

Supporting Pupils with Medical Conditions Policy

Statement of intent

The governing board of BEYA has a duty to ensure arrangements are in place to support children with medical conditions. The aim of this policy is to ensure that all children with medical conditions, in relation to both physical and mental health, are supported so they can take a full and active role in nursery school life, remain safe and well, and achieve their full potential.

We are committed to inclusive practice and recognise that some children may require reasonable adjustments under the Equality Act 2010. These adjustments are planned in partnership with families and relevant professionals, ensuring children are not disadvantaged in any aspect of nursery life.

We aim to ensure that parents and carers feel confident that their child's medical needs will be understood and appropriately supported, and that children feel safe, included and cared for within the setting.

Some children with medical conditions may also have Special Educational Needs and Disabilities (SEND). Where this is the case, this policy should be read alongside the SEND Code of Practice (2015) and the nursery SEND Policy.

We work in close partnership with parents/carers and relevant health and social care professionals to ensure care is safe, consistent and responsive to individual needs.

Legal framework

This policy has due regard to:

- Children and Families Act 2014
- SEND Code of Practice (2015)
- Supporting pupils at school with medical conditions (DfE)
- Equality Act 2010
- UKHSA and local health protection guidance

This policy links to:

- SEND Policy
- Safeguarding Policy
- Health and Safety Policy
- Complaints Policy
- Intimate Care Policy
- Code of Conduct

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Roles and responsibilities

Governing board:

- Statutory duties relating to medical conditions are met
- Children are not disadvantaged due to medical needs
- Reasonable adjustments are made in line with the Equality Act 2010
- Staff are appropriately trained and supported
- Effective systems are in place for Individual Healthcare Plans (IHPs)
- The policy is monitored and reviewed regularly

Headteacher / Senior Leadership Team:

- Effective implementation of this policy
- Staff understand and follow procedures
- Appropriate training is in place
- IHPs are developed, implemented and reviewed
- Risk assessments are completed where required
- Liaison with families and professionals takes place when needed

Parents and carers:

- Inform the nursery of any medical conditions
- Provide accurate and up-to-date medical information
- Contribute to and review IHPs
- Provide consent for medication administration
- Ensure emergency contact details are current

Children:

Where developmentally appropriate, children are supported to share their views about their health needs and care.

Staff:

- Support children with medical needs in line with training and IHPs
- Are not required to administer medication unless trained and agreed
- Respond appropriately in emergencies
- Support inclusion in all activities, including outings

All staff are covered by employer indemnity when acting within policy and training.

External agencies and health services

We work in partnership with a range of services to support children's medical needs, including:

- Health Visitors
- GPs and Paediatricians
- Speech and Language Therapists
- Physiotherapists and Occupational Therapists
- Educational Psychologists

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- Local Authority SEND and health teams
- UKHSA and local health protection teams

Referrals and information sharing take place with parental consent, unless there is a safeguarding concern.

Individual Healthcare Plans (IHPs)

Where a child has a medical condition requiring support, an Individual Healthcare Plan (IHP) will be developed in partnership with parents/carers and relevant professionals. Where appropriate, children are involved in a developmentally appropriate way.

IHPs include:

- Medical condition, symptoms and triggers
- Medication and dosage
- Support required in nursery
- Emergency procedures
- Arrangements for outings and activities
- Named emergency contacts

IHPs are:

- Signed by parents/carers and a member of the leadership team
- Reviewed at least annually or sooner if needs change
- Stored securely and shared on a strict need-to-know basis in line with GDPR

Managing medicines

- Medicines are only administered with written parental consent
- Medicines must be in original packaging with clear instructions
- Medicines are stored securely but remain accessible in emergencies
- Records are kept of all medicines administered
- Parents/carers are informed when medication is given

Paracetamol (e.g. Calpol) is only administered with prior written consent and after confirming timing of previous doses with parents/carers.

Controlled drugs are stored securely and administered only by trained staff in line with prescription instructions.

Emergency procedures

In a medical emergency, staff will call **999 immediately** and follow emergency guidance.

Where an IHP is in place, staff will follow agreed procedures. A member of staff will remain with the child until the parent/carer or emergency services take over care.

Adrenaline auto-injectors (AAI)

Where prescribed:

- AAI's are stored safely and accessibly
- Staff receive appropriate training
- Emergency services are contacted immediately after use
- Parents/carers are informed as soon as possible

Used devices are disposed of safely and are never reused.

Infection control and short-term illness

The nursery follows UKHSA guidance regarding infection prevention and exclusion periods for infectious illnesses. Children will not attend nursery when it is not safe for them or others, and parents/carers will be supported with clear guidance on return to nursery.

Children with short-term medical needs (such as recovery from illness or minor injury) will be supported where it is safe and appropriate to do so, in partnership with families.

Intimate care and medical needs

Where medical needs involve intimate care, this will be carried out in line with the nursery's Intimate Care Policy. Privacy, dignity and safeguarding will always be prioritised, and care will be agreed with parents/carers.

Admissions

No child will be refused admission to the nursery school on the basis of a medical condition alone.

Where a child's attendance may present risk, decisions will be made through individual risk assessment, in line with:

- Public health guidance
- Safeguarding requirements
- The Equality Act 2010 duty to make reasonable adjustments

Equality and inclusion

The nursery is committed to inclusive practice. Reasonable adjustments will be made to ensure that children with medical conditions are not disadvantaged and can fully access all aspects of nursery life.

Training and support

Staff receive ongoing training appropriate to children's needs, including:

- First aid
- Safeguarding
- Medication administration
- Medical condition awareness
- Emergency procedures
- Condition-specific training where required

Training is regularly updated, recorded, and monitored.

Record keeping

The nursery maintains secure records of:

- Medical conditions and IHPs
- Medication administered
- Emergency incidents

Records are retained in line with data protection and retention policies and are available for audit where required.

Confidentiality and information sharing

Information is shared on a strict need-to-know basis to ensure safety. All medical information is handled in line with GDPR and safeguarding requirements and shared only with parental consent unless there is a safeguarding concern.

Complaints

We aim to resolve concerns quickly and in partnership with families.

- Concerns should be raised initially with the nursery
- If unresolved, the Complaints Policy should be followed
- The governing board oversees formal complaints where required

Policy review

This policy is reviewed annually by the Senior Leadership Team and governing board, or sooner if required due to changes in legislation or guidance.