

Supporting Pupils with Medical Conditions Policy 2026/27



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1. Policy Statement

This academy is committed to ensuring that all pupils with medical conditions are properly supported so that they have full access to education, including school trips and physical education.

We aim to promote inclusion, safety and wellbeing and ensure that pupils with medical conditions can participate fully in all aspects of school life. This policy is written in line with statutory duties including the Children and Families Act 2014 and the Equality Act 2010.

2. Scope

This policy applies to all pupils with short-term, long-term or fluctuating medical conditions and to all staff, including supply staff and volunteers. It applies at all times when pupils are in the care of the academy, including visits, trips, breakfast clubs and after-school provision.

Allergy management is covered separately within the academy's Allergens and Anaphylaxis Policy.

3. Linked Policies

- Equality Policy
- Allergens and Anaphylaxis Policy
- Accessibility Plan
- SEND Policy / SEND Information Report

4. Roles and Responsibilities

The governing body will ensure that this policy is reviewed annually and that a named governor oversees medical conditions, alongside their duties as SEND governor.

The Head of School will ensure the effective implementation of this policy, that staff are aware of pupils' needs, and that sufficient trained staff are available in case of emergencies.

All staff must be aware of this policy and follow the guidance detailed in pupils' Individual Healthcare Plans as and when required. They should know how to respond in an emergency and act where necessary.

Parents must provide up-to-date information about their child's medical needs and supply medication as required.

Pupils will be supported to manage their own conditions where appropriate.

5. Identification of Pupils with Medical Conditions

The academy will collect medical information on admission and update it regularly. A register of pupils with medical conditions will be maintained. Support arrangements will be put in place as soon as a need is identified.



6. Individual Healthcare Plans

Individual Healthcare Plans will be developed for pupils who require additional support. These plans will be created in partnership with parents and, where appropriate, healthcare professionals.

Plans will include details of the condition, medication, triggers, required support and emergency procedures. They will be reviewed at least annually and after any significant incident or change in need.

7. Staff Training

All staff will receive appropriate awareness training to support pupils with medical conditions. Identified staff will receive specific training where required. Training will be provided at induction and refreshed regularly and/or in line with statutory guidance e.g. First Aid Training.

8. Managing Medicines

Medicines will be stored safely but in a way that allows quick access when required. Pupils will be allowed to carry their own medication where appropriate. Medicines required for the treatment of a pupil must be recorded on the Individual Health Care Plan.

Medication will only be administered with parental consent, and records will be kept of administration.

9. Emergency Procedures

Clear procedures will be in place for responding to medical emergencies as detailed in a pupil's Individual Healthcare Plan. Staff will take immediate action and contact emergency services where necessary.

Staff are authorised to take reasonable action to preserve life, including administering medication in an emergency.

10. Inclusion

The academy will ensure that pupils with medical conditions can participate fully in their education experience at the academy. Reasonable adjustments will be made where necessary, and pupils will not be excluded from activities or penalised for attendance related to their condition.

11. Visits, Trips and Activities

Risk assessments will be carried out for all trips and visits. Appropriate arrangements, including trained staff, relevant up to date documentation on hand and access to medication, will be put in place to ensure all pupils can participate safely. This is the duty of the Visit Organiser / Visit Leader.

12. Extended School Provision

This policy applies to all extended provision, including breakfast, after-school clubs and summer schools run by the Academy. The Academy will ensure suitable arrangements are in place to support pupils with medical conditions.

13. Incident Management

All serious incidents and near misses will be recorded, reported and reviewed. Information will be shared with parents, the Trust (Via the Trust Estates Manager) and the governing body, and lessons learned will inform future practice.



14. Wellbeing

The academy recognises the impact of medical conditions on the wellbeing of children and will provide appropriate pastoral support. Measures will be in place to prevent bullying, isolation and promote inclusion.

15. Relationship with the Allergen and Anaphylaxis Policy

This policy should be read alongside the academy's Allergens and Anaphylaxis Policy, which provides detailed guidance on managing allergy-related risks and emergencies.

16. Concerns and complaints

Concerns should be raised initially with the class teacher or pastoral lead. Formal complaints will follow the academy complaints procedure.

17. Monitoring and Review

This policy will be reviewed annually and updated in line with changes in guidance or following significant incidents.



Appendix 1: Individual Healthcare Plan (IHP) Template

Polaris Multi Academy Trust

Individual Healthcare Plan (IHP)

1. Pupil Details

Pupil Name	
Date of Birth	
Year Group/Class	
UPN	
Academy Name	
Review Date	

2. Medical Condition Overview

Medical Condition	
Date of Diagnosis	
Description (incl. triggers)	

3. Impact on Learning

Details	
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4. Medication and Treatment

Medication	Dosage	Method	Frequency	Storage

5. Daily Care and Support

Details	
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6. Triggers and Risk Management

Details	
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7. Emergency Procedures

Details	
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8. Staff Training Requirements

Training Required	
Staff Trained	

9. Educational Visits

Details	
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10. Parent/Carer Details

Name(s)	
Contact Number	
Emergency Contact	

11. GP Details

Name(s)	
Contact Number	
Surgery Address	

12. Signatures



Role	Name	Signature/Date
Parent/Carer		
School Representative		
Healthcare Professional		