



Working together to be the best that we can be

Russells Hall Primary School

Medical Conditions and Allergy Management Policy

Date published: September 2026

Date for review: September 2027

Persons responsible: Headteacher, Designated Allergy Leads

Approved by: Governors

Linked to:

- Safeguarding and Child Protection Policy
 - Health and Safety Policy
 - Educational Visits Policy
 - SEND Policy
 - Allergy Safety Policy



The Medical Conditions and Allergy Management Policy provides the school's overarching framework for supporting pupils with medical conditions, including allergies. It should be read alongside this **Allergy Safety Policy**, which sets out the school's specific arrangements for the prevention, management and emergency response to allergies and anaphylaxis.

1. Policy Statement

Russells Hall Primary School is committed to providing a fully inclusive, safe and supportive environment for all pupils with medical conditions and allergies.

We recognise that a growing number of pupils attend school with diagnosed medical conditions including severe allergies, anaphylaxis, epilepsy, diabetes, sensory impairments and other long-term health needs. We are committed to ensuring that these pupils can access education, school visits, enrichment activities, clubs and all aspects of school life safely and confidently.

This policy has been developed in accordance with:

- The Children and Families Act 2014
- The Equality Act 2010
- DfE statutory guidance *Supporting Pupils at School with Medical Conditions*
- Health and Safety at Work legislation
- UK allergy guidance and best practice
- The statutory allergy-management requirements introduced through **Benedict's Law (September 2026)** *(The school will monitor developments relating to Benedict's Law and implement any statutory requirements as they come into force.)*

The school recognises that effective management of medical conditions is a shared responsibility between parents/carers, healthcare professionals, school staff, governors and pupils themselves.

This policy should be read alongside the school's Allergy Safety arrangements, Individual Healthcare Plans (IHPs), Allergy Action Plans, asthma arrangements, safeguarding procedures, educational visits procedures, risk assessments and other relevant medical care plans.

The school has particular regard to the Department for Education statutory guidance Allergy safety in schools, published in July 2026, and to the statutory allergy-safety duties introduced by section 34 of the Children's Wellbeing and Schools Act 2026. RHPS will review this policy and its separate allergy-safety arrangements at least annually and following significant incidents, near misses or changes in statutory guidance.

2. Aims

This policy aims to:

- Safeguard pupils with medical conditions and allergies.
- Ensure pupils with medical needs are properly supported in school.
- Reduce the risk of accidental exposure to allergens.
- Ensure staff understand their responsibilities.
- Provide clear emergency procedures.
- Ensure appropriate training is provided.
- Promote an inclusive environment where pupils can fully participate in school life.
- Comply with safeguarding, equality and health and safety duties.
- Meet the requirements of Benedict's Law regarding allergy awareness, identification and emergency response.
- Promote awareness of allergies and medical conditions across the whole school community.

3. Scope

This policy applies to:

- All pupils.
- All employees.
- Governors.
- Volunteers.
- Contractors.
- Visitors.
- Supply staff.
- Breakfast Club.
- After-school clubs.
- Lunchtime supervisors/Play Leaders
- Educational visits.
- Residential visits.
- Sporting activities.
- School events and performances.

4. Medical Conditions Within School

The school supports pupils with a range of diagnosed allergies, including food and environmental allergies. Some pupils may be at risk of anaphylaxis and require prescribed emergency medication, including adrenaline auto-injectors. Individual arrangements are recorded and managed in accordance with the school's Allergy Safety Policy.

The school currently supports children with a range of medical conditions including:

Allergies and Anaphylaxis

The school has pupils with diagnosed allergies including: Nut allergies, Peanut allergies, Egg allergies, Cow's milk allergies, Soya allergies, Sesame allergies, Fish allergies, Seafood allergies, Lentil and chickpea allergies & Environmental allergies including dust mite and animal fur allergies.

Several pupils require prescribed emergency medication including adrenaline auto-injectors (AAIs/EpiPens). School maintains individual allergy information and healthcare plans for affected pupils.

Asthma

The school recognises that asthma is a common long-term medical condition affecting many children and that, if not managed effectively, asthma symptoms can become life-threatening. The school is committed to ensuring that pupils with asthma can participate fully in all aspects of school life, including physical education, educational visits, extracurricular activities and residential visits.

The school will:

- Maintain up-to-date information regarding pupils diagnosed with asthma.
- Ensure that pupils with asthma have an asthma plan completed by a parent.
- Work in partnership with parents/carers and healthcare professionals to support pupils' medical needs.
- Ensure prescribed reliever inhalers are readily accessible and available when needed.
- Ensure relevant staff are aware of pupils with asthma and understand how to respond to symptoms and asthma attacks.
- Encourage pupils to participate fully in physical activity while taking appropriate precautions where necessary.
- Ensure asthma medication accompanies pupils on educational visits and off-site activities.

Staff should be aware that signs of an asthma attack may include:

- Persistent coughing.
- Wheezing.
- Shortness of breath.
- Difficulty speaking in full sentences.
- Chest tightness.
- Increased distress or anxiety caused by breathing difficulties.

In the event of an asthma attack, staff will follow the pupil's asthma plan, assist the pupil in accessing their inhaler without delay, seek appropriate medical assistance, and call emergency services where required.

Parents/carers will be informed as soon as practicable.

Other Medical Conditions

The school currently supports pupils with: Type 1 Diabetes, Epilepsy, Focal seizure disorders, Sensory impairments, Visual impairments, Hearing impairments, Asthma and respiratory conditions, Other diagnosed medical conditions requiring medication, risk assessments or Personal Emergency Evacuation Plans (PEEPs). The school recognises that this list may change throughout the year and will maintain an up-to-date medical register.

5. Roles and Responsibilities

Governing Body

The Governing Body will:

- Approve and review this policy.
- Monitor compliance.
- Ensure sufficient resources are available.
- Review significant incidents involving medical conditions or allergies.
- Ensure statutory duties are met.
- A named governor will have oversight of allergy safety arrangements and will receive reports on significant allergy incidents, near misses and actions arising from policy review.

Headteacher

The Headteacher will:

- Ensure this policy is implemented consistently.
- Appoint a Designated Medical Conditions and Allergy Lead.
- Ensure appropriate training is provided.
- Promote a whole-school approach.
- Ensure suitable arrangements are made for pupils with medical needs.
- Ensure emergency procedures are effective.

Designated Medical Conditions and Allergy Leads

Allergy Leads: Mrs Caroline Tams and Mrs Helen Houlston

The Designated Leads will:

- Maintain the school's Medical Conditions and Allergy Register.
- Ensure Individual Healthcare Plans (IHPs) remain current.
- Liaise with parents and healthcare professionals.
- Coordinate staff training.
- Oversee emergency medication storage.
- Monitor expiry dates and notify parents when replacement medication is required.
- Coordinate risk assessments.
- Review incidents and implement improvements.
- Maintain records required under Benedict's Law.

Staff

All staff will:

- Be aware of pupils with medical conditions.
- Know how to access relevant healthcare plans.
- Attend required training.
- Recognise signs of illness, allergic reactions and anaphylaxis.
- Follow emergency procedures immediately.
- Support pupils appropriately.
- Promote safe practices during meals, trips and curriculum activities.

Parents and Carers

Parents/carers are responsible for:

- Informing school about medical conditions.
- Providing medical evidence where required.
- Providing prescribed medication.
- Ensuring medication remains in date.
- Informing school of any change in medical circumstances.
- Completing healthcare plans and consent documentation.
- Providing emergency contact information.

Where prescribed, parents/carers should provide the school with two in-date adrenaline auto-injectors and ensure these are replaced before their expiry date.

Pupils

Where age and understanding allow, pupils should:

- Understand their medical condition.
- Take reasonable responsibility for their own health needs.
- Avoid sharing food.
- Alert staff if they feel unwell.
- Carry medication where agreed within their healthcare plan.

6. Individual Healthcare Plans (IHPs)

Any pupil with a significant medical condition or diagnosed allergy will have an Individual Healthcare Plan where required. Where a parent/carer reports that their child has an allergy, the school will seek appropriate medical evidence (for example from a GP, hospital consultant or specialist allergy service) before an Individual Healthcare Plan is implemented, unless emergency safeguarding arrangements require immediate interim measures.

Healthcare Plans will include:

- Medical diagnosis or condition.
- Allergens, triggers, or factors affecting the condition.
- Signs, symptoms, and indicators of deterioration.
- Medication requirements, including dosage and administration.
- Medication storage and accessibility arrangements.
- Daily care and support requirements.
- Emergency procedures and response actions.
- Named parent/carer and medical contacts.
- Staff roles, responsibilities, and training requirements.
- Arrangements for school visits and off-site activities.
- Review dates and review procedures.

Plans will be reviewed:

- Annually.
- After any significant medical incident.
- Whenever medical advice changes.
- When a pupil transitions between key stages.

7. Medical Conditions Register

Russells Hall Primary School will maintain a **Medical Conditions Register** for pupils with a medical condition, allergy, Individual Healthcare Plan (IHP), risk assessment, medication care plan, Personal Emergency Evacuation Plan (PEEP), or any other identified health need.

Where appropriate, the register will include:

- Pupil name, date of birth, year group and class.
- Details of the medical condition, allergy, or health need.
- The type of support in place, such as an Individual Healthcare Plan (IHP), Allergy Action Plan, care plan, risk assessment, or PEEP.
- Details of any medication, including emergency medication, required in school.

Information held on the Medical Conditions Register will be shared with relevant staff on a **need-to-know basis**, while maintaining confidentiality and complying with data protection legislation.

Allergy Information

For pupils with diagnosed allergies, the school will maintain accurate and up-to-date allergy information. This information will be recorded within the pupil's Individual Healthcare Plan (IHP) and reviewed regularly in partnership with parents/carers and healthcare professionals, where appropriate.

School Kitchen and Catering Information

The school kitchen will maintain a record of pupils with food allergies and specific dietary requirements. Catering staff will have access to relevant information, including copies of Individual Healthcare Plans (IHPs), Allergy Action Plans, and dietary information provided by parents/carers through the school lunch application. This information will be shared only with those who require it to ensure the safety and wellbeing of pupils, while maintaining confidentiality.

The Medical Conditions Register may include pupils with:

- Allergies and anaphylaxis.
- Diabetes.
- Epilepsy and seizure disorders.
- Asthma and respiratory conditions.
- Sensory impairments.
- Long-term or complex medical conditions.
- Medication requirements.
- Risk assessments.
- Individual Healthcare Plans (IHPs).
- Allergy Action Plans.
- Personal Emergency Evacuation Plans (PEEPs).

- Any other identified health, medical, or accessibility need requiring additional support in school.

8. Allergy Management

The school recognises that it is impossible to guarantee an allergen-free environment.

Instead, the school adopts a **risk reduction strategy**.

Measures include:

- Handwashing before and after eating.
- Cleaning tables and eating surfaces.
- Encouraging good hygiene.
- Discouraging food sharing.
- Staff supervision during meal times.
- Careful planning of curriculum activities involving food.
- Appropriate risk assessments.
- Liaison with catering providers regarding allergens and cross-contamination.

The school strongly discourages pupils from bringing:

- Whole nuts.
- Peanut products.
- Nut-based snack bars.
- Sesame-containing products where possible.

Every reasonable effort will be made to minimise risk.

Catering arrangements will comply with applicable food-information requirements, including the Food Information Regulations 2014 and relevant Natasha's Law requirements. Where a specialist Catering Management Consultant or catering provider is used, allergen-management procedures will be monitored and reviewed with them.

Where a photograph or other identification method is used to identify a pupil with a food allergy, this will be proportionate, discussed with the pupil and parents/carers where appropriate, and managed to protect dignity, privacy and inclusion.

Allergy Risk Assessments

The school will complete individual allergy risk assessments where appropriate. These may include:

- Cooking activities.
- Food technology activities.
- Science investigations.
- Gardening activities.
- Animal visits.
- Educational visits.
- Residential visits.

- School performances.
- Fundraising events.
- Celebrations involving food.

Risk assessments will be reviewed:

- Annually.
- Following any allergic reaction.
- Following a near miss.
- Whenever a pupil's medical needs change.

9. Benedict's Law Compliance

In line with Benedict's Law, the school will:

Identification

- Maintain an accurate allergy register.
- Ensure pupils with diagnosed allergies are identified promptly.

Planning

- Maintain Individual Healthcare Plans.
- Implement individual risk assessments where necessary.

Training

- Provide annual allergy awareness training for all staff.
- Provide practical training in recognising anaphylaxis and administering adrenaline auto-injectors.
- Train new staff as part of induction.

Emergency Medication

- Hold prescribed AAls where required.
- Hold spare AAls in accordance with legislation and parental consent arrangements.
- Ensure medication is easily accessible at all times.

Communication

- Share allergy information appropriately with relevant staff.
- Ensure trip leaders and club providers receive necessary information.
- Work in partnership with parents and healthcare professionals.

Incident Review

- Record and review all allergy incidents and near misses on medical tracker & CPOMS.
- Implement lessons learned.

School will monitor developments relating to Benedict's Law and implement any statutory requirements as they come into force.

10. Medication

Medication in school must:

- Be prescribed where appropriate.
- Be supplied in original packaging.
- Be clearly labelled.

- Be within expiry date.

Emergency medication will be:

- Readily accessible.
- Not locked away if immediate access is required.
- Taken on visits and off-site activities.

Parents remain responsible for ensuring medication is replaced before expiry.

School staff may administer medicines in accordance with parental consent, training requirements, and applicable school procedures. A written record will be kept each time prescription medication is administered.

Spare Adrenaline Auto-Injectors

The school will maintain spare AAI kits in accordance with current statutory requirements, applicable consent/authorisation arrangements and Department for Education guidance.

- Spare devices will be held in clearly labelled kits and in appropriate doses.
- They will be stored so they are unlocked, unrestricted and immediately accessible to trained staff.
- The school will arrange storage so that a suitable spare device can reach any child within five minutes of being required; additional kits will be considered where site layout makes this necessary.
- Designated Leads will carry out and record regular checks of quantity, dose, condition and expiry dates and arrange timely replacement and safe disposal.
- Pupils' prescribed AAIs must also remain rapidly accessible, including during PE, clubs, visits and residential, and must not be locked away where immediate access is required.
- Emergency inhaler arrangements are covered by the school's supporting medical conditions/asthma arrangements.
- Where a pupil is experiencing suspected anaphylaxis and their prescribed AAI is unavailable, inaccessible or has already been used, a school-held spare/emergency AAI may be administered by a trained member of staff in accordance with the school's emergency procedures, the pupil's IHP/Allergy Action Plan and current statutory guidance. Treatment must not be delayed while locating prescribed medication or contacting parents/carers.

11. Educational Visits and Off-Site Activities

No pupil will be excluded from a visit solely because of a medical condition.

The school will:

- Undertake risk assessments.
- Ensure medication accompanies pupils.
- Ensure trained staff attend where required.
- Liaise with parents regarding arrangements.
- Consider emergency access arrangements.

12. Emergency Procedures

Where anaphylaxis is suspected, staff must follow the emergency procedures set out in the pupil's Allergy Action Plan and the school's Allergy Safety Policy. If in doubt, staff should treat the situation as an emergency and administer adrenaline without delay in accordance with current guidance and training.

If a pupil becomes seriously unwell or anaphylaxis is suspected:

1. Stay with the pupil.
2. Call for trained assistance.
3. Administer prescribed medication immediately.
4. Administer an adrenaline auto-injector without delay if anaphylaxis is suspected.
5. Call 999.
6. Inform parents/carers as soon as practicable.
7. Follow the Individual Healthcare Plan.
8. Administer a second AAI if symptoms continue and emergency services have not arrived, in accordance with current medical guidance.
9. Record the incident on medical tracker & CPOMS.

Where there is doubt, staff should treat the situation as an emergency.

13. Staff Training

- Understanding medical conditions and the impact on pupils.
- Allergy awareness.
- Recognition of allergic reactions and anaphylaxis.
- Practical use of adrenaline auto-injectors.
- Emergency response procedures.
- Asthma awareness and inhaler response where relevant.
- Diabetes awareness where relevant.
- Epilepsy/seizure awareness where relevant.
- Medication administration where relevant to role.
- Record keeping, reporting and learning from incidents and near misses.

All staff will receive allergy awareness and emergency-response training on induction and at least annually, in line with current statutory requirements and guidance. Additional condition-specific training will be provided where staff have responsibility for individual pupils. Training records will be maintained.

14. Record Keeping and Monitoring

The school will maintain records of:

- Healthcare plans.
- Medical consent forms.
- Medication held.
- Staff training.
- Risk assessments.
- Allergy incidents.
- Medical emergencies.

- Near misses.

These records, on medical tracker & CPOMS, will be reviewed regularly to identify trends & improve practice.

Medical information will be processed in accordance with UK GDPR and the Data Protection Act 2018.

15. Communication, Publication and Monitoring

- The policy will be published on the school website and made generally known within school.
- Staff will receive information through induction, annual training and appropriate updates.
- Parents/carers will be informed through the school's usual communication channels.
- Pupils will receive age-appropriate information about allergy and medical-condition safety.
- The school will monitor implementation and review incident and near-miss data to identify trends and improve practice.
- The school will maintain a separate allergy safety policy/section where required by legislation and statutory guidance. This overarching policy should be read alongside that document.

16. Linked Policies and Documents

- Allergy Safety Policy
- Supporting Children with Medical Conditions and Asthma Policy/arrangements
- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Educational Visits Policy
- SEND Policy
- Behaviour and Anti-Bullying Policy
- Data Protection/Privacy arrangements
- Individual Healthcare Plans, Allergy Action Plans, care plans, risk assessments and PEEPs

17. Review

This policy will be reviewed annually or sooner if:

- Legislation changes.
- DfE guidance is updated.
- A significant incident occurs.
- Changes are introduced through Benedict's Law or associated guidance.

The school recognises that effective management of medical conditions and allergies relies on strong partnership working between school staff, parents/carers, pupils and healthcare professionals.

Parents/carers are encouraged to contact the school at any time to discuss concerns, changes in medical needs or arrangements for supporting their child.

Date: September 2026 Date of review: September 2027

