



Sidcot
Live Adventurously

Supporting Students with Medical Conditions and Disabilities

Policy Number: 4.2

Date: September 2026

Table of Contents

1	<u>Introduction</u>	3
2	<u>Aims</u>	3
3	3	
4	<u>Scope</u>	3
5	<u>Admissions</u>	4
6	<u>Parents</u>	4
7	<u>Absence from School</u>	5
8	<u>Individual Healthcare Plans</u>	5
9	<u>Confidentiality</u>	7
10	<u>Intimate or Invasive Treatment</u>	7
11	<u>Staff Training</u>	8
12	<u>Offsite Activities: Sports fixtures, Day and Overnight Educational Visits & Excursions</u>	8
13	<u>Unacceptable Practice</u>	9
14	<u>Liability and Indemnity</u>	9
15	<u>Complaints</u>	9
16	<u>Review</u>	9
17	<u>References</u>	9
18	<u>Supporting Polices</u>	10
Appendix A	<u>Sample Individual Healthcare Plan</u>	11

1. Introduction

Sidcot School recognises its duty to ensure that all students with medical conditions and disabilities are properly supported so they can access education, including school trips and physical education, and play a full part in school life.

This policy reflects the school's obligations under:

- The Equality Act 2010
- The Children and Families Act 2014
- Supporting pupils at school with medical conditions (DfE, December 2015 – statutory guidance)
- SEND Code of Practice (2015)
- Keeping Children Safe in Education (latest edition)
- Independent School Standards Regulations (current)
-

2. Aims

Sidcot School is committed to supporting all students with medical conditions and disabilities so that, as far as is reasonably practicable, they have full access to all aspects of school life. This includes the curriculum, physical education, educational visits, co-curricular activities, boarding, and wider school opportunities, thereby promoting inclusion and social integration.

The School will fulfil its duties under the Equality Act 2010 by ensuring that students are not subject to discrimination and that reasonable adjustments are made to meet individual needs. In doing so, the School promotes equality of opportunity, ensuring that all students are able to participate fully and achieve their academic and personal potential.

The School seeks to respond promptly, sensitively and appropriately to the needs of students with medical conditions or disabilities. This includes working in close partnership with parents, educational guardians, healthcare professionals and, where appropriate, the students themselves, to develop and implement effective Individual Healthcare Plans that reflect each student's needs.

In order to ensure safe and effective support, all staff involved in the care of students with medical conditions will be appropriately informed, trained and supported. The School will ensure that robust arrangements are in place for the induction and training of new and temporary staff.

The School is committed to maintaining accurate and up-to-date records, monitoring provision and reviewing practice regularly to ensure high standards of care. Through these measures, the School aims to promote the health, wellbeing and safety of all students.

4. Scope

This policy applies to all students at Sidcot School, including those in the Early Years Foundation Stage, Junior School, Senior School and Sixth Form, as well as those in boarding provision. It also

applies to all staff, agency staff, volunteers and any other individuals working with or supporting students, whether on site or during off-site activities.

The policy covers the support of students with a wide range of medical conditions, including both short-term and long-term needs. This includes chronic and complex conditions such as asthma, diabetes and epilepsy, as well as temporary medical needs that may affect a student's ability to participate fully in school life.

It also includes students who are considered to have a disability under the definition set out in the Equality Act 2010. Where a student has a disability, the School will meet its duty to make reasonable adjustments and ensure that the student is not placed at a substantial disadvantage compared with their peers.

Some students with medical conditions may also have special educational needs or disabilities (SEND). Where this is the case, the School will ensure that provision is coordinated and aligned with the SEND Code of Practice and relevant school policies, so that support is holistic, consistent and responsive to individual needs.

This policy applies whenever and wherever the School is responsible for students, including during lessons, co-curricular activities, educational visits, sporting fixtures and boarding provision.

4.4 The Term Medical conditions includes all chronic health conditions including, but not limited to Diabetes, Epilepsy, and Cystic Fibrosis (for Asthma see Asthma Policy 4.3, for Anaphylaxis see medical policy 4.1)

4.5 Disabilities For the purposes of this policy, the term disability is defined in accordance with the Equality Act 2010 and includes physical or mental impairments which have a substantial and long-term adverse effect on a student's ability to carry out normal day-to-day activities, whether arising from birth, illness or injury.

This policy applies wherever the School is responsible for students, including when staff or volunteers are supervising or supporting students off-site, such as during educational visits, sporting activities or other off-site provision.

In this policy, the term "parent" refers to all those who have parental responsibility for a student. The term "guardian" refers to an educational guardian where applicable. The terms "child", "children" and "student" are used interchangeably to refer to all those in the School's care.

This policy is published on the School website and is available in hard copy upon request. The School will make the policy available in alternative formats where required to ensure accessibility for all members of the school community.

5. Admissions

Please refer to the admissions policy 3.3.

Sidcot School requires parents to provide full and accurate information at the point of application regarding any medical conditions or disabilities that may affect their child's participation in the admissions process or in the education provided by the School. This enables the School to give appropriate consideration to the support that may be required.

Where the School is made aware of a student's medical condition or disability, relevant members of staff, including the Health Centre team, teaching staff and boarding staff (where applicable), will work in partnership with parents to consider what reasonable adjustments may be made. The purpose of this process is to determine whether the School can meet the student's needs safely and effectively, while enabling them to access the full range of opportunities offered.

While the School is committed to being inclusive and will make every reasonable effort to support students with medical conditions or disabilities, there may be exceptional circumstances in which it is not possible to make reasonable adjustments or to meet a student's needs safely. In such cases, the School will undertake a thorough assessment of the available evidence and, where it concludes that it cannot provide appropriate provision, it will communicate its decision to parents clearly, including the reasons for that decision.

6. Parents

Following admission, the School will review the information provided and, where appropriate, discuss this in detail with parents or guardians. The School may seek advice from relevant healthcare professionals, including the student's GP or specialist services, in order to ensure that appropriate arrangements and, where necessary, an Individual Healthcare Plan can be developed. The School places strong emphasis on working in partnership with parents and guardians in an open and transparent manner to ensure that each student's needs are effectively understood and met within the school environment.

Parents and guardians have a responsibility to provide accurate and up-to-date information regarding their child's medical condition. They are expected to inform the School of any new diagnoses, treatment plans, or changes to existing conditions as soon as possible so that appropriate arrangements can be made to support the student safely.

Where a student is undergoing medical investigation, the School will not delay putting support in place while awaiting formal diagnosis. In such cases, support will be based on the available medical evidence and discussion with parents or guardians, ensuring that appropriate and proportionate measures are implemented to meet the student's needs.

The School maintains records of students' medical conditions, including allergies and intolerances, and ensures that relevant information is made available to staff on a need-to-know basis. This is to support the effective management of students' health and wellbeing while also maintaining appropriate levels of confidentiality in accordance with safeguarding and data protection requirements.

7. Absence from School

Sidcot School recognises that students with medical conditions or disabilities may experience periods of absence due to their health needs. The School is committed to working in partnership with students

Supporting Students with Medical Conditions and Disabilities, Sidcot School

June 2026

and parents or guardians to minimise the impact of such absences on educational attainment, as well as on emotional wellbeing and social integration.

Where a student is unable to attend school but is well enough to continue learning at home, the School will, where reasonably practicable, provide appropriate resources and work to support continuity of education. This will normally be undertaken with the support of parents or guardians and will reflect the student's individual circumstances.

The School will work closely with parents or guardians and, where appropriate, healthcare professionals to support a smooth and well-managed return to school following a period of absence. This may include a planned and phased reintegration, with appropriate adjustments to support the student's wellbeing and enable a successful return to full participation in school life.

The School also recognises that students may need to attend medical appointments during the school day, which may at times result in significant absence. In such cases, the School will take reasonable steps to support the student in maintaining progress with their learning and to ensure that they are not disadvantaged as a result of their medical needs.

8. Individual Healthcare Plans

Individual Healthcare Plans (IHPs) are used to ensure that students with medical conditions or disabilities receive appropriate and safe support while in the School's care. IHPs are tailored to the individual needs of each student and provide clarity about the support required, including what needs to be done, when and by whom.

An IHP will be put in place for students with significant, long-term or complex medical conditions, where there is a risk to the student's health, or where coordinated support is required across the School. All students with diagnosed allergies, including those at risk of anaphylaxis, will have an Individual Healthcare Plan in place.

The School will work in partnership with parents or guardians, healthcare professionals and, where appropriate, the student, to develop and implement IHPs. The Health Centre team will coordinate this process and ensure that plans are accessible to relevant staff.

Where possible, IHPs will be prepared and implemented prior to a student starting at the School. Where full information is not yet available, appropriate interim arrangements will be put in place to ensure the safety and wellbeing of the student. In exceptional circumstances, where sufficient information is not available to ensure safe care, a student's start date may be delayed until appropriate arrangements can be established.

IHPs will include, where appropriate, details of a student's condition, medication and treatment, triggers, signs and symptoms, emergency procedures, and any necessary adjustments to support their participation in school life, including academic, social and emotional support. They will also make clear whether a student is able to self-manage aspects of their care.

Students will be encouraged, where appropriate, to be involved in discussions about their medical needs and to take increasing responsibility for managing their condition, in line with their age and understanding.

Where it is appropriate for a student to self-manage their medication or treatment, this will be supported and supervised by trained staff in accordance with the School's Medical Policy. Where students are not able to self-manage, trained staff will provide support in line with the IHP.

If a student refuses medication or treatment, staff will not force compliance but will follow agreed procedures, including informing parents or guardians and seeking appropriate medical advice where necessary.

IHPs will be reviewed regularly, and at least annually, or sooner where there is a change in a student's condition or support needs. Where a student also has identified special educational needs or disabilities, the IHP will be aligned with SEND provision to ensure a coordinated and consistent approach.

Further detail regarding the administration of medication and record keeping can be found in the School's Medical Policy.

9. Confidentiality and Information Sharing

Sidcot School recognises the importance of maintaining confidentiality in relation to students' medical information, while ensuring that relevant information is shared appropriately to support the safety and wellbeing of students. Decisions regarding the sharing of medical information, including Individual Healthcare Plans, will be made in consultation with parents or guardians and, where appropriate, the student, taking into account the student's age, understanding and competence.

Medical information will be shared on a need-to-know basis, ensuring that staff who are responsible for supporting a student are sufficiently informed to do so safely and effectively. This may include teaching staff, boarding staff, and other relevant personnel, including temporary or supply staff where appropriate.

The School will take particular care in communicating with parents and educational guardians, especially where students are overseas, to ensure that information is shared appropriately and sensitively, and with the student's consent where required.

All handling of medical information will be in accordance with data protection legislation and the School's safeguarding responsibilities. Where information is withheld that is necessary to ensure the safe care of a student, the School will discuss this with parents or guardians and seek to agree appropriate arrangements to ensure that the student's needs can be met safely.

Where the School is unable to meet a student's care needs safely due to a lack of essential information, this will be communicated clearly to parents or guardians and appropriate steps will be agreed.

10. Intimate or Invasive Treatment

Sidcot School recognises that some students may require intimate or invasive treatment as part of their medical care. In all such circumstances, the dignity, privacy and wellbeing of the student will be of paramount importance. Care will be delivered in a respectful, sensitive and age-appropriate manner, taking into account the wishes of the student wherever possible. [\[learning.n...pcc.org.uk\]](https://learning.n...pcc.org.uk)

Where treatment falls within their professional role, the School Nurse will carry out such procedures during normal operating hours. Where care is required outside of these times, appropriately trained and competent staff, including boarding staff where

relevant, will provide support in line with agreed procedures and the student's Individual Healthcare Plan.

All staff involved in delivering intimate or invasive care will receive appropriate training and guidance to ensure that care is provided safely and in accordance with safeguarding requirements. The School will ensure that clear arrangements are in place to minimise risk, protect both students and staff, and maintain a high standard of professional practice.

11. Staff Training

Sidcot School will ensure that all staff involved in supporting students with medical conditions are appropriately trained, informed and confident in meeting those needs. Staff will be made aware of students' medical conditions and Individual Healthcare Plans on a need-to-know basis, including the actions required in an emergency.

All staff who are responsible for administering medication or providing medical support will receive appropriate training from a suitably qualified healthcare professional and will be assessed as competent before undertaking these duties independently. The School recognises that holding a First Aid qualification alone is not sufficient for supporting students with specific medical needs.

Training will be regularly reviewed and updated to ensure that staff knowledge and skills remain current. This will include whole-school training in areas such as asthma and anaphylaxis, as well as more specialised training for staff working directly with students who have complex or individual healthcare needs. [\[gov.uk\]](https://www.gov.uk)

The School will ensure that there are sufficient trained staff available at all times to meet students' needs, including during staff absence or turnover. The Health Centre team will oversee training provision and support a smooth transition when staffing changes occur.

Where appropriate, training and guidance may also be provided by external healthcare professionals involved in the student's care, and through collaboration with parents or guardians, to ensure that staff have a clear understanding of the student's individual needs.

12. Offsite Activities:

Sports fixtures, Day and Overnight Educational Visits & Excursions

Sidcot School is committed to ensuring that all students are able to participate in off-site activities, including sports fixtures, educational visits and residential trips, as fully as possible within their capabilities. Where necessary, reasonable adjustments will be made to support participation, unless there is clear medical advice indicating that this would not be safe.

Prior to any off-site activity, the School will work in partnership with the student, parents or guardians, the Health Centre team and, where appropriate, other healthcare professionals to identify and plan

for any additional support required. This will ensure that appropriate arrangements are in place to enable the student to participate safely and with confidence.

Relevant information relating to a student's medical needs will be documented within the Individual Healthcare Plan and, where appropriate and with consent, will be shared with staff responsible for the activity. This may include ensuring that necessary medication, emergency procedures and contact information are readily available.

All off-site activities will be subject to appropriate risk assessment procedures, which will take into account the needs of students with medical conditions or disabilities. Individual risk assessments will be undertaken where required to ensure that appropriate control measures are in place.

The School will ensure that there are sufficient appropriately trained staff available to support students with medical needs during off-site activities, including overnight visits where applicable. Staffing arrangements will be planned to ensure that all students can be supported safely throughout the duration of the activity.

13. Unacceptable Practice

Sidcot School recognises that certain practices are not acceptable when supporting students with medical conditions or disabilities. Staff must ensure that students are able to access their medication readily and administer it when required, in accordance with their Individual Healthcare Plan, without unnecessary barriers.

The School will not adopt a uniform approach to medical conditions; each student will be treated as an individual, and their specific needs will be considered in consultation with parents, guardians and healthcare professionals. The views of the student and their parents or guardians, as well as relevant medical advice, will be taken seriously and considered appropriately in planning and delivering support.

Students will not be excluded from normal school activities, including lessons, breaks, meals, trips or co-curricular opportunities, unless this is clearly supported by medical advice or outlined within their Individual Healthcare Plan. Similarly, students will not be sent home unnecessarily due to their medical condition.

Where a student becomes unwell, staff will ensure that they are supported appropriately and not left unattended or sent unaccompanied when it would be unsafe to do so. The School will also ensure that students are not penalised for absences related to their medical condition, including attendance at medical appointments.

Students will be allowed to manage their condition effectively during the school day, including having access to food, drink, rest breaks or toilet facilities as required. The School will not place inappropriate responsibility on parents or guardians to attend school to administer medication or provide routine care, except in exceptional circumstances agreed in advance.

The School will not create unnecessary barriers to participation in any aspect of school life, including educational visits, by requiring parents or guardians to accompany students or by otherwise limiting access without clear justification.

14. Liability and Indemnity

The School's insurance provides full indemnity cover for School Nurses and staff providing medical intervention, support and administering medication to students with medical conditions and disabilities.

15. Complaints

Should parents/guardians or students be dissatisfied with the support provided they may raise the complaint with the Health Centre or head of year, and may access the complaints policy 2.6.

16. Review

This policy will be reviewed annually, or sooner if incident, practice or changes to policy legislation or guidance so required by the lead school nurse, in conjunction with the Deputy Head Pastoral and by the Board of Governors at their Annual Safeguarding Review

17. References

The Children and Families Act 2014

The Equality Act 2010

Supporting pupils at school with medical conditions December 2017

Health Conditions in Schools Alliance <http://medicalconditionsatschool.org.uk/>

Keeping Children Safe in Education (Latest Edition)

Special Educational Needs and Disability Code of Practice (2015)

The Special Education and Disability Act (SENDA) 2001

Ofsted Framework for Early Years Foundation Stage 2024

Working Together to Safeguard Children DfE 2024

RCN toolkit for School Nurses 2019

Information Sharing – Advice for practitioners providing safeguarding services to children, young people, parents and carers 2024

Mental Health and behaviour in schools March 2018

Reasonable adjustments for disabled students 2019

National Minimum Standards for Boarding Schools
(2022)

The Independent Schools Standards Regulations 2019

The Regulatory Handbook for the Inspection of Schools – a Commentary 2024

18. Supporting Policies

2.1 Safeguarding and Child Protection Policy

2.6 Complaints procedure

2.11 Equal opportunities Policy

3.1 Admissions Policy

Supporting Students with Medical Conditions and Disabilities, Sidcot School
June 2026

- 4.1 Medical Policy
- 4.3 Asthma policy
- 4.4 Mental Health and Wellbeing policy
- 5.4 Anti -bullying
- 6.4 Special Educational needs and disability (SEND)
- 8.1 Health and safety Policy incorporating first aid policy

Document Change History – document any changes since policy written 08.07.2016.

Date of change	Detail significant changes and any new legislation / guidance taken into account
03.12.2016	Adoption by Board, grammatical and stylistic changes.
07.10.2017	Reviewed and adopted by Board, references updated.
07.10.2018	Reviewed, references updated. No changes required.
05.10.2019	Reviewed, references updated. No changes required.
05.11.2020	Reviewed by Pastoral Committee, references updated. No changes required
2.11.2021	Reviewed, no changes made
Sept 2023	Reviewed. Additional clause regarding anaphylaxis care plans, removed reference to School Doctor involvement with care plans, revised wording on intimate care treatment outside school hours, removed reference to briefing supply teachers on individual student needs.
10.10.2023	Reviewed and approved by Board
10.06.2024	Reviewed by lead nurse, updated health care plans for asthma and anaphylaxis and removed designated nurse from HCP. Updated reference list dates
June 2025	Reviewed by senior nurse, no changes required
June 2026	Reviewed, rewritten with up to date references and links

Appendix 1

Allergy care plan where an auto injector is NOT required

Allergy care plan where an auto injector IS required

Supporting Students with Medical Conditions and Disabilities, Sidcot School
June 2026

This child has the following allergies:

Name:

DOB:

Photo

Mild/moderate reaction:

- Swollen lips, face or eyes
- Itchy/tingling mouth
- Nausea or itchy skin rash
- Abdominal pain or vomiting
- Sudden change in behaviour

Action to take:

- Stay with the child, call for help if necessary
- Locate adrenaline autoinjector(s)
- Give antihistamine: (If needed, can repeat dose)
- Phone parent/emergency contact

Watch for signs of ANAPHYLAXIS (life-threatening allergic reaction)

Anaphylaxis may occur without skin symptoms. ALWAYS consider anaphylaxis in someone with known food allergy who has **SUDDEN BREATHING DIFFICULTY**

A AIRWAY

- Persistent cough
- Hoarse voice
- Difficulty swallowing
- Swollen tongue

B BREATHING

- Difficult or noisy breathing
- Wheeze or persistent cough

C CONSCIOUSNESS

- Persistent dizziness
- Pale or floppy
- Suddenly sleepy
- Collapse/unconscious

IF ANY ONE (OR MORE) OF THESE SIGNS ABOVE ARE PRESENT:

- 1 Lie child flat with legs raised (if breathing is difficult, allow child to sit)
 - 2 Use Adrenaline autoinjector **without delay** (eg. EpiPen®) (Dose: . . . mg)
 - 3 Dial 999 for ambulance and say ANAPHYLAXIS ("ANA-FIL-AX-IS")
- *** IF IN DOUBT, GIVE ADRENALINE ***

AFTER GIVING ADRENALINE:

- 1 Stay with child until ambulance arrives, do **NOT** stand child up
- 2 Commence CPR if there are no signs of life
- 3 Phone parent/emergency contact
- 4 If no improvement after 5 minutes, give a further adrenaline dose using a second autoinjectable device, if available.

You can dial 999 from any phone, even if there is no credit left on a mobile. Medical observation in hospital is recommended after anaphylaxis.

Emergency contact details:

1) Name:

2) Name:

Parental consent: I hereby authorise school staff to administer the medicines listed on this plan, including a 'spare' back up adrenaline autoinjector (AAI) if available, in accordance with Department of Health Guidance on the use of AAI in schools.

Signed:

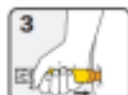
Print name:

Date:

For more information about managing anaphylaxis in schools and 'spare' back up adrenaline autoinjectors, visit: sparepensinschools.uk

© The British Society for Allergy & Clinical Immunology (BSACI)

How to give EpiPen®



PULL OFF BLUE SAFETY CAP and grasp EpiPen. Remember: 'blue to sky, orange to the thigh'

Hold leg still and PLACE ORANGE END against mid-outer thigh 'with or without clothing'

PUSH DOWN HARD until a click is heard or felt and hold in place for 3 seconds. Remove EpiPen.

Additional instructions:

If wheezy, GIVE ADRENALINE FIRST, then asthma reliever (blue puffer) via spacer

This is a medical document that can only be completed by the child's healthcare professional. It must not be altered without their permission. This document provides medical authorisation for schools to administer a 'spare' back up adrenaline autoinjector (AAI) if available, as permitted by the Human Medicines (Amendments) Regulations 2017. During travel, adrenaline autoinjector devices must be carried in hand luggage or on the person, and NOT in the luggage hold. This action plan and authorisation to travel with emergency medications has been prepared by:

Sign & print name: _____

Hospital/Clinic: _____

Date: _____