



Medical Conditions Policy

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Staff member responsible:	Hannah Lewis
Role:	Head of Boarding
Revised On:	Sept 2026
Ratified by governing board:	
Review Due:	Sept 2027

Rationale

This policy should be read in conjunction with the:

- Allergy and Anaphylaxis Policy

- First Aid Policy
- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Special Educational Needs and Disability (SEND) Policy
- Educational Visits Policy
- Staff Code of Conduct

Frewen College is an inclusive community that aims to support and welcome pupils with medical conditions, including pupils with allergies and those at risk of anaphylaxis, whose needs are managed in accordance with the school's Allergy and Anaphylaxis Policy.

The school seeks:

- To ensure that issues relating to a pupil's medical condition are treated sympathetically and, where appropriate, confidentially.
- To comply with its common law duty to act as any reasonable prudent parent, guardian or carer would, to make sure that pupils are healthy and safe on school premises. This may, in exceptional circumstances, extend to administering medicine and/or taking action in an emergency. This duty also extends to teachers leading activities taking place off the school site, such as educational visits, school outings or field trips.

This school is an inclusive community that aims to support and welcome pupils with medical conditions. Frewen College understands that it has a responsibility to make the school welcoming and supportive to pupils with medical conditions who currently attend and to those who may enrol in the future. It aims to provide all children with medical conditions the same opportunities as others at school.

Definition of Medical Conditions

Pupils' medical needs may be broadly summarised as being two types:

- Short-term, affecting their participation in the school's activities because they are on a course of medication.
- Long-term, potentially limiting their access to education and requiring extra care and support.

Most pupils at some time have a medical condition which could affect their participation in school activities. Pupils with medical conditions are encouraged to take control of their condition and to feel confident in the support they receive from the school to help them do this.

We aim to include all pupils with medical conditions in all school activities wherever possible. Parents of pupils with medical conditions should feel secure in the care their children receive at this school, as the school ensures staff understand their duty of care and are confident in knowing what to do in an emergency.

Frewen College recognises that certain medical conditions are serious and can be potentially life-threatening if ill-managed or misunderstood.

Allergies and Anaphylaxis

Frewen College recognises that allergies, including severe allergies which may result in anaphylaxis, are significant medical conditions requiring effective identification, management and emergency response arrangements.

The school maintains a separate **Allergy and Anaphylaxis Policy**, which sets out:

- Procedures for identifying and supporting pupils with allergies.
- The use of Individual Healthcare Plans and Allergy Action Plans.
- Staff responsibilities and training requirements.
- Arrangements for the storage and use of Adrenaline Auto Injectors (AAIs).
- Emergency response procedures.
- Management of allergens within the school environment.
- Educational visits and off-site activities.
- Procedures for communication with parents and healthcare professionals.

All staff are expected to be familiar with and follow the procedures outlined within the Allergy and Anaphylaxis Policy.

Consultation and Policy Development

This school's medical conditions policy has been developed in consultation with a wide range of stakeholders, including:

- Pupils with medical conditions.
- Parents and carers.
- Welfare and pastoral staff.
- The Headmaster.
- Teaching and support staff.
- First aid-trained staff.
- Relevant healthcare professionals.

Staff Awareness and Emergency Response

All staff at this school are aware of the most common serious medical conditions and understand their duty of care to pupils in an emergency.

All staff who work with pupils receive appropriate training and know what to do in an emergency for the pupils in their care who have medical conditions.

Training is refreshed at least annually and includes:

- Awareness of significant medical conditions.
- Emergency response procedures.
- Use of Individual Healthcare Plans.
- Where appropriate, allergy and anaphylaxis awareness in accordance with the school's Allergy and Anaphylaxis Policy.

Action for staff to take in an emergency is displayed in key staff areas.

Healthcare Plans are used to inform appropriate staff, including supply staff, of pupils who may require emergency assistance.

Procedures are in place so that relevant healthcare information accompanies the pupil to hospital or is communicated to medical professionals as soon as possible.

General Medical Emergencies

All staff know what action to take in the event of a medical emergency. This includes:

- Contacting emergency services.
- Providing accurate information.
- Informing relevant school staff.
- Following healthcare plans where applicable.

If a pupil requires hospital treatment, a member of staff will accompany them and remain with them until a parent or carer arrives where possible.

Administration of Medication

See the school's Administration of Medication procedures.

Storage of Medication

Safe Storage - Emergency Medication

- Emergency medication is readily available to pupils who require it at all times during the school day and during off-site activities.
- Most pupils who are deemed competent may carry their emergency medication themselves.
- Pupils whose healthcare professionals and parents advise that they should not self-manage will know exactly where their medication is kept.
- Pupils are not permitted to carry medication unless specifically authorised through a healthcare plan.

Arrangements relating to Adrenaline Auto Injectors (AAIs), including pupil-carried devices, spare school AAIs, storage, monitoring and emergency use, are detailed within the school's Allergy and Anaphylaxis Policy.

Safe Storage - Non-Emergency Medication

- All non-emergency medication is kept securely.
- Pupils know how to access medication when required.
- Staff ensure medication is only accessible to those for whom it is prescribed.

General Storage Arrangements

The school will ensure:

- Appropriate secure storage.
- Controlled drugs are locked away with controlled access.
- Expiry dates are checked regularly.
- Medication is clearly labelled.
- Medication is stored in line with manufacturers' instructions.
- Refrigerated medicines are stored safely.
- Medicines no longer required are returned to parents for disposal wherever possible.

Record Keeping

Enrolment Forms

Parents are asked to provide information regarding medical conditions when their child joins the school and to notify the school of any changes.

Individual Healthcare Plans

The school uses Individual Healthcare Plans (IHPs) to record:

- Medical conditions.
- Symptoms and triggers.
- Medication requirements.
- Treatments and interventions.
- Emergency procedures.

These plans are reviewed annually as a minimum and more frequently where circumstances require.

Where a pupil has a diagnosed allergy, the Individual Healthcare Plan may be accompanied by an Allergy Action Plan in accordance with the school's Allergy and Anaphylaxis Policy and the recommendations of the pupil's healthcare professional.

Healthcare Plans are completed collaboratively between:

- Parents and carers.
- The pupil where appropriate.
- Healthcare professionals.
- Relevant school staff.

Medical Conditions Register

Healthcare Plans are used to inform a central register of pupils with medical needs.

A designated member of staff is responsible for maintaining the register and following up missing or unclear information.

Storage and Access

Healthcare Plans are stored securely and made available only to those staff who need the information to support pupils safely and effectively.

Consent to Administer Medication

Parental consent is obtained where medication may be required during the school day.

Medicines will only be accepted if they are:

- Prescribed where appropriate.
- In date.

- Clearly labelled.
- Supplied in the original pharmacy container with administration instructions.

The exception is insulin, which is often supplied in pens or pumps rather than original packaging.

If a pupil refuses medication or treatment, staff will not force compliance but will inform parents so that alternative arrangements can be discussed.

Medication Records

The school keeps accurate records whenever medication is administered or supervised.

Records include:

- Name of pupil.
- Medication administered.
- Dosage.
- Date and time.
- Name of supervising staff member.

Where medication is refused, this is also recorded and parents are informed.

Inclusion and Participation

Frewen College is committed to ensuring that pupils with medical conditions participate fully in all aspects of school life.

This includes:

- Educational activities.
- Sporting activities.
- School visits.
- Residential experiences.
- Social opportunities.

Reasonable adjustments will be made wherever necessary.

Education, Sport and Educational Visits

Staff will:

- Make appropriate adjustments to activities.
- Ensure medication is available where required.
- Consider medical needs during risk assessments.
- Consult healthcare plans when planning activities.

Medical conditions are considered when undertaking risk assessments for all educational visits.

Roles and Responsibilities

Trustees

Trustees are responsible for:

- Ensuring health and safety obligations are met.
- Ensuring policies and risk assessments reflect medical needs.
- Monitoring the effectiveness of this policy.
- Reviewing and updating policy arrangements.

Headmaster

The Headmaster is responsible for:

- Ensuring compliance with national guidance.
- Ensuring the school is inclusive and supportive.
- Coordinating effective information sharing.
- Maintaining confidentiality.
- Arranging staff training.
- Ensuring supply staff are appropriately informed.
- Maintaining a medical conditions register.
- Monitoring and reviewing the policy annually.
- Ensuring effective implementation and monitoring of the school's Allergy and Anaphylaxis Policy and appropriate coordination between the two policies.

All School Staff

All staff are responsible for:

- Understanding this policy.
- Being aware of pupils with medical conditions.
- Knowing how to respond in an emergency.
- Following Individual Healthcare Plans.
- Allowing access to emergency medication.
- Communicating appropriately with parents.
- Supporting inclusion and participation.
- Being aware of pupils with diagnosed allergies and following the procedures outlined within the school's Allergy and Anaphylaxis Policy, including emergency response arrangements where applicable.

Teaching Staff

Teaching staff are responsible for:

- Supporting pupils to catch up on missed learning.
- Making reasonable adjustments where required.
- Liaising with parents and professionals where concerns arise.
- Raising awareness of health and wellbeing through the curriculum where appropriate.

Head of Boarding

The Head of Boarding is responsible for:

- Supporting implementation of this policy.
- Supporting staff training.
- Identifying pupils with medical conditions.
- Ensuring boarding arrangements appropriately meet medical needs.
- Supporting examination access arrangements where required.

First Aiders

First aiders are responsible for:

- Providing immediate assistance.
- Responding appropriately to medical emergencies.

- Calling professional medical help where required.

Pupils

Pupils are expected to:

- Treat others respectfully.
- Inform staff when they feel unwell.
- Use medication responsibly.
- Seek help in an emergency.
- Follow their healthcare plan where appropriate.

Parents and Carers

Parents are responsible for:

- Informing the school of medical conditions.
- Keeping healthcare information up to date.
- Providing medication where required.
- Ensuring medication remains in date.
- Informing the school of changes in medical status.
- Attending reviews where appropriate.

Unacceptable Practice

It is not generally acceptable practice to:

- Prevent pupils from accessing prescribed medication.
- Assume that all pupils with the same condition require identical treatment.
- Ignore the views of pupils, parents or healthcare professionals.
- Exclude pupils unnecessarily from activities.
- Send an unwell pupil unaccompanied for medical assistance.
- Penalise attendance linked to legitimate medical appointments.
- Prevent pupils from managing their condition through eating, drinking, toileting or medication.
- Require parents to attend school routinely to administer medication.
- Create unnecessary barriers to educational visits and extracurricular activities.

Complaints

Any concerns regarding support provided for pupils with medical conditions should initially be raised with the school. If unresolved, concerns may be pursued through the school's Complaints Procedure.

Legal Status

This policy supports compliance with:

- The Children and Families Act 2014.
- Supporting Pupils at School with Medical Conditions statutory guidance.
- Part 3, Paragraph 14 of the Education (Independent School Standards) (England) Regulations.
- Relevant Equality Act 2010 duties.

This policy should be read alongside the school's **Allergy and Anaphylaxis Policy**, which supports compliance with statutory guidance relating to supporting children and young people with medical conditions and allergies.