



# **MEDICAL CONDITIONS POLICY**

November 2014

## **Context**

Ian Mikardo High School is an inclusive community where all the students have Social, Emotional and Behavioural Difficulties and a range of further complex needs. Many of our students have on-going medical conditions; these include conditions such as epilepsy and serious skin conditions but in most cases they relate to mental health. For the purpose of this policy, medical conditions should be understood to include mental health conditions.

It is central to our ethos every student is welcomed and supported to:

- Be healthy
- Stay safe
- Enjoy school life and fulfil their potential
- Develop the skills that will enable them to progress to fulfilling and independent adult lives.

We welcome and support children who have medical conditions. We understand that some medical conditions are serious and potentially life threatening, particularly if poorly managed or misunderstood, and we recognise the importance of children with medical conditions taking medication as directed by health care professionals.

We offer all the students on roll access to the full curriculum and to other opportunities available within and outside the school. We take great care to ensure that staff are equipped with the training, knowledge and resources they need to ensure that students with medical conditions can be comprehensively supported on and off site.

## **The school's Welfare team**

The person responsible for this policy and for ensuring that it is implemented is Julie Pierzchniak, Deputy Head Teacher, Health, Family and Well-being, and Head of the school's Welfare team. Students' medical issues are thought about in the school every day, and discussed at weekly case management meetings. The school responds immediately to urgent concerns about medical matters and works with relevant healthcare professionals to ensure that the medical needs of each student are met.

The Welfare team has been involved in drawing up this policy, which is available to parents and other key stakeholders on the school's website.

## **Students**

Prior to new students joining the school, they are assessed by one of the school's psychotherapists, and a member of the teaching staff. In the course of this assessment, information is gathered from each student's previous school, and from parents or carers, about medical conditions and medical needs. This enables the school to ensure that staff are trained to respond to each new student's healthcare needs when he or she arrives at the school. Staff training relating to medical conditions is ongoing, as is appropriate. No student is ever denied admission or prevented from taking a place at the school because arrangements for their medical conditions have not been made.

- Each student who has a medical condition has an individual health care plan, which explains how best to manage their condition and their requirements in an emergency.
- The school ensures that if appropriate, students with medical conditions have medication, equipment and food with them during physical activity, and ensures that they are able to participate fully in all aspects of the curriculum. Extra support is provided if necessary.
- The school recognises that a medical condition can prevent engagement with learning and does not penalise students for absence that relates to a medical condition.
- Risk assessments are carried out before offsite visits, including work experience. The needs of students with medical conditions are considered during this process and, if appropriate, plans are put in place for any additional medication, equipment or support that may be required.
- We recognise that it is in each student's interests to become independent and encourage those who are sufficiently mature to be trained to manage their own treatment where this is appropriate. An example of this is EpiPen training.

### **Parents/carers**

Ian Mikardo listens to parents, and to students, with regard to managing students' medical conditions, and facilitates requests for students to take medication in school or to attend medical appointments in school time. When appropriate, the school seeks parental permission to provide on-going medical care in school.

We are mindful that many parents have serious health issues of their own, and that some of our students do not receive the medical care they need at home. We work actively with parents to ensure that they understand and meet their children's medical needs. Parents are asked to inform the school immediately of changes to their child's medical needs.

We enable students to take medication in school, as appropriate for each child, we facilitate regular treatment such as caring for a skin condition, and we support students in attending health care appointments. The Parental Engagement Officer is central to this process, which is further supported by the School Nurse.

### **Staff**

When a new student who has a diagnosed medical condition arrives, staff are trained to ensure that they are knowledgeable about the condition and its management and treatment, and understand if a condition can adversely affect a child's quality of life and their ability to learn.

- All staff understand their duty of care to students and are trained in how best to support a child with a medical condition in the event of an emergency. This may involve immediate referral to a member of staff who has first aid training. Staff recognise that each student is an individual and that children with the same or similar medical conditions may not have the same needs.

- Some staff have first aid training, and have further specific training related to specific medical conditions, such as allergic reactions and the use of an EpiPen. In the event of a student who carries an EpiPen going on an offsite activity, including overnight stays, a member of staff who is EpiPen trained will accompany him. First aid training is updated as is appropriate.
- If a student needs to attend hospital, a member of staff will accompany him and stay with him for as long as is appropriate.
- Staff are aware of common triggers that can make the medical conditions of individual students worse, or bring on an emergency, and actively work towards reducing risk through regular risk assessments. The small number of students on roll facilitates this ongoing work and staff are made aware of triggers as they are identified through daily briefing and debriefing sessions.
- Medical emergencies are evaluated as standard practice with a view to improving practice and procedures.
- Staff are trained to recognise when a parent is playing down a medical condition, or failing to meet a child's medical needs. This vigilance informs practice; the priority is to ensure that each student receives any medical care they need.

### **Guidance on medical care within school**

The school has clear guidance on providing care and support for medical conditions and administering prescribed medication at school. A record is kept of all drug administration, and procedure ensures that medication cannot be overused by students. The school has clear guidance about the storage of medication and healthcare equipment on site, and students know how to access it via a member of staff.

Prescribed medication is stored securely and accessed by student names and trained staff. The school requires prescribed medication supplied via parents to be in date, labelled and kept in its original container. If needles and sharps are required, they are securely stored at school, and collected and disposed of in line with local policies.

All medication brought into school, whether prescribed or over the counter, is checked by the School Nurse who will ensure it meets guidelines for medication that can be used in schools. Painkillers other than Paracetamol and Ibuprofen, any creams/medicines containing steroids (some eczema creams and brown inhalers) and certain antibiotics are not recommended for use in schools.

See our Drug Education, Drug Incident and Medication policy.

The school understands the importance of medication being taken and care received as detailed in student's health care plans. Several members of staff are trained to administer medication and meet the health care needs individual students, ensuring that the level of care can be maintained in the event of staff absence.

The school seeks permission from parents annually with regard to the administration of over the counter and prescribed medication.

## **Compliance**

This policy meets the requirements of the Children and Families Act, and the Equality Act relating to children with disabilities. Further advice on our anti discrimination practice is given in our Equality Information and Objectives.

This policy will be reviewed and revised in line with statutory obligations.