

Supporting Pupils and Students with Medical Conditions

Version 1

This policy applies to all NCLT settings.



**DINNINGTON
HIGH SCHOOL**



Wingfield Academy



The logo for newcollege Doncaster, featuring a stylized green 'C' icon followed by the text 'newcollege' and 'Doncaster'.

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1.0 Policy Statement

The Trust is committed to ensuring that pupils and students with medical conditions are properly supported so that they can access, participate in and benefit from education on an equal basis with their peers.

The Trust recognises that medical conditions may affect health, wellbeing, attendance, participation and educational outcomes. Effective arrangements must therefore be established to support individuals safely whilst maintaining their dignity, independence and inclusion.

The Trust will:

- Promote a safe, inclusive and supportive learning environment.
- Support pupils and students with medical conditions to participate fully in education and wider Trust activities.
- Maintain arrangements to identify and manage medical condition risks.
- Ensure appropriate Individual Healthcare Plans are implemented where required.
- Promote effective partnership working with families, healthcare professionals and other relevant agencies.
- Support the emotional wellbeing of pupils and students affected by medical conditions.
- Monitor performance and seek continual improvement.
- Comply with relevant legislation, statutory guidance and regulatory requirements.

This policy establishes the strategic framework through which medical conditions will be governed, managed and monitored throughout the Trust.

2.0 Scope

This policy applies to:

- All schools, colleges and workplaces operated by the Trust.
- All educational activities undertaken on or off Trust premises.
- Pupils and students with medical conditions.
- Staff, agency workers and volunteers.
- Contractors and third-party providers where their activities may affect pupils or students with medical conditions.
- Educational visits, residential activities, sporting activities, enrichment activities and work experience placements.

This policy applies alongside the Trust's Health and Safety Policy, Allergy Safety Policy, Safeguarding Policy and associated protocols.

3.0 Legal Framework

This policy supports compliance with relevant legislation and guidance including, but not limited to:

- Children and Families Act 2014.

- Children Act 1989.
- Children Act 2004.
- Education Act 2002.
- Education Act 1996.
- Equality Act 2010.
- Health and Safety at Work etc. Act 1974.
- Medicines Act 1968.
- Misuse of Drugs Act 1971.
- UK General Data Protection Regulation (UK GDPR).
- Supporting Pupils at School with Medical Conditions Statutory Guidance.
- SEND Code of Practice.
- Keeping Children Safe in Education.

The Trust will also have regard to emerging statutory expectations identified within the Government response to the review of medical conditions guidance, including strengthened requirements relating to leadership, wellbeing, Individual Healthcare Plans, incident learning and inclusion.

4.0 Definitions

Medical Condition – A physical or mental health condition that may require support, adjustments, medication, monitoring or intervention during participation in education.

Individual Healthcare Plan (IHP) – The Trust's documented record of the arrangements it has put in place to support a pupil or student with a medical condition. An IHP is not a clinical document and must reflect relevant care plans, action plans and advice provided by healthcare professionals.

Medical Lead – A designated senior leader responsible for oversight of medical conditions arrangements within a setting.

Healthcare Professional – A suitably qualified health practitioner involved in the care or treatment of a pupil or student.

Protocol – A Trust-approved operational document which sets out how policy requirements are implemented in practice.

5.0 Roles and Responsibilities

5.1 Trust Board

The Trust Board has overall strategic responsibility for arrangements supporting pupils and students with medical conditions and must:

- Ensure compliance with statutory duties.
- Maintain oversight of significant medical condition risks.
- Ensure appropriate resources are available.
- Receive assurance regarding implementation and effectiveness.
- Monitor trends, significant incidents and emerging risks.
- Review the effectiveness of Trust arrangements.

5.2 Chief Executive Officer

The CEO holds overall operational accountability and must:

- Ensure implementation of this policy.
- Ensure appropriate governance arrangements are maintained.
- Promote an inclusive and supportive culture.
- Ensure adequate resources are available.
- Monitor Trust-wide performance and compliance.

5.3 Executive Leaders

Executive Leaders must:

- Support implementation of this policy.
- Ensure medical conditions are considered within strategic decision-making.
- Monitor compliance and performance within their areas of responsibility.
- Support Principals and Headteachers in delivering effective arrangements.

5.4 Trust Health and Safety Manager

The Trust Health and Safety Manager must:

- Provide professional advice and guidance.
- Support policy and protocol development.
- Deliver assurance and compliance activities.
- Monitor performance trends.
- Support incident review and organisational learning.

5.5 Principals and Headteachers

Principals and Headteachers must:

- Implement this policy and supporting protocols.
- Appoint a suitable Medical Lead.
- Ensure effective local arrangements are maintained.
- Promote inclusion and participation.
- Ensure sufficient staffing, competence and training arrangements are in place.
- Ensure Individual Healthcare Plans are implemented where required.

5.6 Medical Lead

Each site must appoint a named senior leader with responsibility for oversight of medical conditions arrangements.

The Medical Lead must:

- Coordinate implementation of local arrangements.
- Support development and review of Individual Healthcare Plans.
- Promote effective communication and partnership working.

- Monitor compliance and implementation.
- Escalate concerns where necessary.
- Support review of incidents and near misses.

5.7 Managers

Managers must:

- Implement Trust requirements within their areas of responsibility.
- Ensure relevant medical condition risks are considered and controlled.
- Support staff in fulfilling their responsibilities.
- Escalate concerns promptly.

5.8 All Staff

All staff must:

- Follow relevant policies, protocols and Individual Healthcare Plans.
- Attend required training.
- Take reasonable care of the health, safety and welfare of others.
- Report concerns, incidents and near misses promptly.
- Co-operate with arrangements implemented to support pupils and students with medical conditions.

6.0 Medical Conditions Management Principles

6.1 Governance and Accountability

Clear accountability for supporting pupils and students with medical conditions must exist at all levels of the Trust.

6.2 Inclusion and Participation

Pupils and students with medical conditions must be supported to participate as fully as possible in education, educational visits, enrichment activities and wider school or college life.

6.3 Wellbeing

The Trust recognises that medical conditions may affect emotional wellbeing, confidence, attendance and social participation.

Support arrangements must consider wellbeing alongside physical health and safety.

6.4 Partnership Working

Effective support requires collaborative working between education settings, families, healthcare professionals and relevant agencies.

The Trust recognises the distinction between educational support arrangements and clinical healthcare responsibilities. Clinical assessment, diagnosis, treatment planning and clinical supervision remain the responsibility of appropriate healthcare professionals.

6.5 Individual Healthcare Planning

Where required, Individual Healthcare Plans must provide clarity regarding support arrangements, responsibilities and communication requirements.

IHPs must reflect healthcare professional advice and must not replace clinical documentation.

6.6 Risk Management

Medical condition risks must be identified, assessed and managed using proportionate risk management principles.

6.7 Competence and Training

Staff must receive information, instruction and training appropriate to their role and responsibilities.

6.8 Incident Reporting and Learning

The Trust will promote a positive reporting culture which encourages learning from incidents and near misses.

7.0 Organisational Arrangements

7.1 Leadership and Oversight

Each site must maintain local arrangements for the implementation of this policy under the oversight of the designated Medical Lead.

7.2 Identification of Medical Conditions

Appropriate systems must exist to identify pupils and students who require support.

Arrangements should be based upon assessed need and risk and must not be dependent solely on the existence of a formal diagnosis.

7.3 Individual Healthcare Plans

The Trust will maintain arrangements to ensure Individual Healthcare Plans are developed where required.

An IHP should be implemented where a pupil or student:

- Has a long-term medical condition.
- Is at risk of harm as a result of that condition.
- Requires arrangements that are additional to or different from those made generally.

IHPs must:

- Be developed in partnership with relevant parties.
- Reflect healthcare professional advice where available.
- Be reviewed at least annually and when needs change.
- Remain accessible to those who require the information to fulfil their responsibilities.

7.4 Information Management

Medical information must be managed lawfully, securely and proportionately. Information sharing arrangements must ensure that relevant personnel have access to information necessary to safeguard and support pupils and students whilst maintaining confidentiality and compliance with UK GDPR requirements.

7.5 Supporting Participation

The Trust is committed to supporting participation in:

- Education.
- Educational visits.
- Residential visits.
- Sporting activities.
- Enrichment activities.
- Wider school and college life.

Reasonable adjustments must be considered where required.

7.6 Medication and Healthcare Support

The Trust will maintain arrangements to support the safe management of medication and healthcare support requirements.

Detailed operational arrangements will be set out within supporting protocols.

7.7 Emergency Preparedness

The Trust will maintain arrangements to ensure foreseeable medical emergencies can be managed effectively.

Emergency arrangements must be communicated to relevant personnel and integrated within wider emergency planning arrangements.

7.8 Safeguarding, SEND and Equality

Medical conditions may interact with safeguarding concerns, SEND, disability and attendance issues.

The Trust will ensure appropriate consideration is given to these interfaces when planning and delivering support arrangements.

7.9 Monitoring, Audit and Assurance

The Trust will monitor medical conditions arrangements through:

- Assurance activities.
- Compliance monitoring.
- Audit activity.
- Incident and near miss reviews.
- Review of Individual Healthcare Plan processes.
- Stakeholder feedback where appropriate.

7.10 Performance Reporting

Significant incidents, trends, compliance issues and emerging risks must be reported through established governance arrangements.

The Trust Board will receive periodic assurance regarding the effectiveness of arrangements supporting pupils and students with medical conditions.

8.0 Related Policies and Protocols

Related policies include:

- Health and Safety Policy.
- Allergy Safety Policy.
- Safeguarding and Child Protection Policy.
- Offsite Activities Policy.
- Equality and Diversity Policy.
- Attendance Management Policy.
- Special Educational Needs and Disability (SEND) Policy.

Supporting protocols may include:

- Medical Needs Protocol.
- Educational Visits – Day Trips.
- Educational Visits – Residential.
- Educational Visits – Adventurous Activities.
- Educational Visits – Overseas.
- Educational Visits – Sports Fixtures.
- First Aid Protocol.
- Incident Reporting and Investigation Protocol.
- Allergy Protocol.

Staff must comply with all relevant policies, protocols and local arrangements applicable to their role.

9.0 Monitoring and Review

Implementation of this policy will be monitored through:

- Audit and assurance activities.
- Compliance monitoring.
- Incident and near miss review.
- Governance reporting.
- Stakeholder feedback.
- Policy and protocol review processes.

This policy will be reviewed annually by the Trust Board or sooner where required due to:

- Changes in legislation or statutory guidance.
- Significant incidents or emerging risks.
- Organisational change.
- Findings arising from assurance activity.
- Lessons identified through incident investigation.

Following a serious incident or near miss, the Trust must consider whether the policy, associated protocols or Individual Healthcare Plan arrangements require review and amendment.

The review process should include consideration of feedback from pupils, students, families and relevant professionals where appropriate.

Equality Impact Assessment (EIA)

Name of the policy: -Supporting Pupils and Students with Medical Conditions Policy

Date of Review: -

This **EIA** is completed to assess the impact of a policy, procedure or practice on people with protected characteristics and to demonstrate that the Trust has considered the aims of the Public Sector Equality Duty (PSED).

Could the policy have a differential impact on stakeholders with protected characteristics?

The **Protected Characteristics** are:

- | | |
|---------------------------|--|
| • Sex | • Age |
| • Race | • Disability |
| • Religion or Belief | • Marriage and Civil Partnership |
| • Sexual Orientation | • Gender Reassignment; or |
| • Pregnancy and Maternity | • Other potentially vulnerable groups. |

Protected Characteristic	Impact (P = Positive, N = Negative)	Reason
Disability	P	The primary purpose of the policy is to ensure that pupils and students with medical conditions are able to access, participate in and benefit from education on an equal basis with their peers. The policy requires Individual Healthcare Plans, reasonable adjustments, inclusion, risk management, participation in educational activities and consideration of SEND and disability. These arrangements positively support disabled pupils and students and assist the Trust in meeting its Equality Act duties.
Age	P	The policy specifically supports children and young people whose medical conditions may affect attendance, participation, wellbeing and educational outcomes. It establishes arrangements designed to remove barriers to education and support participation in all aspects of school and college life.
Other Potentially Vulnerable Groups	P	The policy supports pupils and students who may be vulnerable as a result of long-term health conditions, complex medical needs, mental health conditions, SEND or periods of absence from education. The policy promotes inclusion, safeguarding, wellbeing and access to education.

Equality Declaration

The policy holder stated below has taken all reasonable efforts to give due regard to any impact this policy or practice has on people with protected characteristics. Where a negative impact has been highlighted above any further actions taken are shown below.

Detail of any specific actions taken to reduce any impact highlighted above (if required)	No negative impacts have been identified. The policy includes measures that actively promote equality and inclusion by: • Requiring pupils and students with medical conditions to be supported to access education on an equal basis with their peers. • Requiring consideration of reasonable adjustments where required. • Supporting participation in educational visits, sporting activities, enrichment activities and wider school or college life. • Requiring Individual Healthcare Plans where additional or different arrangements are needed. • Recognising the interaction between medical conditions, SEND, disability, attendance, safeguarding and wellbeing. • Promoting partnership working with families, healthcare professionals and relevant agencies. • Supporting both physical health and emotional wellbeing.
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Policy Holder Title Trust Health and Safety Manager

Date September 2026