



Cranford Park Academy

Supporting Pupils with
Medical Conditions Policy
2025-2027

Version History

Version	Date	Status and Purpose	Changes overview
1	January 2015		New policy for CPA
2	February 2017	Policy reviewed	
3	February 2019	Policy reviewed	Update of number of First Aid trained staff and updated list of names Update to wording regarding administering medications
4	February 2021	Policy reviewed	Update of number of First Aid trained staff (pg 4) Addition of Paracetamol for pain relief accepted in school (pg 6) Updated list of First Aiders (pg 10)
5	February 2023	Policy reviewed	Name change of welfare officer (g 1) Number of trained first aiders changed (pg 3). Name changes of qualified first aiders (pg 10)
6	September 2025	Review	Changes to first aiders, added diabetic trained adults on.

Approval

Signed by CEO and Federation Principal on behalf of the Board of Directors	Dr. Martin Young
Date of approval	
Date of review	September 2025
Date of next review	September 2027

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Cranford Park Academy
Supporting Pupils at School with Medical Conditions Policy

Rationale:

Local Authorities and schools have a responsibility for the health and safety of pupils in their care. The Health and Safety at Work Act 1974 makes employers responsible for the health and safety of employees and anyone else on the premises. In the case of pupils with special medical needs, the responsibility of the employer is to make sure that safety measures cover the needs of all pupils at the school. This may mean making special arrangements for particular pupils who may be more at risk than their classmates. Individual procedures may be required. The employer is responsible for making sure that relevant staff know about and are, if necessary, trained to provide any additional support these pupils may need.

The Children and Families Act 2014, from September 2014, places a duty on schools to make arrangements for children with medical conditions. Pupils with special medical needs have the same right of admission to school as other children and cannot be refused admission or excluded from school on medical grounds alone. However, teachers and other school staff in charge of pupils have a common law duty to act in loco parentis and may need to take swift action in an emergency. This duty also extends to teachers leading activities taking place off the school site. This could extend to a need to administer medicine.

The prime responsibility for a child's health lies with the parent who is responsible for the child's medication and should supply the school with information. The school takes advice and guidance from the DFE 'Supporting Pupils at School with Medical Conditions' April 2014.

Aims:

- Pupils at school with medical conditions should be properly supported so that they can have full access to education, including school trips and physical education.
- To have arrangements in place which support these pupils and are reviewed regularly.
- To maintain effective partnerships with health and social care professionals, pupils and parents/carers to ensure that the needs of children with medical conditions are fully met.

Key Principles:

- Cranford Park Academy has a responsibility to ensure that sufficient staff are suitably trained. The Welfare Team is:

Mrs Paula Gandy – Welfare Assistant
Mrs Dorina Pepa – Welfare Assistant

- The Academy has 21 staff trained in first aid. Additional adults are also trained in how to administer Buccal Midazolam for identified epileptic children and Insulin for identified diabetic children. These are usually members of SLT, Welfare team, the Class Teacher and LSA. (See appendix 1 for complete list of first aiders).
- The Principal maintains overall responsibility for policy implementation at Cranford Park Academy.

- Cranford Park Academy will make explicit in this policy what practice is unacceptable.
- We will uphold a commitment that all relevant staff will be made aware of the
- pupil's medical condition/needs.
- We will ensure that cover arrangements are made in case of staff absence or staff turnover to ensure that someone suitable is always available.
- We will undertake risk assessments for school visits, holidays and other school activities outside of the normal timetable.
- We will monitor, review and implement pupil's individual healthcare plans with the support of the relevant healthcare professionals.

Roles and Responsibilities:

School Staff:

The Principal, in consultation with the governing body, staff, parents/carers, health professionals will decide how our school can assist a child with medical needs. The staff are responsible for:

- Implementing the policy on a daily basis,
- Ensuring that the procedures are understood and implemented,
- Making sure that there is effective communication with parents/carers, pupils, staff and all relevant health professionals concerning pupils' health needs,
- Determining if medication is to be administered in school, and by whom, following consultation with staff. Ensuring that all members of staff are aware of the school's planned emergency procedures in the event of medical needs,
- Keeping medication in a secure place, out of the reach of pupils, and keeping a record of all medication administered.
- Staff, including supply staff, will be informed of any pupil's medical needs where this is relevant and of any changes to their needs as and when they might arise. All staff, parents and pupils will be informed of the designated person with responsibility for medical care.

All medicine will normally be administered during breaks and lunchtimes. If, for medical reasons, medicine has to be taken during the day, arrangements will be made for the medicine to be administered at other pre-arranged times. Pupils will be told where their medication is kept and who will administer it. All medicines should be brought in via the Welfare room. Children should not bring any medicines in themselves. Inhalers and Epipens are stored in the class medical box and canteen medicine cupboard. All other medicines will be stored in the Welfare room medicine cupboard or fridge. In the absence of the Welfare team another adult should administer the medication. In the case of Buccolam, this medicine is stored in the white medicine cupboard in the Welfare room and, if 2 supplied, on top of the medicine cupboard in the canteen in named boxes.

Any member of staff giving medicine to a pupil should check on each occasion:

- Name of pupil.
- Written instructions provided by the parents/carers or doctor.
- Prescribed dose.
- Expiry date of the medication and of the request to administer it.

The administration of medication to children remains the responsibility of the parent or those with parental responsibility.

If in doubt about any procedure, staff should not administer the medicines but check with the parents or a health professional before taking further action. If staff have any other concerns related to administering medicine to a particular child, the issue should be discussed with the parent, if appropriate, or with a health professional attached to the school or to the pupil.

Staff must also initial and enter the time in the relevant box on the 'Request for the School to Give Medication' form (see appendix 2) each time they give medicine to a child. Forms are kept in the yellow folder in the filing cabinet in the Welfare room.

If the circumstances require an intimate or invasive treatment then this will only take place at the discretion of the Principal and Governors, with written permission from the parents/carers and only under exceptional circumstances. Two adults, one of the same gender as the child, must be present for the administration of such treatment and should have been given the necessary training from the healthcare professionals. Cases will be agreed and reviewed on an annual basis. All such treatments will be recorded.

School staff involved in the administration of medicines will receive training and advice from health professionals. Training for all staff will be offered on a range of medical needs, including any resultant learning needs as and when appropriate.

School staff will undertake a risk assessment to ensure the safety of all participants in educational visits and to enable, as far as possible, all pupils to have access to all activities and areas of school life. No decision about a child with medical needs attending/ not attending a school visit will be taken without prior consultation with parents/carers. The same will apply for residential visits and sufficient essential medicines and appropriate health care plans will be taken and controlled by the member of staff supervising the visit. If additional supervision is required for activities, e.g. - swimming, the assistance of the parent/carer may be requested.

Parents/Carers:

Parents/carers should keep their children at home if they are acutely unwell or infectious. At Cranford Park Academy we expect parents/carers to administer medication to their children at home if at all possible. No medication will be administered without prior written permission from the parents/carers including written medical authority if the medicine needs to be altered (e.g. - crushing of tablets). A 'Request for the School to Give Medication' form must be completed (see appendix 2).

The medication must be in a secure and labelled container as originally dispensed. Cranford Park Academy will not accept any medication that has not been prescribed with the **exception of Paracetamol for pain relief** (e.g. period pains or recovery from injury) as this is not generally prescribed by GP's any more. Items of medication in non-labelled containers or that have not been prescribed will be returned to the parent.

It is the parent's responsibility to renew the medication when supplies are running low and to ensure that medication supplied is within its expiry date.

It is the responsibility of parents/carers to:

- Inform the school of their child's medical needs,
- Provide any medication in a container clearly labelled with the following:
 - The child's name.
 - Name of medicine.
 - Dose and frequency of medication.
 - Any special storage arrangements.
- Collect and dispose of any medications held in school at the end of each term,
- Ensure that medicines have NOT passed the expiry date, and
- Dispose of any medicines that have expired,

At the start of each school year, parents/carers should give the following information about their child's long-term medical needs.

The information must be updated as and when required and at least annually.

- Details of pupil's medical needs,
- Medication including any side effects,
- Allergies,
- Name of GP/consultants,
- Special requirements, e.g. - dietary needs, pre-activity precautions,
- What to do and who to contact in an emergency, and
- Cultural and religious views regarding medical care.

Pupils:

Pupils 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 should they have one. Pupils who are competent to manage their own health needs and medicines will be supported in doing so by the school following discussion and agreement between parents/carers, healthcare professionals and school staff. This will be monitored and supervised by the school's named person who has overall responsibility for administration of medicines in school. If a child refuses to take medicine or carry out a necessary procedure, staff will not force them to do so. Parents/carers will be informed so that alternative options can be considered.

Managing Medicines on School Premises:

Medication should only be taken to school when absolutely essential (see appendix 3 – Quick Guide for Parents). Allowing pupils to have medicine in school will minimise the time they need to be off school, but medicines should only be brought in when it would be detrimental to a child's health if the medicine were not administered during the school day.

At Cranford Park Academy, we ask that parents/carers request, where possible, that medication is prescribed in dose frequencies which enable it to be taken outside school hours. For example, medicines that need to be taken three times a day could be taken in the morning, after school hours and at bedtime.

Under the Management of Health and Safety at Work Regulations 1999 covering the administration of medicines no child under 16 will be given medicines without their parent's written consent so any parent wishing their child to have medication administered must complete the form 'Request for the School to Give Medication' (see appendix 2).

Children with medical needs have the same rights of admission to school as other children, and cannot generally be excluded from school for medical reasons. Occasionally though a pupil's presence on the school site represents a serious risk to the health or safety of other pupils, or school staff, and the Principal may send the pupil home that day after consultation with the parents. This is not an exclusion and may only be done for medical reasons.

Disposal of Medicines:

School staff should not dispose of medicines. Medicines which are in use and in date, should be collected by the parent at the end of each term. Parents are responsible for disposal of medicines which have expired. Expired medicines will be returned to the parent/guardian for them to dispose of.

Carrying and Storage of Medicines:

For safety reasons, pupils are not allowed to carry medication themselves in school. Medicines must be handed into the Welfare room or Reception on entry to the school premises where it will be handed over to the Welfare Team and logged onto the school's file. The Medicines Act, 1968 places restrictions on dealing with medicinal products, including their administration. In the case of prescription only medicines, anyone administering such a medicinal product by injection must be an appropriate medical practitioner e.g. a doctor.

There are exceptions for the administration of certain prescription only medicines in emergencies (in order to save a life). An example of this exception is the administration of an adrenalin auto-injector (e.g. Epipen) where a child is suffering from anaphylactic shock or the administration of Buccal Midazolam, where a child has had a seizure for more than 5 minutes. Several staff across the school have been trained to administer Buccal Midazolam and all staff are asked to attend training to administer auto-injectors. All training is reviewed annually.

Unacceptable Practice:

Although school staff should use their discretion and judge each case, it is not generally 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 parent
- 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 lunchtime;
- If the child becomes ill, send them to the Welfare Room/First Aid room unaccompanied or with someone unsuitable;
- Penalise children for their attendance record if their absences are related to their medical condition e.g. - hospital appointments;
- Prevent pupils from drinking, eating or taking toilet or other 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 to provide medical support to their child, including with toileting issues. No parent should have to give up working because the school is failing to support their child's medical needs;
- Prevent children from participating, or create unnecessary barriers to children participating in any aspect of school life, including school trips, e.g. – by requiring the parent to accompany the child.

Complaints:

Should parents/carers or pupils be dissatisfied with the support provided by Cranford Park Academy, they should discuss their concerns directly with the school. If for whatever reason this does not resolve the issue, they may make a formal complaint via our school's Complaints Procedure.

Other Relevant Documents:

Complaints Procedure

Intimate Care Policy

First Aid Policy

Off Site Activities Policy

Health and Safety Policy

Critical Incident Policy

Appendix One – List of Qualified First Aiders & Medical support staff

First Aid at Work and Paediatric

Paula Gandy

Dorina Pepa

Lorna Mitchell

Rob Walter

Hafsa Ahmed

Kerry Newall

Rajni Sharma (Nursery)

Eloise Warner

Jodie Keene

Ted Sanders

Elena Jerome

Lewis Cole (All Be Active coaches are all first aid trained.)

Kaisha Griffith (Nursery)

Basic Life Support

Suzanne Harvey

Jorgia Scarrott

Shaida Rahman

Stewart Matthews

Claire Nesbitt

Wassila Mezrit

Jade O'Brien

Khy Bediako

Diabetes support trained:

Paula Gandy

Dorina Pepa

Lorna Mitchell

Lewis Cole (Be Active coach)

James O'Donovan (Be Active coach)

Ted Sanders

Appendix Two

Day	Mon	Tues	Wed	Thur	Fri	Mon	Tue	Wed	Thur	Fri
Time Given:										
Initials:										

REQUEST FOR THE SCHOOL TO GIVE MEDICATION

The school is unable to give medication to your child without prior consent. Please complete and sign this form which will enable the school to administer medication.

We can only give medicines that have been prescribed by your doctor, in its original container and clearly labelled indicating contents, dosage and child's full name.

Child's Name Class

Condition or illness

Name / type of medication

Dosage.....

Time(s) to be administered

For how long is the medication to be continued?
 (Please collect the medication from the school when it is no longer to be given)

Please give any other information that the school needs to know (for example, possible side effects)

I understand that I must deliver the medicine personally to Welfare at the school and accept that this is a service which the school is not obliged to undertake.

Signed Date

Relationship to child

Appendix Three

Does Your Child Need Medicine in School?

