Administering Medication Policy v4

Strive for Education

Approved by:	A Brown	**Date:**	Oct 23
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Changes since last review:

National College update June 2025. New and updated information in this policy is highlighted in **[blue filled and bold text].**

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Statement of intent

Strive for Education (Strive) will ensure that students with medical conditions receive appropriate care and support at school, in order for them to have full access to education and remain healthy. This includes the safe storage and administration of students' medication.

The school is committed to ensuring that parents feel confident that we will provide effective support for their child's medical condition, and make the student feel safe whilst at school.

For the purposes of this policy, **"medication"** is defined as any prescribed or over the counter medicine, including devices such as asthma inhalers and adrenaline auto-injectors (AAIs). **"Prescription medication"** is defined as any drug or device prescribed by a doctor. **"Controlled drug"** is defined as a drug around which there are strict legal controls due to the risk of dependence or addiction, e.g. morphine.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- **[New]** Health and Safety at Work etc. Act 1974
- Equality Act 2010
- Children and Families Act 2014
- **[Updated]** DfE 'Supporting students at school with medical conditions'
- **[Updated]** DfE 'Automated external defibrillators (AEDs): a guide for maintained schools and academies'
- DfE (2017) 'Using emergency adrenaline auto-injectors in schools'

[Updated] This policy operates in conjunction with the following school policies:

- **[New]** Child Protection and Safeguarding Policy
- **[New]** Health and Safety Policy
- Supporting Students with Medical Conditions Policy
- First Aid Policy
- Records Management Policy
- Allergen and Anaphylaxis Policy
- Complaints Procedures Policy

2. [Updated] Roles and responsibilities

[Updated] The proprietors are responsible for:

- **[Updated]** The implementation of this policy and procedures and all corresponding procedures.
- Ensuring that this policy, as written, does not discriminate on any grounds, including the protected characteristics as defined by the Equality Act 2010.
- **[New]** Ensuring that there is a sufficient number of trained staff available within the school to administer medication based upon the school's risk assessments.
- Ensuring the correct level of insurance is in place for the administration of medication.
- Ensuring that members of staff who administer medication to students, or help students self-administer, are suitably trained and have access to information needed.
- Ensuring that relevant health and social care professionals are consulted in order to guarantee that students taking medication are properly supported.
- Managing any complaints or concerns regarding this policy, the support provided to students, or the administration of medication in line with the school's Complaints Procedures Policy.

The Headteacher is responsible for:

- The day-to-day implementation and management of this policy and relevant procedures.
- Ensuring that appropriate training is undertaken by staff members administering medication.
- Ensuring that staff members understand the local emergency services' cover arrangements and that the correct information is provided for the navigation system.

- Organising another appropriately trained individual to take over the role of administering medication in case of staff absence.
- Ensuring that all necessary risk assessments are carried out regarding the administration of medication, including for school trips and external activities.

All staff are responsible for:

- Adhering to this policy and supporting students to do so.
- Carrying out their duties that arise from this policy fairly and consistently.

Parents are responsible for:

- Keeping the school informed about any changes to their child's health.
- Completing an administering medication parental consent form prior to them or their child bringing any medication into school.
- Discussing medication with their child prior to requesting that a staff member administers the medication.

It is both staff members' and students' responsibility to understand what action to take during a medical emergency. This may include staff administering medication to the student involved.

3. Training staff

[NEW] The Operations Director will ensure that a sufficient number of staff are suitably trained in administering medication. All staff will undergo basic training on the administering of medication to ensure that, if exceptional circumstances arise where there is no designated administrator of medication available, students can still receive their medication from a trained member of staff. The Operations Director will also ensure that a sufficient number of staff have undergone specific training in administering medication, regular competency tests will also be carried out.

Where it is a necessary or vital component of their job role, staff will undertake training on administering medication in line with this policy as part of their new starter induction.

Staff will be advised not to agree to taking on the responsibility of administering medication until they have received appropriate training and can make an informed choice. The school will ensure that, as part of their training, staff members are informed that they cannot be required to administer medication to students, and that this is entirely voluntary.

Training will also cover the appropriate procedures and courses of action with regard to the following exceptional situations:

- The timing of the medication's administration is crucial to the health of the child
- Some technical or medical knowledge is required to administer the medication
- Intimate contact with the student is necessary

Staff members will be made aware that if they administer medication to a student, they take on a legal responsibility to do so correctly; therefore, staff will be encouraged not to administer medication in

the above situations if they do not feel comfortable and confident in doing so, even if they have received training.

Training for administering AAIs

The school will arrange specialist training for staff on an annual basis where a student in the school has been diagnosed as being at risk of anaphylaxis. Designated staff members with suitable training and confidence in their ability to use AAIs will be appointed to administer this medication. As part of their training, all staff members will be made aware of:

- How to recognise the signs and symptoms of severe allergic reactions and anaphylaxis.
- Where to find AAIs in the case of an emergency.
- How to respond appropriately to a request for help from another member of staff.
- How to recognise when emergency action is necessary.
- Who the designated staff members for administering AAIs are.
- How to administer an AAI safely and effectively in the event that there is a delay in response from the designated staff members.
- How to make appropriate records of allergic reactions.

There will be a sufficient number of staff who are trained in and consent to administering AAIs on site at all times.

Staff authorised to administer medications:

There will be nominated persons at each 'site' who will be the key personnel for administering / receiving medication, in addition to those there will be first aiders, ensuring that we have coverage when off-site visits /Outreach. Given the nature of Outreach any staff member who is doing Outreach will be asked to do the training. Outreach staff will be offered the opportunity to attend a First Aid course too.

We have decided that all first aiders should do this training and be able to administer medications, this includes 'as required' such as Paracetamol. Only those who have completed the training will be able to administer medication.

Listed below are those nominated at each site, in addition to this all First Aiders (highlighted in red) will also do the training as this ensures that we have full coverage.

NPR: Phil Kilbride, Lynn Hutchison, Pip Todd, Gem Haythorne (TBC booked Nov 26)

HVC: Jennifer Birks, Kirsty Reid, Charlie Graham, Lindsey Gosling, Chloe Rathmell, Kristina Batten

BT: Mags Sweeney, Danny Abdy and Clare Harris

Outreach: Chloe Rathmell, Jimmy Lowes, Jacob Keeble, Grace Nel, Nick Donnelly, Jeanette Renfrew

AP: Lindsey Gosling

Non-location specific: Han Donaghy, Mel Hordley

4. Receiving, storing and disposing of medication

Receiving prescribed medication from parents

The parents of students who need medication administered at school will be sent an administering medication parental consent form to complete and sign; the signed consent form will be returned to the school and appropriately filed before staff can administer medication to students under the age of 16. A signed copy of the parental consent form will be kept with the student's medication, and no medication will be administered if this consent form is not present. Consent obtained from parents will be renewed annually.

The school will only store and administer prescribed medication. The school will store a reasonable quantity of medication, e.g. a maximum of four weeks' supply at any one time. Aspirin will not be administered unless the school has evidence that it has been prescribed by a doctor.

Parents will be advised to keep medication provided to the school in the original packaging, complete with instructions, as far as possible, particularly for liquid medications where transfer from the original bottle would result in the loss of some of the medication on the inside of the bottle. This does not apply to insulin, which can be stored in an insulin pen.

Storing students' medication

The school will ensure that all medications are kept appropriately, according to the product instructions, and are securely stored. Medication that may be required in emergency circumstances, e.g. asthma inhalers and AAIs, will be stored in a way that allows it to be readily accessible to students who may need it and can self-administer, and staff members who will need to administer them in emergency situations. All other medication will be stored in a place inaccessible to students.

The school will ensure that students know where their medication is at all times and are able to access them immediately, e.g. by ensuring that the identities of any key holders to the storage facilities are known by these students.

Medication stored in the school will be:

- Kept in the original container alongside the instructions for use.
- Clearly labelled with:
    - The student's name.
    - the name of the medication.
    - The correct dosage.
    - The frequency of administration.
    - Any likely side effects.
    - The expiry date.
- Stored alongside the accompanying administering medication parental consent form.

Medication that does not meet the above criteria will not be administered.

Disposing of students' medication

The school will not store surplus or out-of-date medication. Where medication and/or its containers need to be returned to the students' doctor or pharmacist, parents will be asked to collect these for this purpose.

Needles and other sharps will be disposed of safely and securely, e.g. using a sharps disposal box.

5. [Updated] Administering medication

Medication will only be administered at school if it would be detrimental to the student not to do so. Only suitably qualified members of staff will administer controlled drugs. Staff will check the expiry date and maximum dosage of the medication being administered to the student each time it is administered, as well as when the previous dose was taken.

Medication will be administered in a private, comfortable environment and, as far as possible, in the same room as the medication is stored; this will normally be the main offices on each site. If required an alternative room will be available and equipped with the following provisions:

- Arrangements for increased privacy where intimate contact is necessary
- Facilities to enable staff members to wash their hands before and after administering medication, and to clean any equipment before and after use if necessary
- Available PPE for use where necessary

Before administering medication, the responsible member of staff should check:

- The student's identity.
- That the school possesses written consent from a parent.
- That the medication name, dosage and instructions for use match the details on the consent form.
- That the name on the medication label is the name of the student being given the medication.
- That the medication to be given is within its expiry date.
- That the student has not already been given the medication within the accepted frequency of dosage, by checking CPOMS medical entries.

If there are any concerns surrounding giving medication to a student, the medication will not be administered and the school will consult with the student's parent or a healthcare professional, documenting any action taken.

If a student cannot receive medication in the method supplied, e.g. a capsule cannot be swallowed, written instructions on how to administer the medication must be provided by the student's parent, following advice from a healthcare professional.

Where appropriate, students will be encouraged to self-administer under the supervision of a staff member, provided that parental consent for this has been obtained. If a student refuses to take their medication, staff will not force them to do so, but will follow the procedure agreed upon in their IHPs, and parents will be informed so that alternative options can be considered.

The school will not be held responsible for any side effects that occur when medication is taken correctly.

Written records will be kept of all medication administered to students, including the date and time that medication was administered and the name of the staff member responsible. This will be recorded by the creation of a CPOMS record. Records will be stored in accordance with the Records Management Policy.

[New] Non-prescription medicines

Paragraph 21 of the DfE guidance document 'Supporting pupils at school with medical conditions' stipulates that schools should set out the circumstances in which non-prescription medicines may be administered. Below is some example text; schools should review and amend to suit their own context and circumstances.

The school is aware that students may, at some point, suffer from minor illnesses and ailments of a short-term nature, and that, in these circumstances, health professionals are likely to advise parents to purchase over the counter medicines, for example, paracetamol and antihistamines.

The school will work on the premise that parents have the prime responsibility for their child's health and should provide schools and settings with detailed information about their child's medical condition as and when any illness or ailment arises.

To support full attendance the school will consider making arrangements to facilitate the administration of non-prescription medicines following parental request and consent.

Students and parents will not be expected to obtain a prescription for over-the-counter medicines as this could impact on their attendance and adversely affect the availability of appointments with local health services due to the imposition of non-urgent appointments being made.

If a student is deemed too unwell to be in school, they will be advised to stay at home or parents will be contacted and asked to take them home.

When making arrangements for the administration of non-prescription medicines the school will exercise the same level of care and caution, following the same processes, protocols and procedures as those in place for the administration of prescription medicines.

The school will also ensure that the following requirements are met when agreeing to administer non-prescription medicines.

- Non-prescription medicines will not be administered for longer than is recommended. For example, most pain relief medicines, such as ibuprofen and paracetamol, will be recommended for three days use before medical advice should be sought. Aspirin will not be administered unless prescribed.

- Parents will be asked to bring the medicine in, on at least the first occasion, to enable the appropriate paperwork to be signed by the parent and for a check to be made of the medication details.

- Non-prescription medicines must be supplied in their original container, have instructions for administration, dosage and storage, and be in date. The name of the child can be written on the container by an adult if this helps with identification.

- Only authorised staff who are sufficiently trained will be able to administer non-prescription medicines.

Paracetamol

The school is aware that paracetamol is a common painkiller that is often used by adults and children to treat headaches, stomach ache, earache, cold symptoms, and to bring down a high temperature; however, it also understands that it can be dangerous if appropriate guidelines are not followed and recommended dosages are exceeded.

The school is aware that paracetamol for children is available as a syrup from the age of 2 months; and tablets (including soluble tablets) from the age of 6 years, both of which come in a range of strengths.

The school understands that children need to take a lower dose than adults, depending on their age and sometimes, weight. The school will ensure that authorised staff are fully trained and aware of the NHS advice on how and when to give paracetamol to children, as well as the recommended dosages and strength.

Staff will always check instructions carefully every time they administer any medicine, whether prescribed or not, including paracetamol.

The school will ensure that they have sufficient members of staff who are appropriately trained to manage medicines and health needs as part of their duties.

The written consent of parents will be required in order to administer paracetamol to students.

Secondary schools only

To reduce the risk of students carrying medicines and avoid confusion over what can be administered, the school will keep its own stock of 500mg paracetamol tablets.

The school is aware of the NHS recommended dosages for secondary aged students as set out below:

- 12 to 15 years: 750mg – maximum four times in 24 hours

The written consent of parents will be required in order to administer paracetamol to students. A 'permission to administer paracetamol section' will be included in the Student Information form. This form will be completed as part of the student admission process, updated annually and kept in the school office.

For students' health and safety the school will only administer one tablet of **500mg**, regardless of age, within the school day and will ensure staff adhere to the following protocols:

- The school will hold a supply of **500mg** paracetamol securely in a locked medicine cabinet.

- Before giving paracetamol, affected students will be encouraged to get some fresh air, and have a drink or something to eat. Paracetamol will only be considered if these actions do not work.

- Parents and carers will be contacted by phone before any paracetamol is given to obtain verbal consent and to confirm whether any medicines have been taken before attending school.

- Following consent, paracetamol may be administered by authorised members of staff in the event of a headache, toothache, period pain or any type of mild to moderate pain.

- Paracetamol will not be issued without prior written consent, **and** verbal consent from the parent **on the day**. If verbal consent cannot be obtained, then paracetamol **will not** be given.

- When a student is given medicine, the authorised member of staff will witness the student taking the paracetamol and make a record of it on CPOMS. This record will include:

  - Student's name.
  - The name of the medicine.
  - Dose given.
  - Date and time of administration.
  - Details of the person administering, this will be shown in CPOMS record

- Only standard paracetamol will be given, not combination medicines which may contain other drugs.

- Students will only be given **one 500mg dose** of paracetamol during the school day; this will only be given to students after **12.30pm**, or where a minimum of four hours has elapsed since the student arrived in school that day.

- If paracetamol does not alleviate symptoms, the student's parents will be contacted again.

- Paracetamol will not be given following a head injury, or where a student has taken paracetamol containing medicine within the last four hours.

- Students who frequently require paracetamol will be asked to provide their own tablets which will be kept securely labelled in the school office; parents will be contacted by the office staff in these circumstances.

- If a student has a minor injury whilst at school their condition will be triaged by a First Aider; whereupon appropriate pain relief may be given by an authorised member of staff (who may or may not be the first aider) following consultation and consent from parents.

6. Medical devices

Asthma inhalers

The school will allow students who are capable of carrying their own inhalers to do so, provided that parental consent for this has been obtained. The school will ensure that spare inhalers for students are kept safe and secure in preparation for the event that the original is misplaced, unavailable or not working.

AAIs

The school will allow students who are capable of carrying their own AAIs to do so, provided that parental consent for this has been obtained. The school will ensure that spare AAIs for students are kept safe and secure in preparation for the event that the original is misplaced, unavailable or not working.

Spare AAIs are not located more than five minutes away from where they may be required. The emergency AAIs can be found at the following locations:

- North Park Road 21 main office
- Hookstone main office (when an asthma suffer is in the cohort)
- Bishop Thornton main office (when an asthma suffer is in the cohort)

The school will ensure that risk assessments regarding the use and storage of AAIs on the premises are conducted and up-to-date.

Medical authorisation and parental consent will be obtained from all students believed to be at risk of anaphylaxis for the use of spare AAIs in emergency situations. The spare AAIs will not be used on students who are not at risk of anaphylaxis or where there is no parental consent. Where consent and authorisation has been obtained, this will be recorded in the student's Individual Healthcare Plan (IHP).

Students' and spare AAIs will be obtained, stored and administered in line with the school's Allergen and Anaphylaxis Policy.

7. IHPs

For students with chronic or long-term conditions and disabilities, an IHP will be developed in liaison with the student, their parent, the Headteacher, the SENCO and any relevant medical professionals. When deciding what information should be recorded on an IHP, the following will be considered:

- The medical condition and its triggers, signs, symptoms and treatments
- The student's resulting needs, such as medication, including the correct dosage and possible side effects, medical equipment, and dietary requirements
- The specific support needed for the student's educational, social and emotional needs
- The level of support needed and whether the student will be able to take responsibility for their own health needs
- The type of provision and training that is required, including whether staff can be expected to fulfil the support necessary as part of their role
- Which staff members need to be aware of the student's condition
- Arrangements for receiving parental consent to administer medication
- Separate arrangements which may be required for out-of-school trips and external activities

- Which staff member can fulfil the role of being a designated, entrusted individual to whom confidentiality issues are raised
- What to do in an emergency, including whom to contact and contingency arrangements
- What is defined as an emergency, including the signs and symptoms that staff members should look out for

The Operations Director and Headteacher will ensure that IHPs are reviewed at least annually. IHPs will be routinely monitored throughout the year by a designated staff member.

8. Educational trips and visits

In the event of educational trips and visits which involve leaving the school premises, medication and medical devices will continue to be readily available to staff and students. This may include students carrying their medication themselves, where possible and appropriate, e.g. for asthma inhalers.

If the medication is of a type that should not be carried by students, e.g. capsules, or if students are very young or have complex needs that mean they cannot self-administer, the medication will be carried by a designated staff member for the duration of the trip or activity.

There will be at least one staff member who is trained to administer medication on every out-of-school trip or visit which students with medical conditions will attend. Staff members will ensure that they are aware of any students who will need medication administered during the trip or visit, and will ensure that they know the correct procedure, e.g. timing and dosage, for administering their medication.

If the out-of-school trip or visit will be over an extended period of time, e.g. an overnight stay, a record will be kept of the frequency at which students need to take their medication, and any other information that may be relevant. This record will be kept by a designated trained staff member who is present on the trip and can manage the administration of medication.

All staff members, volunteers and other adults present on out-of-school trips and visits will be made aware of the actions to take in a medical emergency related to the specific medical needs and conditions of the student, e.g. what to do if an epileptic student has a seizure.

9. Medical emergencies

Medical emergencies will be handled in line with the First Aid Policy.

For all emergency medication stored by the school, the school will ensure it is readily accessible to staff and the student who requires it. For all emergency medication kept in the possession of a student, e.g. AAIs, the school will ensure that students are told to keep the appropriate instructions with the medication at all times. A spare copy of these instructions will be kept by the school in the main offices at each site.

10. Monitoring and review

This policy will be reviewed annually by the Operations Director and Headteacher. The next scheduled review is November 2027.

Records of medication administered on the school premises, or on school trips and visits, will be monitored, and the information recorded will be used to improve school procedures.

Staff members trained in administering medication will routinely recommend any improvements to the procedure. The school will also seek advice from any relevant healthcare professionals as deemed necessary. Any changes made to this policy will be communicated to the relevant stakeholders, including students whose medication is stored at school and their parents.

[Updated] Administering medication parental / carer consent form

Strive for Education will not give your child medication unless you complete and sign this form.

Name of student		
Date of birth		
Medical condition or illness		
Prescribed medication		
[New] Non-prescription medication		
Name and/or type of medication as described on the container		
Date dispensed		
Expiry date		
Agreed review date		
Review to be initiated by		
Dosage, timing, and method of administration		
Special precautions		
Likely side effects		
Self-administration	**Yes**	**No**
Additional details		