Allergy Safety Policy Including Anaphylaxis

BETHANY SCHOOL
CURTISDEN GREEN
GOUDHURST
KENT

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Revision History

Version	Date Issued	Reason for Issue
1.0	**August 2026**	**Policy created**
2.0	**September 2026**	**Annual review**

Purpose:	To minimise the risk of any pupil suffering a severe allergic reaction whilst at school or attending any school related activity. To ensure staff are properly prepared to recognise and manage severe allergic reactions should they arise.
Links with other policies and documents:	**First Aid Policy** **Health and Safety Policy** **Medical Conditions Policy** **Behaviour Policy**

Allergy Safety Policy Including Anaphylaxis

	Safeguarding Policy **Whole School Allergy Risk Assessment**

1. Introduction

In line with Benedict's Law, we are committed to providing a safe, inclusive, and welcoming environment for all children, young people, staff, and visitors with allergies. Recognising the serious and potentially life-threatening risk posed by anaphylaxis, this dedicated policy establishes robust risk-mitigation measures and emergency response protocols.

Allergy is a spectrum of different allergic diseases. Reactions occur when a susceptible person is exposed to something (an "allergen") they are allergic to. Asthma, food allergy, eczema and seasonal rhinitis (hay fever) are all forms of allergy.

Anaphylactic reactions usually begin within minutes of being in contact with the allergen i.e. eating a trigger food, though can occur several hours later (i.e. allergy to Mammalian meat). Anaphylaxis involves difficulty in breathing and affects the heart rhythm. In extreme cases there could be a dramatic fall in blood pressure leading to collapse.

Once started, anaphylaxis reactions progress quickly. Investigations into fatal anaphylaxis show that there is only a 20-30 minute window of opportunity during which steps can be taken to prevent death. Therefore giving emergency adrenaline **immediately** and calling Emergency Services (999) is crucial. **Anaphylaxis always requires an emergency response**

Anaphylaxis can occur without any other signs (such as a skin rash) being present. **Always consider anaphylaxis in someone with a known food allergy who has sudden difficulty in breathing.** Giving adrenaline in this context is very safe and may be lifesaving.

The most common causes of "whole body" allergic reactions including anaphylaxis are:

- foods (e.g. peanuts, tree nuts, cow's milk/dairy foods, egg, wheat, fish/shellfish and sesame);
- insect stings (e.g. bee, wasp);
- medication (e.g. antibiotics, pain medicines such as ibuprofen);
- latex (e.g. rubber gloves, balloons, swimming caps).

Even for food allergy, the vast majority of anaphylaxis reactions require the person to

have eaten the food, although less serious allergic reactions can happen through skin or other contact. Anaphylaxis reactions due to skin contact are very rare. Pupils who have a skin reaction need monitoring for at least an hour.

Bethany School has a whole school awareness approach, because it ensures all staff and pupils are aware of what allergies are, the importance of avoiding the individuals' allergens, the signs & symptoms, how to deal with allergic reactions an d to ensure procedures are in place to minimise risk of exposure.

Coeliac disease and food intolerance can present symptoms which are similar to those of food allergy. It is important that Coeliac disease and food intolerance is be managed through dietary avoidance, but these conditions do not pose a risk of anaphylaxis and so they are not within this allergy safety policy.

Eczema, asthma and allergies sometimes occur together known as the atopic triad. It is important that these are managed well in order to keep the individual healthy. Asthma training is needed by all staff and an individual's asthma care plan needs to be included with their individual healthcare plan. These conditions are not included in this allergy safety policy.

Bethany School understands that severe allergies are included in the Equality Act, 2010. The act considers a person disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to carry out normal daily activities. Seasonal rhinitis (such as hay fever) is explicitly excluded from the definition of disability, unless it aggravates the effect of another health condition.

This policy sets out how Bethany School will support pupils with allergies, to ensure they are safe and are not disadvantaged in any way whilst taking part in school life.

Emergency Treatment and Management of Anaphylaxis

What to look for:
Symptoms usually come on quickly, within minutes of exposure to the allergen.

- Mild to moderate allergic reaction symptoms may include:
- a red raised rash (known as hives or urticaria) anywhere on the body;
- a tingling or itchy feeling in the mouth;
- swelling of lips, face or eyes;
- stomach pain or vomiting.

More serious symptoms are often referred to as the ABC symptoms and can include:

- AIRWAY - swelling in the throat, tongue or upper airways (tightening of the throat, hoarse voice, difficulty swallowing);
- BREATHING - sudden onset wheezing, breathing difficulty, noisy breathing;
- CIRCULATION - dizziness, feeling faint, sudden sleepiness, tiredness, confusion, pale clammy skin, loss of consciousness.

The term for this more severe reaction is anaphylaxis. In extreme cases there could be a dramatic fall in blood pressure. The person may become weak and floppy and may have a sense of something terrible happening. This may lead to collapse and unconsciousness and, on rare occasions, can be fatal.

As soon as anaphylaxis is suspected, adrenaline must be administered without delay. Action:

- Keep the child where they are, call for help and do not leave them unattended;
- **LIE CHILD FLAT WITH LEGS RAISED** – they can be propped up if struggling to breathe but this should be for as short a time as possible;
- **USE ADRENALINE AUTO-INJECTOR WITHOUT DELAY** and note the time given. AAIs should be given into the muscle in the outer thigh. Specific instructions vary by brand – always follow the instructions on the device;
- CALL **999** and state **ANAPHYLAXIS (ana-fil-axis).**
- If no improvement after 5 minutes, administer second AAI;
- If no signs of life commence CPR;
- Call parent/carer as soon as possible.

Whilst you are waiting for the ambulance, keep the pupil where they are. Do not stand them up, or sit them in a chair, even if they are feeling better. This could lower their blood pressure drastically, causing their heart to stop.

All pupils must go to hospital for observation after anaphylaxis even if they appear to have recovered as a reaction can reoccur after treatment.

Minimising Risk and Exposure to Allergens

Minimising risk and the exposure to allergens is central to ensuring that individuals with allergies are safe from harm. Even a small amount of allergen can cause a reaction. Any food can cause a reaction with serious consequences for the individual and Bethany School will only eliminate a food following a risk assessment supported by medical advice when necessary. Where a food is restricted, this will be to the

smallest area for the time necessary; for example, the cooking room for the duration of the lesson when the pupil with allergy is cooking. Blanket bans, especially to nuts, create a false sense of security. Whilst there are 14 key food allergens that cause over 90% of reactions, any food can cause a reaction.

Bethany School is allergy aware ensuring that the staff and pupils are actively aware of the risk posed by allergens, take steps to minimise the risk of exposure and have robust emergency response plans in place.

Bethany School completes a school wide allergy risk assessment that seeks to minimise the risks of exposure to known allergens. The risk assessment will include:

- Identifying the food used within the curriculum and making adaptions to remove allergens that pose a risk for the whole group not just the pupil who has the allergy;
- Identify measures to manage risks of exposure to a food allergen through food brought in by others (for example, parents, pupils, staff);
- Identify measures to manage the risks of exposure to a food allergen through food provided by the school;
- Putting in reasonable measures to manage the risk of individuals being exposed to allergens where they have a known allergy to airborne or contact allergens;
- Identifying non-food allergens within the environment and making adaptions to remove/reduce allergens that pose a risk.

Bethany School will ensure that the risk of exposure is minimised by :-

- All school staff allergy training every year;
- Educating pupils through enrichment;
- Educating FOBS (Friends of Bethany School) about school expectations for allergy management;
- Communicating with all visitors, temporary staff and cover staff that they will be teaching pupils with allergies and ensuring that the member of staff has been trained in allergy and anaphylaxis emergency response;
- Working closely with parents/carers and health professionals to understand the pupil's allergy through the Wellness Centre and tutors;
- Monitoring this policy to ensure that the agreed practices are implemented;
- Establishing and maintaining high hygiene standards amongst staff, pupils and visitors;

Food Provision and Catering:

Bethany School alongside Holroyd Howe (catering company) will manage the risk of food allergy and provide clear information on allergens in food provided by:-

- Ensure the contract with the school catering company is compliant with the Food Standards Authority allergen management regulations;
- Ensuring school caterers provide information on food allergens to parents/carers and have this available for the pupils to check independently;
- Provide pupil's allergen information to the caterers in a timely manner to ensure that pupils can eat safely through the data manager and the Wellness Centre when a pupil with an allergy joins the school.
- Enabling parents/carers to liaise with Holroyd Howe (catering company);
- Identify pupils with allergies at point of service by the pupil picking up an allergy card with their tray and making it visible to catering staff. There will be photos in the kitchen of pupils and staff with allergies. Catering staff who are serving food will also ask pupil if they have allergies if they are unsure. Some pupils will have a pre-plated meal organised by the catering staff which they collect with the staff at service;
- Ensure that food is always labelled as unlabelled food poses a potentially greater risk of allergen exposure than packaged food with precautionary ("may contain") labelling suggesting a risk of contamination with allergen. This applies to foods used within the classroom curriculum (e.g. cooking) as well that from the school kitchen or Dining Room.
- Teach pupils not to food share, trade food or share utensils or food containers with the reasons why. This should be established at the start of a new school year in tutor time and reminders given throughout the academic year through the tutor programme.

When staff provide food for the pupils, they receive additional training to ensure they understand how to read labels for food allergens and how to prevent cross-contamination during the handling, preparation and serving of food.

Where food is not directly provided by the school (for example brought in as treats or to celebrate birthdays) parent/carer permission will sought in advance to ensure inclusion and safety for pupils with allergies.

Cake Sales and bakes sales during school day hours must be approved by the Benedicts Law champion (allergy lead) and all food discussed and prepared by the Teacher of Food and Nutrition Studies alongside the pupils wishing to do the bake or cake sale. There is a proforma that needs to be completed which is available from the Benedict's Law

Champion (Senior Leadership Team Allergy Lead) and the event approved by the same member of staff.

These procedures apply to school led breakfast and after school provision. Where this is provided by a third party, Bethany School, ensures that this policy is shared and the third-party provider meets the same procedures.

Medication and Adrenaline Devices (AAIs)

People at risk of anaphylaxis are prescribed two adrenaline devices which they should carry with them at all times. This includes the journey to and from;

- school,
- the classroom
- dining room
- playground
- sports field
- when on visits or trips

Serious anaphylaxis is a time critical situation; delays in administering adrenaline have been associated with fatal reactions. An adrenaline device needs to be administered within 5 minutes so if the adrenaline device cannot be with them in the classroom, the adrenaline device should be stored in an appropriate central location that is unlocked and accessible at all times

Adrenaline devices must be stored at room temperature (in line with manufacturer's guidelines) and not be exposed to extremes of heat. They should not be refrigerated or left in direct sunlight.

Spare Adrenaline Devices

The Human Medicines (Amendment) Regulations 2017 permit "spare" adrenaline devices to be used for the purpose of saving a life. This might be, for example, a pupil presenting for the first time with anaphylaxis due to an undiagnosed allergy.

Bethany School holds spare adrenaline devices for use in emergency situations. These are not a replacement for a pupil's own adrenaline device. Pupils prescribed adrenaline are expected to have their own adrenaline devices with them at school for use in an emergency.

Bethany School holds:
Epipen 0.3mg x 10
Epipen 0.3 mg x 2 for trips/visits

These are located in:
Dining Room Kitchen
Sports department next to the AED by the swimming pool
Wellness Centre
Administration Building next to the AED
Orchard Boarding House

They are stored in Red or clear colour containers and labelled 'Emergency Anaphylaxis Kit'

The school nurses are responsible for checking that adrenaline devices are in date and remain clear (not cloudy) on a monthly basis. They will secure replacements one month before the current adrenaline device expires.

Adrenaline devices that are used will be disposed of in a sharps box, kept in the Wellness Centre or given to the paramedic. Adrenaline devices that are out of date or where the adrenaline has degraded will be taken to a pharmacy to be disposed of.

In the event of anaphylactic reaction:

- Adrenaline should be administered as soon as possible, within five minutes. **Do not wait** to contact the emergency services before administering adrenaline.
- The pupil or individual should not be moved. Adrenaline devices should be brought to them (whether their own prescribed AAIs or "spare" AAIs).
- If the pupil or individual **has their own prescribed adrenaline devices**, these should be used in the first instance.
- If the pupil or individual **does not have prescribed adrenaline devices**, "spare" adrenaline devices can be used.
- If the pupil or individual's **prescribed adrenaline devices are not available or misfire**, "spare" adrenaline devices can be used.
- If the individual has serious allergy and asthma and there is any doubt if they are presenting with anaphylaxis or having an asthma attack always administer the adrenaline first.

The Human Medicines (Amendment) Regulations 2017 do not require consent to have been obtained for "spare" adrenaline devices to be used. It can be good practice for the school, college or setting to obtain advance consent from parents or the young person for "spare" adrenaline devices to be used, so that in an emergency,

consent can be assumed to be in place. However, in an emergency situation anyone may take reasonable action to save a life without checking whether prior consent has been given.

Pupil self-management:

Depending on their level of understanding and competence, pupils will be encouraged to take responsibility for and to always carry their own two adrenaline devices on them in a suitable bag/container.

Pupils and Staff at Bethany School whenever possible, assume responsibility for their emergency kit under the guidance of their parents. However, symptoms of anaphylaxis can come on very suddenly so school staff need to be prepared to administer if the pupil cannot.

Staff Training and Emergency Response

All staff, including teaching staff and support staff will be trained in allergy awareness and emergency response. Bethany school is responsible for ensuring that supply and cover staff have received allergy awareness training.

Training can be online or face to face. The content needs to include:

- Allergy awareness, the risks it poses, how allergic reactions occur and how to manage them;
- Allergy includes multiple co-existing conditions: asthma, eczema, hay-fever;
- Understand the difference between food allergy, intolerance and coeliac disease;
- That a pupil can be allergic to any food, not just the top 14 allergens;
- Know the symptoms of allergic reactions and how to treat;
- Know the symptoms of anaphylaxis and how to treat;
- How to locate and administer adrenaline or an asthma inhaler;
    - All adrenaline devices should be used to train with as the pupil may have different ones to the spare adrenaline
- How to report an allergic reaction including;
    - Mild to moderate
    - Anaphylaxis
    - Near miss/incident
- Understand their responsibilities in risk reduction to ensure that pupils prevented from coming into contact with their allergens;
- Understand the impact that allergy can have on a pupil's wellbeing;
- Understand the school's allergy safety policy and

- How to check if a pupil is on the record of those with a known allergy
- How to use an allergy or asthma action plan

Emergency preparedness

Throughout the year staff will be reminded of key aspects of the policy such as:

- how to find out who has an allergy;
- the storage of spare adrenaline;
- practice with adrenaline trainer devices;

Bethany School will communicate key messages regarding risk reduction leading up to festivals, trips and end of term celebrations.
During fire drills and lockdown practices, Bethany School will ensure that a pupil's adrenaline device is with them. Should a real evacuation happen, the pupil may have to go home without adrenaline if this has not been taken out during a fire evacuation.

Allergy lead and governing body:

The governing body are responsible for ensuring that the school's policy sets out the arrangements to reduce the risk of individuals coming into contact with their known allergens and sets out the emergency response plan for cases of anaphylaxis. The governing body, monitor this policy with it being a standing agenda item in Health and Safety meetings. Bethany School have a named governor who works closely with the allergy lead and reports to the meetings.

Bethany School has a named member of the senior leadership team who is responsible for allergy safety, and will be the School's allergy lead, known as the Benedicts Law Champion, which includes driving the implementation of the allergy safety policy and contributing to the review of the policy. This role is currently being held by the Designated Safeguarding Lead.

The allergy lead (Benedicts Law Champion) in conjunction and collaboration with the Senior School Nurse is responsible for:

- The Senior School Nurse is to collect allergy information during the enrolment process, ensuring that this information is shared with catering. Outside of the normal admission point, ensures that information is shared staff and catering teams as soon as possible but within two weeks of the pupil starting;
- The Senior School Nurse will hold a register of pupils and staff with allergies including whether they hold adrenaline and whether they have an

allergy action plan;
- Both the Allergy Lead (Benedict's Law Champion) and the Senior School Nurse will ensure that systems are robust for the identification of pupils at mealtimes;
- Communication by the Senior School Nurse about:
  - the policy;
  - the pupils who are on the register of those with allergies;
  - the importance of recording and reporting near misses and incidents.
- Communication by the Senior School Nurse and Allergy Lead with:
  - governors to provide updates about the policy implementation;
  - Health and Safety and Designated Safeguarding Leads to keep allergy safety as part of their roles;
  - Outside agencies such as Health and Safety Executive (HSE) if a report under RIDDOR is needed in collaboration the Bursar;
  - Caterer; the procedures in the kitchen and the procedures for ensuring that the pupils with allergies are provided with a safe meal;
  - Parents/carers to enable them to input into IHPs (Individual Healthcare Plans) and to request allergy action plans when appropriate;
  - Pupils to develop an understanding of allergy through information assemblies and workshops, participating in awareness days and weeks;
- spare adrenaline devices and making sure these are checked and in date, with replacements being secured before the current ones expire. This is the responsibility of the school nurses at the Wellness Centre;
- that Individual Healthcare Plans (IHP) are created and communicated by the Wellness Centre nurses;
- Training by the Senior School Nurse
  - ensuring that all staff annual training and that allergy is included in induction even for short term members of staff;
  - ensures that all staff have the opportunity to practice with trainer adrenaline devices at least annually but ideally a few times a year;

All Staff:

Responsible for:

- understanding their role in implementing this policy, recognising signs of allergic reactions, and acting swiftly in an emergency;
- supporting the creation of the pupils Individual Healthcare Plan (IHP);
- implementing the pupils IHP;
- Creating an inclusive curriculum;
- Curriculum adaptation to minimise risks;
- Completing risk assessments for, curriculum activities involving food, trips and visits including sporting events;

- Building proactive relationships with parents/carers;
- Reporting near misses and incidents.

Parents:
Responsible for:

- Adhering to this policy;
- Providing school with the information they need to create individual health care plans;
- Updating school when reactions happen outside of school or any changes to the pupil's allergy and its management;
- Ensuring that the pupil always has in date medication with them at school

Identification of Individuals with Allergies

Bethany School collects detailed medical information from parents/carers regarding known allergies, dietary restrictions, and treatment histories prior to admission with completion of our medical form.

Information Sharing:

UK GDPR does not prevent the sharing of a pupil's health information (special category data). Relevant information is securely compiled and shared as necessary in a controlled way with teaching staff, support staff, supply cover, and catering teams while maintaining appropriate data privacy. This is done through: a 'red flag' on our Information system ISAMS, An icon on ISAMS being created detailing the allergy. A photograph, allergy plan and IHP being downloaded into their ISAMs profile and onto Microsoft Teams>Staff Team>Wellness Centre Channel>Allergies and care plans tab at the top.

Transition:

Allergy information and existing care plans are shared as part of a pupil's transition. Bethany School will request allergy information from the previous school or setting and will consider whether any of the arrangements are suitable to implement. Bethany School work with parents/carers and the pupil if appropriate to write a new IHP Staff will provide information about pupils for transition visits ahead of a formal move if necessary or requested.

Staff:

Pre-employment questionnaires will ask whether they have any allergies. If an allergy

is declared, there will be a discussion and action plan created to ensure that the member of staff has a safe working environment. Human Resources will highlight to the nurses at the Wellness Centre if an allergy is declared and they will discuss with staff either in person or via email is an action plan is necessary.

Visitors and regular volunteers: will be asked about allergies ahead of their visit. If an allergy is declared, the allergy lead will be notified, and this information will be communicated as necessary to ensure that the visitor or regular volunteer has a safe working environment. Human resources will collate this information and disseminate to staff via an email to all staff.

Pupil Individual Healthcare Plans (IHPs) and Allergy Action Plans

Allergy action plans

These are clinical documents that are created by a GP / allergy nurse or allergy clinic or school nurse. They detail the pupil's allergy and medication. In the absence of one being created by these professionals, one can be created by the School Nurses at the Wellness Centre

These contain parent/carer contact details and must be signed by the parent/carer as this is the parental authority to administer mediation including the administration of spare adrenaline devices.

These will only be updated by the medical professional following a review of the pupil's allergy management. This will be led by if an allergic reaction takes place. Parents/carers or school need to update the photo of the pupil annually so that the pupil is recognisable.

Allergy Action plans are displayed on the Staff Team in the Wellness Centre Information Channel and in all of the emergency response boxes.

Allergy action plans are issued for pupils who have an IgE (a fast acting allergy response) food allergy and often a venom allergy that could lead to anaphylaxis. They are not issued for all allergies. Pupils with non-IgE allergies don't experience anaphylaxis and so an allergy action plan is not issued.

Individual Healthcare Plans (IHPs)

Individual healthcare plans are an essential communication tool that provide clarity about the arrangements which need to be in place to ensure that a pupil is fully

included in the life of the school. It will identify exact risk-mitigation measures that need to be followed.
Individual Healthcare Plans are school owned documents that are co-created by school, parents/carers and pupils.

They should include any advice received from health professionals. If there is no advice from health professionals, information and support can be requested of the school nurses if this is needed.

Where a child has an allergy action plan and or an asthma plan, this must be included with the IHP.

It is good practice to review IHPs annually or when staff change however they must be reviewed if an incident or near miss occurs. They need to be brought to the attention of supply or cover staff and be passed on during transition to a new school.

Bethany School's Nurses at the Wellness Centre will ensure that:

- pupils with an allergy action plan and/or an asthma plan have an individual healthcare plan;
- pupils without an allergy action plan or asthma plan but have an allergy that needs active management over and above what other pupils need will have an individual healthcare plan;
- individual healthcare plans can be created whilst pupils are waiting for a diagnosis;

School Trips and External Visits

Bethany School ensures that pupils with allergies are fully included in every trip, sporting event, or extracurricular activities. A risk assessment addressing allergen exposure in each activity, emergency medication, transport, and proximity to local emergency care will be undertaken with control measures identified. In order to ensure that the pupil is safe and included, alternative activities will be planned. This will include the safe storage adrenaline for the duration of the school trip.

Staff leading school trips will ensure they carry all relevant emergency supplies. Trip leaders will check that all pupils have their medication including adrenaline devices with them before departure. Pupils unable to produce their required medication will need to attend the Wellness centre prior to their departure to get a spare device or devices.

In conjunction with the allergy lead, Senior School Nurse and the trip leader will review the risk assessment to determine whether the school's spare adrenaline devices should be taken on the trip. Bethany School's Wellness Centre will provide additional spare adrenaline devices should the risk assessment for the trip deem necessary to take them ensuring that pupils remaining in school still have access to spare adrenaline devices should the need arise.

Bethany School's Sport department will notify the host school, when arranging a sporting fixture, that a member of the team has an allergy. When a sports tea is provided, the pupils' school will ensure the pupils' allergies are communicated and appropriate food is provided.

Serious Incidents and "Near Misses":

Bethany School approaches serious incidents and "near misses" in a "no blame" spirit, seeking to learn lessons and address any issues which the incident identified, so that pupils are better protected in the future.

Bethany School is aware, when an incident occurs that materials such as residues of food consumed or handled or samples of fluids may constitute evidence, which may need to be seized and retained.

Bethany School uses Smartlog to record allergic reactions (incidents) and near misses (e.g., accidental exposure without reaction, or labelling errors) immediately. The incident or near miss will be reviewed and a report written.

Bethany School will share the report with the pupil's parents/carers, the pupil and the individual involved. They should be given the opportunity to discuss what happened and to contribute their views to the consequent lessons learned review. Bethany School will confirm what it has learned from the incident and outline any actions it is taking as a result. The pupil's IHP will be updated if necessary.

Wellbeing and Support

At Bethany School allergy safety is a priority and actions to ensure that pupils are included and safe are embedded into the school's culture. Pupils with allergy become anxious as a result of the risk of exposure to allergens and the potential for anaphylaxis, which may be compounded by living with difficult-to-control asthma or eczema.

Bethany School**:**

- regularly communicate to pupils, parents and staff about allergies, ensuring ongoing awareness and appreciation of the severity of the potential risks;
- plans school celebrations, rewards, and communal events inclusively from the outset to eliminate social isolation;
- involves pupils and staff with allergies in developing and reviewing the policy and procedures for allergy management;
- understands that allergy bullying is extremely serious and actively monitors, prevents, and addresses any stigmatisation or bullying directed at individuals due to their allergies or dietary constraints;
- invites new joiners with allergies to have a tour of the kitchen and Dining Room so they can meet staff and get used to the mealtime environment which may help to reduce anxiety and enable staff to identify pupils with allergies in the dining hall;
- has proactive engagement with new joiners with known allergies, setting out the school's policies and the support available;

Safeguarding:

Bethany School recognises that a safeguarding referral may be needed if an incident highlighted concern that the pupil might be at an increased risk of being neglected, abused or exploited by persons inside or outside of their family unit because of their medical condition. This might occur where relevant information about a pupil's medical condition is not provided to a school, college or setting, or where they are repeatedly sent without essential medication, thereby putting the individual at risk.

Unacceptable practice

Bethany School staff are clear about what constitutes unacceptable practice and are committed to ensuring that only good practice occurs. Should unacceptable practice occur the school will follow its own procedures to identify and address this using staff conduct policies.

Examples of unacceptable practice include (but are not limited to):

- preventing pupils from easily accessing and administering their medication in line with what is agreed in their Individual Healthcare Plan (for example prescribed adrenaline devices and asthma reliever inhalers) when and where necessary;
- assuming that every pupil with the same condition requires the same support;
- assuming that pupils do not require support related to their allergy, even if they are able to take increasing responsibility for its management;
- ignoring the views of the pupil or their parents or carer;

- ignoring medical evidence or the opinion and advice of healthcare professionals;
- assuming that a pupil does not have an allergy because they do not yet have a diagnosis, for example while medical investigation is under way;
- sending a pupil who becomes unwell to a school office or Wellness Centre without suitable supervision. In the case of an emergency or suspected emergency (for example anaphylaxis) help should come to the pupil;
- penalising pupils for their attendance record if their absences are related to their medical condition, e.g. hospital appointments and health management. This should be reflected in attendance policies;
- requiring parents / carers (or otherwise making them feel obliged) to attend Bethany School to administer medication or provide medical support to their child; or preventing pupils from participating or creating unnecessary barriers to them participating in any aspect of school, including external visits and trips, e.g. by requiring parents to accompany the pupil.

Policy Review and Publication

This policy is published openly on the school website and is reviewed at least annually, or more frequently in response to local incident trends or updated statutory guidelines.

Further reading:

Anaphylaxis UK: for teachers by teachers, the one stop shop for all school allergy needs: https://www.anaphylaxis.org.uk/education

Allergy UK: https://www.allergyuk.org/about-allergy/types-of-allergies

Allergy Safety in Schools July 2026: https://www.gov.uk/government/publications/allergy-safety-in-schools

Guidance on the use of adrenaline auto-injectors in schools

Spare Pens in School: https://www.sparepensinschools.uk

Benedict's law:
https://benedictblythe.com/benedicts-law
https://www.anaphylaxis.org.uk/education/benedicts-law

Food:
Allergy Guidance for Schools:https://www.gov.uk/government/publications/school-food-standards-resources-for-schools/allergy-guidance-for-schools
Allergy Guidance for food businesses:
https://www.gov.uk/government/publications/allergen-guidance-for-food-businesses

Statutory Duties:
The duties under Section 34 of the Children's Wellbeing and Schools Act 2026 place a requirement on LA-maintained schools, Academies and PRUs to have allergy safety policies, publish them and keep them under review.

The duty of care under section 3 of the Children Act 1989 for any person with the care of a child to do all that is reasonable for the purposes of safeguarding or promoting the welfare of the child;

The duties to safeguard and promote the welfare of pupils and pupils under sections 20 and 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 (and associated statutory guidance Keeping Children Safe in Education) and the Non-Maintained Special Schools (England) Regulations 2015;

The duty of the employer under section 2 of the Health and Safety at Work etc Act 1974 to take reasonable steps to ensure that employees are not exposed to risks to their health and safety;

The duties under the Equality Act 2010 to provide equality of opportunity for all, including those who are disabled.