

Administration of Medicines and Supporting Pupils with Medical Conditions Policy

Redroofs Theatre School

01/7/2017

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1 Policy statement

- 1.1 This policy applies to all pupils at Redroofs Theatre School
- 1.2 This policy is addressed to all staff and is available to parents on request.
- 1.3 This policy should be read in conjunction with the First Aid Policy.

2 Aims

- 2.1 The Proprietor of the School is committed to ensuring that physical and mental health and well-being of pupils is promoted and that all pupils with medical conditions can access and enjoy the same opportunities at the School as any other pupil and to ensuring that they are able to play a full and active role in school life, remain healthy and achieve their academic potential.
- 2.2 The Proprietor will also ensure that the School implements and maintains an effective management system for the administration of medicines to all pupils in our care in order to ensure that the School provides support to individual pupils with medical needs.

3 Responsibilities

- 3.1 The Proprietor has overall responsibility for the implementation and review of this policy.
- 3.2 The Proprietor is responsible for:
 - 3.2.1 ensuring that sufficient numbers of staff are suitably trained and are able to access all relevant information and teaching support materials required to assist pupils with medical conditions;
 - 3.2.2 ensuring that sufficient numbers of trained staff are available to support pupils' medical needs at all times whilst they are under the care of the School , including making contingency plans for staff absence and emergency situations;
 - 3.2.3 ensuring that information regarding an individual pupil's medical condition is shared with appropriate staff (including supply teachers where appropriate) on a need to know basis;
 - 3.2.4 ensuring that risk assessments take into account the additional risks posed to individual pupils as a result of their medical conditions.
 - 3.2.5 the overall development and monitoring of Individual Healthcare Plans (**IHCP**) at the School
 - 3.2.6 ensuring that staff have sufficient understanding and use of English to ensure the well-being of children in their care for example to understand instructions such as those for the safety of medicines.
- 3.3 The Proprietor is responsible for regularly monitoring the systems and management of medical welfare of pupils to identify whether review or change in welfare practice is needed.

4 Liaising with parents

- 4.1 The School promotes on going communication with parents in order to ensure that the specific medical needs of all pupils in our care are known and met.

- 4.2 The parents of a pupil must inform the Proprietor if that pupil has or develops a medical condition and, where appropriate, provide the School with appropriate medical evidence and / or advice relating to their child's medical condition.
- 4.3 Where appropriate, parents will be invited to consult with the School and relevant healthcare professionals in order to produce an Individual Health Care Plan (**IHCP**) for their pupil. A template letter to parents can be found in Appendix 7.
- 4.4 The relevant parents should also inform the Proprietor where a pupil will require either prescription or non-prescription medication to be taken at School and of any changes to the medication required.
- 4.5 The School requests that medication is only taken at School if it is essential, that it is where it would be detrimental to the pupil's health not to administer the medication during the school day. Where possible, medicines should be taken at home, before and after attending School.
- 4.6 Staff at the School will not administer any medication to a pupil without obtaining prior written permission from his or her parents. This requirement will not prevent a pupil of sufficient understanding and intelligence to understand fully what is proposed, from giving or withholding consent to medical treatment or from seeking advice or treatment in confidence.
- 4.7 Unless in exceptional circumstances, no pupil under the age of 16 will be given prescription or non-prescription medication without parental consent.
- 4.8 Staff will ensure that parents are informed in writing on each and every occasion that any medication was administered and, for any reason, medication has not been administered parents will be informed and will be given an explanation.

5 Individual Health Care Plans (IHCPs)

- 5.1 The School will focus on the needs of each individual pupil and how their medical condition impacts of their School life, including how the medical condition impacts on a pupil's ability to learn and will take steps to help increase pupils' confidence and ability to self-care.
- 5.2 Where a pupil has long-term or complex medical condition or health needs, the School will, where appropriate, produce an IHCP for that pupil, in accordance with Appendix 1. A template IHCP is set out in Appendix 2.
- 5.3 The IHCP will be prepared following consultation with the parents, the pupil (where appropriate) and the School nurse and / or any other relevant healthcare professional.
- 5.4 Where appropriate, the IHCP should be linked with a pupil's Education, Health and Care Plan (**EHCP**). Where a pupil has learning needs but does not have a statement or EHC, their learning needs should be mentioned in their IHCP.
- 5.5 The IHCP will be presented to the parents for approval prior to its implementation to ensure the School holds accurate information about the medical condition of any pupil with long-term needs.
- 5.6 Once the IHCP is approved the Proprietor will be responsible for its maintenance and implementation.

5.7 The IHCP will be reviewed at least annually or more frequently where a pupil's needs change.

6 Training

6.1 The School will ensure that there are members of staff who are appropriately trained to manage medicine as part of their duties.

6.2 The Proprietor has overall responsibility for the administration of medicine and the arrangements for pupils with medical conditions within the School. She will delegate duties as appropriate to members of staff who have received training in accordance with section 6.4 below.

6.3 The Proprietor will ensure that all staff are supervised where appropriate. Any staff responsible for the administration of medicine will have access to pupils' IHCPs.

6.4 Relevant members of staff will receive appropriate training and support from a qualified health professional, including training on the side effects of medication and what to do if they occur. If the administration of medication involves technical, medical or other specialist knowledge, appropriate individual training tailored to the individual pupil will be provided to appropriate staff by a qualified health professional, where appropriate. The qualified health professional will lead on identifying and agreeing with the School, on an on-going basis, the type and level of training required.

6.5 The qualified health professional will provide written confirmation that the member of staff is proficient in the procedure which is set out in Appendix 5.

6.6 Staff must not give prescription medicines or undertake health care procedures without appropriate training. For the avoidance of doubt a first aid certificate does not constitute appropriate training in supporting pupils with medical conditions.

6.7 The School engages the following health professionals to train and assist school staff in dealing with medical conditions and administering medicine:

6.7.1 [• insert details].

6.8 The School has guidance and protocols in place to deal with common medical conditions such as anaphylaxis, asthma, epilepsy and diabetes.

6.9 The School has adopted the Medical Conditions at School guidance and protocols.

6.10 All new starters will be made aware of the terms of this policy during their induction and of details of protocols relevant to those pupils under their care.

7 Insurance

The Proprietor will ensure that there is adequate insurance in place which appropriately reflects the level of risk at the School

7.1 All staff that are required to administer medicines or to provide support to pupils with medical conditions is covered by the School's liability insurance. A copy of the relevant insurance policy is available to all staff on request.

8 Medical records and consent

- 8.1 Parents of all pupils at the School are required to complete the relevant parental agreement to administer medicine at Appendix 3 when their child starts at the School before medication is administered to the relevant pupil.
- 8.2 Parents of asthma sufferers are referred to paragraph 16.
- 8.3 Staff administering medicines will complete and sign the records at Appendix 4 every time a medicine is administered. Written records of all medication administered to every pupil are retained by the Proprietor and relevant records can be provided, subject always to the law on data protection, to parents on request. These records are regularly reviewed by the Proprietor.

9 Prescription, non-prescription medication and household remedies

- 9.1 As a general rule, save for emergency inhalers in accordance with paragraph 16, staff will not administer any medication that has not been prescribed for that particular pupil by a doctor, dentist, nurse or pharmacist.
- 9.2 Staff may only administer certain non-prescription medication and / or household remedies such as pain and fever relief if the Parents have already provided their written consent for this to happen in relation to specific medicines and only if there is a health reason to do so. Parents will be asked to sign Appendix 4 to confirm their agreement to staff administering such medication and to confirm that the pupil has not suffered an adverse reaction to the medication in the past.
- 9.3 No pupil shall be given medicine containing aspirin unless prescribed for that particular pupil by a doctor.

10 Self-medication

- 10.1 The School recognises that pupils should be allowed to carry their own medicines and relevant devices (such as inhalers), wherever possible or should be able to access their medicines for self medication quickly and easily.
- 10.2 Following consultation between the School, parents and the pupil, a pupil will be permitted to store and carry their own medication if in the opinion of the Proprietor they are sufficiently competent to do so. This will be reflected in a pupil's IHCP.
- 10.3 The School will also consider the safety of other children and medical advice from the prescriber in respect of the pupil in reaching this decision.
- 10.4 Pupils will be made aware the medication is strictly for their own personal use and it should not be passed to any other pupils under any circumstances and to do so is a breach of School rules.

11 Administration of medication

- 11.1 Where a pupil requires supervision to take their medication or where such medication will be administered by staff, pupils receiving medication should be made aware of when and where they should attend at the prescribed times during the course of the medication to receive their treatment.

11.2 All medicines supplied to the School by parents must be provided in the original container as dispensed by the pharmacist and include the prescriber's instructions for administration. Staff administering medication will check the pupil's name, the name of the medication, the prescribed dose and the expiry date, the method of administration, the time / frequency of administration, any side effects and the written instructions on the container before providing the medicine to the pupils.

11.3 If Staff are in any doubt over the procedure to be followed, the parents will be contacted before action is taken.

11.4 If a pupil refuses their medication, Staff will record this and report to parents as soon as possible.

12 **Storage of medication**

12.1 Medicines are always securely stored in accordance with individual product instructions.

12.2 The School will carry out a risk assessment to consider any risks to the health and safety of the school community and put in place measures to ensure that identified risks are managed and that medicines are stored safely.

12.3 All medicines shall be stored in the original container in which they were dispensed, together with the prescriber's instructions for administration.

12.4 Emergency medication such as inhalers, adrenaline pens and blood glucose testing meters will be kept in the school medical room in a clearly marked box, but in order to allow immediate access the box will not be locked.

12.5 Pupils who do not carry and administer their own medication understand which members of staff will administer their medication.

12.6 If a pupil is prescribed a controlled drug, unless otherwise agreed as part of an IHCP, it will be kept in safe custody in a locked, non-portable container and only named staff and the pupil will have access. A record of any doses used and the amount of the controlled drug held at the School will be maintained.

12.7 Those pupils who are permitted to possess a controlled drug will be advised that it is an offence to pass the drug to any other person for use.

12.8 Parents should collect all medicines belonging to their child at the end of each term and are responsible for ensuring that any date-expired medication is collected from the School

13 **Access to external medical services**

13.1 Pupils have access to local medical, dental, optometric and other specialist services or provision as necessary.

13.2 Parents will be asked to provide written permission for medical and dental treatment in respect of a particular pupil

14 **Emergency procedures**

14.1 In the event of an emergency related to the administration of medicine, the Proprietor should be called as soon as possible, if not already present. If the Proprietor does not consider that he or she is able to deal with the presenting condition, then they should continue any first aid or medical procedures being provided whilst another person summons

emergency medical care. This does not however affect the ability of any person to contact the emergency services in the event of a medical emergency. Staff should always dial 999 for the emergency services in the event of a serious medical emergency before implementing the terms of this policy and make clear arrangements for liaison with the ambulance services on the School site.

14.2 A checklist for contacting the emergency services can be found in 6.

15 **Automated External Defibrillators (AEDs)**

15.1 The School's nearest AED is located at St Marks Hospital Courthouse Road.

15.2 The AED should only be used where a person is in **cardiac arrest**. It should **not** be used where a person is conscious, breathing and / or his or her heart is still beating.

15.3 If a person is suffering from a cardiac arrest, the first person on the scene should immediately call the emergency services and commence CPR. If possible, a First Aider who is trained in the use of AEDs should be called for. However, AEDs are designed to be used by any person by following the step by step instructions on the AED.

16 **Asthma register and emergency inhalers**

16.1 The other requirements of this policy apply to emergency inhalers, including but not limited to appropriate training, use, supply, storage, care, disposal and record keeping.

16.2 The Proprietor is responsible for ensuring that the Inhalers Guidance is properly implemented and followed.

16.3 General information on how to recognise and respond to an asthma attack is contained in the guidance referred to in Appendix 8

16.4 Only pupils who have been diagnosed with asthma and /or who have been prescribed a reliever inhaler may use an emergency inhaler. The Proprietor will maintain an up to date register of pupils who have been diagnosed with asthma and /or who have been prescribed a reliever inhaler and in respect of whom parental consent to the use of the emergency inhaler has been obtained. The register should be reviewed annually to take into account pupils' changing asthma care needs. A copy of the register is to be stored with the emergency inhalers.

16.5 Parents are to notify the School as soon as practicable that a particular pupil has been diagnosed with asthma and /or has been prescribed a reliever inhaler. Notification should be accompanied by a completed consent form signed by the parents in the form set out at Annex B of the Inhalers Guidance. Completed consent forms should be stored on the pupil's file and, where appropriate, the ICHP updated accordingly.

17 **Off-site visits and sporting events**

17.1 The School actively supports all pupils with medical conditions to access and enjoy the same opportunities at the School as any other pupil, which includes ensuring that they are able to take an active role in school trips and sporting activities, unless it is contraindicated by a medical professional involved in a pupil's care (such as his or her GP).

17.2 If a pupil attending an off-site visit or sporting event cannot self-medicate, they will be accompanied by a member of staff who has received appropriate training to administer the medication in accordance with this policy.

17.3 All pupils requiring preventative medicine (particularly for sport), if sufficiently competent to self-medicate, are responsible for carrying their medication with them. If not sufficiently competent, a member of staff shall carry the medication, individually labelled.

17.4 Secure storage for medicines will be available at all short-term accommodation used by the School.

18 **Unacceptable practice**

18.1 Staff should use their discretion and training with regards to each individual pupil's medical needs, by reference to their IHCP and / or EHC, as appropriate.

18.2 However, staff should be aware that the following practices are generally unacceptable:

18.2.1 preventing access to medication and relevant devices (such as inhalers), where this is reasonably required;

18.2.2 assuming that all pupils with the same conditions require the same treatment;

18.2.3 frequently sending pupils with medical conditions home or preventing them from taking part in normal School activities, unless this is provided for in their IHCP / EHC or by their medical advisors;

18.2.4 sending unwell pupils unaccompanied to the School office or medical room;

18.2.5 penalising pupils for their attendance record, if their absences are related to their medical condition (e.g. hospital appointments);

18.2.6 preventing pupils from drinking, eating or taking toilet or other breaks when required to enable them to manage their medical condition effectively;

18.2.7 requiring parents, or otherwise making them feel obliged, to attend the School to administer medication or otherwise provide medical support to a relevant pupil during the School day;

18.2.8 preventing pupils from participating in, or creating unnecessary barriers to children participating in all aspects of School life.

19 **Complaints**

19.1 If parents or pupils are dissatisfied with the medical support provided at the School they should raise these concerns in the first instance with the Form Tutor.

19.2 If the Form Tutor cannot resolve the issue then a formal complaint can be raised via the School's complaint's procedure.

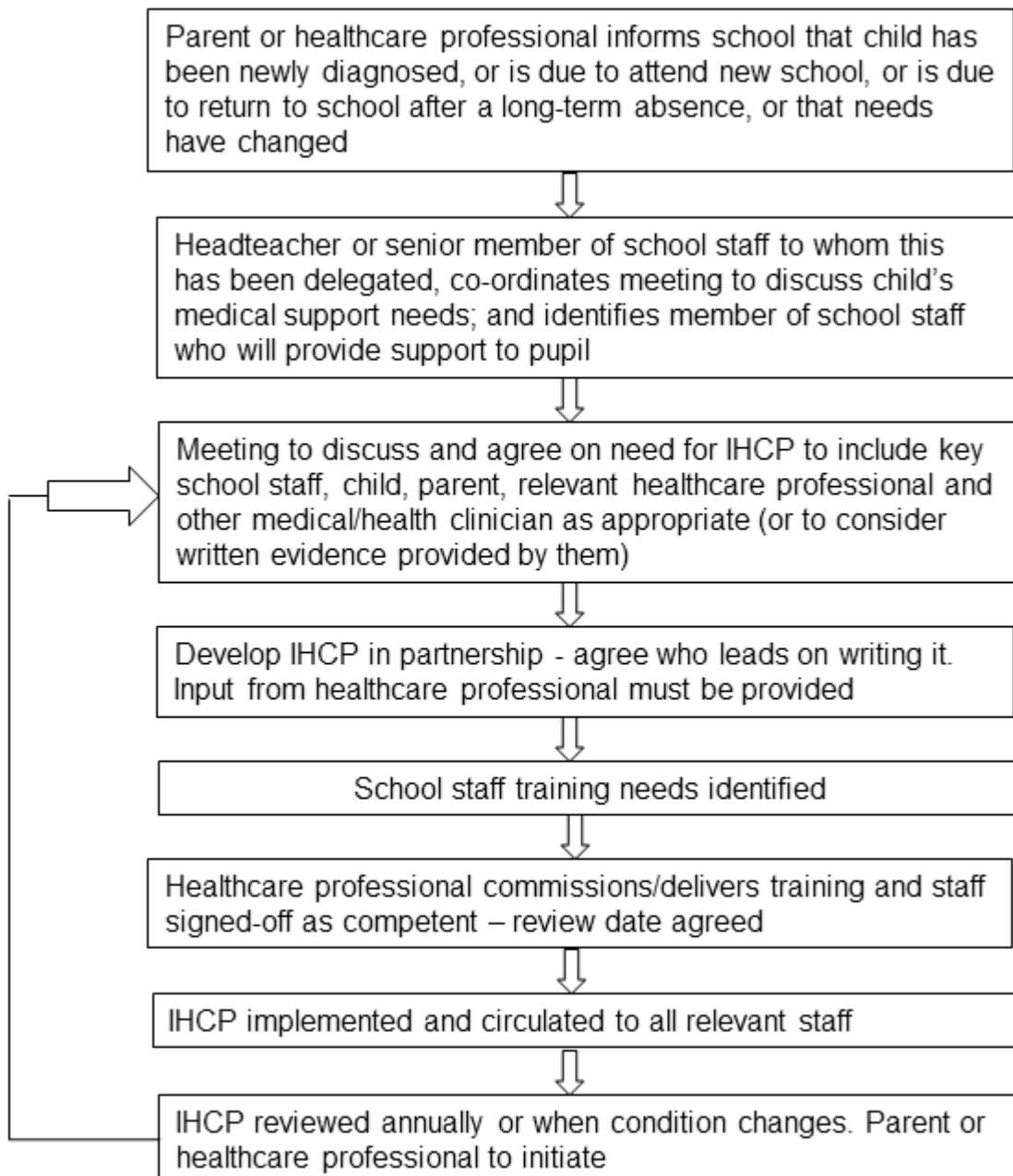
20 **Review**

20.1 This policy and its procedures will be reviewed and updated by the Proprietor on an annual basis.

Authorised by

Date 01/06/2017

Appendix 1 Model process for developing Individual Healthcare Plans



Appendix 2 Individual Healthcare Plan (IHCP)

Name of School	
Name of pupil	
Group / class / form	
Date of birth	
Pupil's [• home] address	
Medical diagnosis or condition	
Date	
Review date	
Family contact information	
Name	
Telephone number (work)	
Telephone number (home)	
Telephone number (mobile)	
Relationship to pupil	
Name	
Telephone number (work)	
Telephone number (home)	
Telephone number (mobile)	
Clinic / Hospital contact	
Name	
Telephone number	
GP	
Name	
Telephone number	

Who is responsible for providing support in School	
--	--

Describe medical needs and give details of child's symptoms, triggers, signs, treatments, facilities, equipment or devices, environmental issues etc

--

Name of medication, dose, method of administration, when to be taken, side effects, contra-indications, administered by / self-administered with / without supervision

--

Daily care requirements

--

Specific support for the pupil's educational, social and emotional needs

--

Arrangements for School visits / trips etc

--

Other information

--

Describe what constitutes an emergency, and the action to take if this occurs

--

Who is responsible in an emergency (state if different for off-site activities)

Plan developed with

Staff training needed / undertaken – who, what, when

Form copied to:

Name

Appendix 3 Parental agreement for School to administer medicine

The School will not give your child medicine unless you complete and sign this form, and the School has a policy that the staff can administer medicine.

Date for review to be initiated by		
Name of School		
Name of pupil		
Date of birth		
Group / class / form		
Medical condition or illness		
Medicine		
Name / type of medicine (as described on the container)		
Expiry date		
Dosage and method		
Timing		
Special precautions / other instructions		
Are there any side effects that the School needs to know about?		
Self-administration	Yes	No
Procedures to take in an emergency		
NB: Medicines must be in the original container as dispensed by the pharmacy		
Contact details		
Name		
Daytime telephone number		
Relationship to pupil		
Address		
I understand that I must deliver the medicine personally to	[• agreed member of staff]	

The above information is, to the best of my knowledge, accurate at the time of writing and I give consent to School staff administering medicine in accordance with the School policy. I will inform the School immediately, in writing, if there is any change in dosage or frequency of the medication or if the medicine is stopped.

Signature

Date

[if applicable]

Second signature

Date

Appendix 5 Staff training record: administration of medicines

Name of School	
Name	
Type of training received	
Date of training completed	
Training provided by	
Profession and title	

I confirm that [• name of member of staff] has received the training detailed above and is competent to carry out any necessary treatment. I recommend that the training is updated in [• [• number] [[• weeks] / [• months' time]].

Trainer's signature

Date

I confirm that I have received the training detailed above.

Staff signature

Date

Suggested review date

Appendix 6 Contacting emergency services

Request an ambulance - dial 999, ask for an ambulance and be ready with the information below.

Speak clearly and slowly and be ready to repeat information if asked.

- your telephone number
- your name
- your location as follows [• School address]
- state what the postcode is - (please note that postcodes for satellite navigation systems may differ from the postal code)
- provide the exact location of the pupil
- provide the name of the pupil and a brief description of their symptoms
- inform Ambulance Control of the best entrance to use and state that the crew will be met and taken to the patient
- put a completed copy of this form by the phone.

Appendix 7 Template letter inviting parents to contribute to Individual Healthcare Plan development

Dear Parent

Developing an Individual Healthcare Plan for [• name of pupil]

Thank you for informing us of [• name's] medical condition. I enclose a copy of the school's policy for supporting pupils at school with medical conditions for your information.

A central requirement of the policy is for an Individual Healthcare Plan (**IHCP**) to be prepared, setting out what support the pupil needs and how this will be provided. IHCPs are developed in partnership between the School, parents, pupils, and the relevant healthcare professional who can advise on your child's case. The aim is to ensure that we know how to support your child effectively and to provide clarity about what needs to be done, when and by whom. Although IHCPs are likely to be helpful in the majority of cases, it is possible that not all children will require one. We will need to make judgements about how your child's medical condition impacts on their ability to participate fully in school life, and the level of detail within plans will depend on the complexity of their condition and the degree of support needed.

A meeting to start the process of developing your child's IHCP has been scheduled for [• 00 month year]. I hope that this is convenient for you and would be grateful if you could confirm whether you are able to attend. The meeting will involve [• the following people]. Please let us know if you would like us to invite another medical practitioner, healthcare professional or specialist and provide any other evidence you would like us to consider at the meeting as soon as possible.

If you are unable to attend, it would be helpful if you could complete the attached IHCP template and return it, together with any relevant evidence, for consideration at the meeting. I [• or another member of staff involved in plan development or pupil support] would be happy for you contact me [• or them] by email or to speak by phone if this would be helpful.

Yours sincerely

Name
Position
School

Appendix 8 Guidance and protocols for specific medical conditions²

a) Anaphylaxis

Source: <http://www.nhs.uk/conditions/Anaphylaxis/Pages/Introduction.aspx>

b) Asthma

Source: <http://www.nhs.uk/Conditions/Asthma/Pages/Treatment.aspx>

c) Diabetes

Source: <http://www.nhs.uk/Conditions/Diabetes/Pages/Diabetes.aspx>

d) Epilepsy etc

Source: <http://www.nhs.uk/Conditions/epilepsy/Pages/treatment.aspx>

² Insert the School's guidance and protocols or those available from another source such as nus, if preferred.