



SUPPORTING PUPILS WITH MEDICAL CONDITIONS POLICY

Date approved by Governors: June 2026

Review period: Annual

1. Policy Statement

At Uplands Manor, we are committed to ensuring that all pupils with medical conditions are **fully supported to access education safely, inclusively and without discrimination.**

We recognise that:

- Pupils with medical needs must be **properly supported so they have full access to education, including school trips and physical education**
- Some pupils with medical conditions may also have disabilities and/or special educational needs, requiring **reasonable adjustments in line with the Equality Act 2010**
- Pupils' **physical and mental health needs are intrinsically linked**, and both must be supported effectively

Impact commitment:

All pupils with medical conditions will be able to **participate, achieve and thrive**, with barriers to learning actively identified and removed.

2. Aims

This policy ensures that:

- Pupils with medical conditions are **properly identified and supported in a timely way**
- Staff are **trained, confident, and competent**
- Individual Healthcare Plans (IHPs) are **robust, clear and regularly reviewed**
- Pupils are **not excluded or disadvantaged** due to medical needs
- Safeguarding, attendance and wellbeing risks are **proactively mitigated**

3. Legal Framework and Guidance

This policy is based on:

- **Children and Families Act 2014 (Section 100)**
- **Equality Act 2010**
- **SEND Code of Practice (2015)**
- **Health and Safety at Work Act 1974**
- **Supporting pupils at school with medical conditions (DfE statutory guidance – updated expectations applied)**
- **Keeping Children Safe in Education (latest version)**
- **UK GDPR and Data Protection Act 2018**

4. Principles

We will ensure that:

Inclusion and Equality

- No pupil is denied access to education due to medical needs
- Reasonable adjustments are made to remove barriers

Early Identification

- Medical needs are identified **at admission, transition and through ongoing monitoring**

Partnership Working

- Strong collaboration with:
 - Parents/carers
 - Health professionals

- Local authority services

Risk Management

- Risks are **assessed, planned for, and reduced**, not avoided

Pupil Voice

- Pupils are involved in decisions **appropriate to their age and understanding**

5. Roles and Responsibilities

Governing Body

The governing body will:

- Ensure **statutory compliance**
- Monitor **policy implementation and impact**
- Ensure sufficient **training and resourcing**
- Provide **challenge and oversight**

Headteacher

The Headteacher will:

- Ensure the policy is **fully implemented and reviewed annually**
- Ensure staff receive **appropriate training and support**
- Maintain a **whole-school overview of medical needs provision**
- Ensure **robust systems for recording, monitoring and reviewing**

SENDCo / Designated Lead

The SENDCo/Medical Needs Lead will:

- Maintain the **medical needs register**
- Coordinate and quality assure **Individual Healthcare Plans**
- Monitor **impact on attendance, engagement and outcomes**
- Lead **staff training and communication**

Staff

Staff will:

- Be aware of pupils with medical needs in their care
- Follow Individual Healthcare Plans
- Act swiftly in emergencies
- Maintain accurate records

Staff are not required to administer medication but may volunteer and will be supported appropriately.

6. Identification and Planning

Identification

Medical needs are identified through:

- Admission forms
- Parent communication
- Health professionals
- Ongoing monitoring

Individual Healthcare Plans (IHPs)

An IHP will be in place where required and will include:

- Medical condition and triggers
- Signs, symptoms and emergency procedures
- Medication details
- Roles and responsibilities
- Risk assessment including trips and activities

Review cycle:

- At least annually

- Earlier if needs change

7. Training

- Staff receive **appropriate and regular training**
- Training is:
 - Condition-specific where required
 - Delivered by health professionals where appropriate
- Competency is **assessed and recorded**

8. Managing Medicines

Principles

- Medicines only administered where **necessary for health or attendance**
- Written parental consent is required
- Clear records are maintained

Safe Practice

- Medicines:
 - Stored securely
 - Accessible in emergencies
- Emergency medication:
 - Readily available
 - Staff trained in use

9. Emergencies

The school will ensure:

- Clear emergency procedures are in place
- Staff know:
 - Who to contact
 - What action to take
- Emergency services are contacted promptly where required

Recording and follow-up are mandatory

10. Inclusion and Access

The school will:

- Ensure pupils can:
 - Attend school regularly
 - Participate in trips and activities
- Make **reasonable adjustments** to support access

Decisions will always balance **safety and inclusion**, not exclude unnecessarily.

11. Safeguarding and Wellbeing

- Medical needs are considered within safeguarding systems
- Persistent absence linked to health will be:
 - Monitored
 - Escalated where appropriate
- Emotional wellbeing is actively supported

12. Record Keeping and Data Protection

- Accurate, up-to-date records are maintained
- Information is:
 - Shared on a **need-to-know basis**
 - Stored securely in line with GDPR

13. Monitoring, Evaluation and Impact

Leaders will monitor:

- Attendance of pupils with medical conditions
- Incidents and response effectiveness
- Staff training coverage
- Quality of IHPs
- Inclusion in trips/activities

Impact indicators:

- Reduced absence linked to medical needs
- Increased participation
- Positive pupil and parent feedback
- Staff confidence and competence

14. Policy Review

- Reviewed **annually or sooner if guidance changes**
- Approved by governing body