mrs Stephanie Hann (Assistant Head Teacher/SENCO) will be responsible for briefing supply teachers, preparing risk assessments for school visits and other school activities outside of the normal timetable and for the monitoring of individual healthcare plans. They will be responsible in conjunction with parents/carers, for drawing up, implementing and keeping under review the individual healthcare plan for each student and making sure relevant staff are aware of these plans.

All members of staff are expected to show a commitment and awareness of children's medical conditions and the expectations of this policy. All new members of staff will be inducted into the arrangements and guidelines in this policy upon taking up their post.

Procedure to be Followed When Notification is Received That a Student has a Medical Condition

This covers notification prior to admission, procedures to cover transitional arrangements between schools or alternative providers, and the process to be followed upon reintegration after a period of absence or when students' needs change. For children being admitted to Wrotham School for the first time with good notification given, the arrangements will be in place for the start of the relevant school term. In other cases, such as a new diagnosis or a child moving to Wrotham School in-year, we will make sure no child is prevented from attending school because arrangements for supporting medical condition have not been put in place.

In making the arrangements, we will take into account that many of the medical conditions that require support at school may affect quality of life and may be life-threatening. We also acknowledge that some may be more obvious than others. We will therefore ensure that the focus is on the needs of each individual child and how their medical condition impacts on their school life. We aim to ensure that parents/carers and students can have confidence in our ability to provide effective support for medical conditions in school, so the arrangements will show an understanding of how medical conditions, including emotional wellbeing and mental health, impact on the child's ability to learn, as well as increase their confidence and promote self-care.

We will ensure that staff are properly trained and supervised to support students' medical conditions and will be clear and unambiguous about the need to actively support students with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them in doing so. We will make arrangements for the inclusion of students in such activities with any adjustments as required unless evidence from a clinician states that this is not possible. We will make sure that no child with a medical condition is denied admission or prevented from attending the school because arrangements for supporting their medical condition have not been made. However, in line with our safeguarding duties, we will ensure that all students' health is not put at unnecessary risk from, for example infectious disease. We will therefore not accept a child in school at times where it would be detrimental to the health of that child or others.

Wrotham School does not have to wait for a formal diagnosis before providing support to students. In cases where a student's medical condition is unclear, or where there is a difference of opinion, judgements will be needed about what support to provide based on available evidence. This would normally involve some form of medical evidence and consultation with parents/carers. Where evidence conflicts, discussions will be required to ensure that the right support can be put in place. These discussions will be led by the

Deputy Headteacher, and following these discussions an individual healthcare plan will be written in conjunction with the parent/carers by Mrs Stephanie Hann (Assistant Head Teacher/SENCO), and be put in place.

Medical Care Plans

Medical Care Plans are not the same as education, health and care plans (EHCPs) which set out the support needed by children with SEND, although some children may have both types of plan. As stated below where the child has an EHCP the medical care plan should be linked to or become part of the EHCP.

Medical Care Plans will help to ensure that Wrotham School effectively supports students with medical conditions. They will provide clarity about what needs to be done, when and by whom. They will often be essential, such as in cases where conditions fluctuate or where there is a high risk that emergency intervention will be needed. They are likely to be helpful in the majority of other cases too, especially where medical conditions are long-term and complex. However, not all children will require one. The school, healthcare professional and parent/carer should agree, based on evidence, when a medical care plan would be inappropriate or disproportionate. If consensus cannot be reached the Headteacher is best placed to take a final view.

Medical Care Plans will be easily accessible to all who need to refer to them, while preserving confidentiality. Plans will capture the key information and actions that are required to support the child effectively. The level of detail within the plan will depend on the complexity of the child's condition and the degree of support needed. This is important because different children with the same health condition may require very different support. Where a child has SEN but does not have an EHCP, their special educational needs should be mentioned in their medical care plan.

Medical Care Plans (and their review) should be drawn up in partnership between the school, parents/carers and a relevant healthcare professional e.g. school, specialist or children's community nurse, who can best advise on the particular needs of the child. Students should also be involved whenever appropriate. The aim should be to capture the steps which Wrotham School should take to help manage their condition and overcome any potential barriers to getting the most from their education. Partners should agree who will take the lead in writing the plan, but responsibility for ensuring it is finalised and implemented rests with the school.

Wrotham School will ensure that Medical Care Plans are reviewed at least annually or earlier if evidence is presented that the child's needs have changed. They will be developed and reviewed with the child's best interests in mind and ensure that Wrotham School

assesses and manages risks to the child's education, health and social wellbeing, and minimises disruption. Where a child is returning to school following a period of hospital education or alternative provision, we will work with the local authority and education provider to ensure that the Medical Care Plan identifies the support the child will need to reintegrate effectively.

Medical Care Plans should all include the following information:

- 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 children will be able to take responsibility for their own health needs) including in emergencies. If a child 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 child'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 child's condition and the support required.
- Arrangements for written permission from parents/carers and the Headteacher, 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 child can participate e.g., risk assessment.
- Where confidentiality issues are raised by the parent/child, the designated individual to be entrusted with information about the child's condition; and
- What to do in an emergency, including whom to contact, and contingency arrangements. Some children may have an emergency medical care plan prepared by their lead clinician that could be used to inform development of their individual healthcare plan.

Roles and Responsibilities

Please refer to the section on policy implementation for the functions that have been delegated to different, named members of staff at Wrotham School.

In addition the health professional involved in their care can support with drawing up Medical Care Plan, provide or commission specialist medical training, liaison with lead clinicians and advice or support in relation to students with medical conditions.

Other healthcare professionals, including GPs and paediatricians should notify the Community Nursing Team when a child has been identified as having a medical condition that will require support at school. Children's community health teams i.e. Children's Community Nursing Teams which includes specialist practitioners for asthma, epilepsy or diabetes, may be able to provide support, and training to staff, for children with particular needs.

School Health provide virtual generic awareness updates for asthma, epilepsy and anaphylaxis, the service is not notified when an individual child is identified as having medical condition requiring support in school. Schools can contact the service directly.

Students with medical conditions will often be best placed to provide information about how their condition affects them. They should be fully involved in discussions about their medical support needs and contribute as much as possible to the development of, and comply with, their individual healthcare plan. Other students will often be sensitive to the needs of those with medical conditions, and can, for example, alert staff to the deteriorating condition or emergency need of students with medical conditions.

Parents/carers should provide the school with sufficient and up-to-date information about their child's medical needs. In many cases they may be the first to notify the school that their child has a medical condition. Parents/carers are key partners and should be involved in the development and review of their child's individual healthcare plan and may be involved in its drafting. They should carry out any action they have agreed to as part of its implementation, e.g. provide medicines and equipment and ensure they or another nominated adult are contactable at all times.

Local authorities are commissioners of school nurses for maintained schools and academies in Kent. Under Section 10 of the Children Act (2004), they have a duty to promote co-operation between relevant partners such as governing bodies of maintained schools, proprietors of academies, clinical commissioning groups and NHS England, with a view to improving the well-being of children with regard to their physical and mental health, and their education, training and recreation. KCC will work with Wrotham School to

support students with medical conditions to attend full time. Where students would not receive a suitable education in a mainstream school because of their health needs, the local authority has a duty to make other arrangements. Statutory guidance for local authorities sets out that they should be ready to make arrangements under this duty when it is clear that a child will be away from school for 15 days or more because of health needs (whether consecutive or cumulative across the year) education for children with health needs who cannot attend school

Providers of health services should co-operate with schools that are supporting children with medical conditions. They can provide valuable support, information, advice and guidance to schools, and their staff, to support children with medical conditions at school.

Student student student

Staff Training and Support

A full list of School First Aiders is held by the Human Resources Director.

Named people for administering medicines: Miss Kellie Hobbs and Mrs Hayley Carney (receptionists)

Staff will be given appropriate training as the need arises e.g. Epi-pen administration, haemophilia training.

All staff who are required to provide support to students for medical conditions will be trained by healthcare professional qualified to do so. The training need will be identified by the healthcare professional during the development or review of the individual healthcare plan. We may choose to arrange training ourselves and will ensure that it remains up to date.

Training should be sufficient to ensure that staff are competent and have confidence in their ability to support students with medical conditions, and to fulfil the requirements set out in the individual healthcare plans. They will need an understanding of the specific medical conditions they are being asked to deal with, their implications and preventative measures.

Staff must not give prescription medicines or undertake healthcare procedures without appropriate training (updated to reflect any medical care plans). A first aid certificate does not constitute appropriate training in supporting children with medical conditions. Healthcare professionals, including the school nurse, can provide confirmation of proficiency of staff in a medical procedure, or in providing medication.

All staff will receive induction training and regular whole school awareness training so that all staff are aware of the school's policy for supporting students with medical conditions (including safe storage and handling of medication) and their role in implementing the policy. The Headteacher will seek advice from relevant healthcare professions about training needs, including preventative and emergency measures so that staff can recognise and act quickly when a problem occurs.

The family of a child will often be key in providing relevant information to school staff about how their child's needs can be met, and parents will be asked for their views. They should provide specific advice but should not be the sole trainer.

The Child's Role in Managing Their Own Medical Needs

If, after discussion with the parent/carer, it is agreed that the child is competent to manage their own medication and procedures, they will be encouraged to do so. This will be reflected in the medical care plan.

Wherever possible children will be allowed to carry their own medicines and relevant devices or should be able to access their medication for self-medication quickly and easily; these will be stored in the cupboard in the First Aid Room (Reception) to ensure that the safeguarding of other children is not compromised. Wrotham School does also recognise that children who take their medicines themselves and/or manage procedures may require an appropriate level of supervision. If it is not appropriate for a child to self-manage, then relevant staff will help to administer medicines and manage procedures for them.

If a child refuses to take medicine or carry out a necessary procedure, staff should not force them to do so, but follow the procedure agreed in the medical care plan. Parents will be informed so that alternative options can be considered.

Managing Medicines on School Premises and Record Keeping

At Wrotham School the following procedures are to be followed:

- Medicines should only be administered at school when it would be detrimental to a child's health or school attendance not to do so;
- No child under 16 should be given prescription or non-prescription medicines without their parents written consent - except in exceptional circumstances where the medicine has been prescribed to the child without the knowledge of the parents. In such cases, every effort should be made to encourage the child or young person to involve their parents while respecting their right to confidentiality.

- We will not administer non-prescription medication (e.g. ibuprofen) without parental consent. We will not administer aspirin or medications containing aspirin except when prescribed by a doctor. Medication, e.g. for pain relief, should never be administered without first checking maximum dosage and when previous dose was taken. Parents should be informed.
- Where clinically possible, medicines should be prescribed in dose frequencies which enable them to be taken outside school hours.
- Wrotham School will only accept prescribed medicines, with written permission from parent/carer that are in-date, labelled, provided in the original container as dispensed by a pharmacist and include instructions for administration, dosage, and storage. The exception to this is insulin which must be in-date, but will generally be available to schools inside an insulin pen or a pump, rather than its original container.
- All medicines will be stored safely in the First Aid Room (Reception). Students should know where their medicines are at all times and be able to access them immediately. Where relevant, they should know who holds the key to the storage facility.
- Medicines and devices such as asthma inhalers, blood glucose testing meters and adrenaline pens should be always readily available and not locked away. Asthma inhalers should be marked with the child's name.
- During school trips the first aid trained member of staff will carry all medical devices and medicines required.
- A child who has been prescribed a controlled drug may legally have it in their possession if they are competent to do so but passing it to another child for use is an offence. Monitoring arrangements may be necessary. Otherwise, we will keep all controlled drugs that have been prescribed for a student securely stored in a non-portable container and only named staff will have access. Controlled drugs should be easily accessible in an emergency. A record should be kept of any doses used and the amount of the controlled drug held in the school.
- Staff administering medicines should do so in accordance with the prescriber's instructions. Wrotham School will keep a record of all medicines administered to individual children, stating what, how and how much was administered, when and by whom. Any side effects of the medication to be administered at school should be noted. Written records are kept of all medicines administered to children. These records offer protection to staff and children and provide evidence that agreed procedures have been followed.

- When no longer required, medicines should be returned to the parent/carer to arrange safe disposal. Sharps boxes should always be used for the disposal of needles and other sharps.

Emergency Procedures

The Headteacher will ensure that arrangements are in place for dealing with emergencies for all school activities wherever they take place, including school trips within and outside the UK, as part of the general risk management process.

Where a child has a medical care plan, this should clearly define what constitutes an emergency and explain what to do, including ensuring that all relevant staff are aware of emergency symptoms and procedures. Other students in the school should know what to do in general terms, such as informing a teacher immediately if they think help is needed.

If a child needs to be taken to hospital, staff should stay with the child until the parent arrives, or accompany a child taken to hospital by ambulance. Schools need to ensure they understand the local emergency services cover arrangements and that the correct information is provided for navigation systems.

Day Trips, Residential Visits, and Sporting Activities

We will actively support students with medical condition to participate in day trips, residential visits and sporting activities by being flexible and making reasonable adjustments unless there is evidence from a clinician such as a paediatrician that this is not possible.

We will always conduct a risk assessment so that planning arrangements take account of any steps needed to ensure that students with medical conditions can be included safely. This will involve consultation with parents/carers and relevant healthcare professionals and will be informed by Health and Safety Executive (HSE) guidance on school trips.

Other Issues for Consideration

Where a student uses home-to-school transport arranged by the Local Authority and they also have a medical condition which is life-threatening, we will share the student's individual medical care with the Local Authority.

Wrotham School has three defibrillators which are located at the below sites:

- Reception
- Curve Building – ground floor / C10 prep room
- Pavilion – Used for public access when in use

Staff have not been trained specifically to use the defibrillator as it is designed to be used by anyone. First Aiders have been provided with a training DVD.

The Governing Body has chosen not to hold emergency asthma inhalers onsite. It is the parents'/carers'/student's responsibility to ensure that a working, in-date inhaler is provided.

Unacceptable Practice

Although staff at Wrotham School should use their discretion and judge each case on its merit with reference to the child's medical care plan, it is not acceptable practice to:

- Prevent children from easily accessing their inhalers and medication and administering their medication when and where necessary.
- Assume that every child with the same condition requires the same treatment.
- Ignore the views of the child or their parents/carers; or ignore medical evidence or opinion (although this may be challenged).
- Send children with medical conditions home frequently or prevent them from staying for normal school activities, including lunch, unless this is specified in their individual medical care plans.
- If the child becomes ill, send them to the school office or medical room unaccompanied or without someone suitable.
- Penalise children for their attendance record if their absences are related to their medical condition, e.g. hospital appointments;
- Prevent students from drinking, eating or taking toilet breaks whenever they need to in order to manage their medical condition effectively.
- Require parents/carers, or otherwise make them feel obliged, to attend school to administer medication or provide medical support to their child, including with toileting issues. No parent should have to give up working or have caring responsibilities impacted because the school is failing to support their child's medical needs; or
- Prevent children from participating in, or creating unnecessary barriers to children participating in any aspect of school life, including school trips e.g. by requiring parents to accompany the child

Liability and Indemnity

Wrotham School has the required insurance policy in place and this is provided by RPA.

Individual cover may need to be arranged for any healthcare procedures. Any requirements of the insurance, such as the need for staff to be trained, should be made clear and complied with. In the event of a claim alleging negligence by a member of staff, civil actions are likely to be brought against the employer.

Complaints

Should parents/carers be unhappy with any aspect of their child's care at Wrotham School, they must discuss their concerns with the school. This will be with the child's form tutor in the first instance, with whom any issues should be addressed. If this does not resolve the problem or allay the concern, the problem should be brought to a member of leadership team, who will, where necessary, bring concerns to the attention of the Headteacher. In the unlikely event of this not resolving the issue, the parent/carer must make a formal complaint using the Wrotham School's Complaints Procedure.