

Allergy safety policy

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1 Policy statement

1.1 Purpose and intent

We are committed to ensuring that all children and young people with allergies are supported to access a safe, inclusive and ambitious education.

We recognise that allergies are medical conditions which can range from mild reactions to severe and potentially life-threatening reactions, including anaphylaxis.

This policy sets out our approach to meeting our statutory duties in relation to [allergy safety in schools](#). It establishes the principles, responsibilities and governance arrangements for supporting children and young people with allergies and sets out our commitment to:

- identify children and young people with known allergies and, where relevant, consider the needs of staff and visitors with allergies;
- reduce the risk of individuals coming into contact with their known allergens, including food and contact allergens;
- ensure children and young people with allergies are supported to access education safely and inclusively;
- enable children and young people with allergies to participate as far as possible in academy life, including lessons, educational visits, sporting activities and enrichment opportunities;
- provide appropriate support arrangements where these are required;
- ensure staff understand their responsibilities in relation to allergy awareness and emergency response; and
- ensure emergency arrangements are understood and can be implemented effectively.

We recognise that some children and young people with allergies may have a disability as defined by the Equality Act 2010. We will comply with our duties under the Equality Act and consider individual needs when making decisions about support, reasonable adjustments and access to education.

Effective allergy safety requires a whole-academy approach. We expect all members of our academy community to understand their role in reducing risk, promoting awareness and supporting children and young people with allergies.

This policy should be read alongside our [supporting students with medical conditions policy](#) and associated procedures; plus the allergy safety procedures and the allergy safety – standard operating procedures for catering, which, together, set out the operational arrangements for implementing this policy.

1.2 Aims

Through this policy, we aim to ensure that:

- students with allergies are identified and supported appropriately;
- risks associated with known allergens are assessed and managed effectively across our academies;
- students with allergies are enabled to participate fully in education and wider academy life;
- appropriate support arrangements, including individual healthcare plans and allergy action plans where required, are developed, implemented and reviewed;
- staff have an appropriate understanding of allergies, allergic reactions, anaphylaxis and emergency response arrangements;
- sufficient numbers of appropriately trained staff are available to support children and young people with allergies;
- information relating to allergies is shared appropriately to support safety, while respecting confidentiality and data protection requirements;
- food provision and catering arrangements take account of children and young people, staff and visitors with known allergies;
- children and young people with allergies are supported to maintain their wellbeing, confidence and inclusion within the academy community; and
- incidents and near misses relating to allergies are reviewed to support learning and continuous improvement.

1.3 Roles and responsibilities

1.3.1 Trust board (trustees)

The Board is responsible for ensuring that appropriate arrangements are established for allergy safety across our academies and that this policy provides an effective framework for supporting children and young people with allergies. The Board has delegated responsibility for implementation of this policy to individual academies. The Board will seek assurance that appropriate arrangements are in place to comply with statutory requirements and that lessons identified from incidents and monitoring are acted on.

1.3.2 Principal

The principal is responsible for ensuring that this policy is implemented effectively within the academy and that appropriate arrangements are established to support children and young people, staff and visitors with allergies. They will ensure that appropriate leadership, oversight and accountability arrangements are in place for the effective implementation of this policy and associated procedures.

1.3.3 Business manager or operations manager (allergy lead)

The business manager or operations manager, depending on the structure and roles within the academy, is responsible for overseeing the operational implementation of this policy. They will ensure that appropriate operational arrangements are maintained to support implementation of this policy, including arrangements for ensuring staff training requirements are identified and met, risk assessment, emergency preparedness and monitoring of allergy safety arrangements. They will work with relevant colleagues, including the SENDCO and other designated staff, to ensure that the academy's allergy safety arrangements are implemented effectively and reviewed following incidents, near misses or significant changes.

1.3.4 SENDCO

The SENDCO is responsible for overseeing the development and review of individual support arrangements for children and young people with allergies where these are required, including individual healthcare plans (IHPs). They will work collaboratively with children and young people, parents and carers, academy staff and relevant healthcare professionals to ensure that appropriate arrangements are identified, recorded and reviewed to support inclusion and access to education. Where an allergy action plan or other healthcare professional advice is provided, the SENDCO will ensure that this is appropriately reflected within the child or young person's individual healthcare plan where required.

1.3.5 Catering providers, contractors and visitors

Where catering services are provided in-house, those responsible for food preparation and service are expected to support the effective implementation of this policy and comply with our allergy safety – standard operating procedures for catering.

Where catering services are provided by a third party, we will work collaboratively with the catering provider to ensure that appropriate allergy safety arrangements are in place, that relevant responsibilities are understood, and that the catering provider complies with the academy's allergy safety – standard operating procedures for catering where applicable.

Other contractors and third parties are expected to work collaboratively with us to support effective allergy management and comply with relevant allergy safety requirements.

1.3.6 All staff

All staff have a responsibility to support the effective implementation of this policy. Staff are expected to understand their role in supporting children and young people with allergies, reducing the risk of exposure to known allergens and responding appropriately where an individual experiences an allergic reaction or requires assistance. Staff should be familiar with the allergy safety procedures document and any relevant information relating to children and young people

they support. Staff should recognise that allergies affect individuals differently and should not make assumptions about the support required based on another individual's experience.

1.3.7 Parents and carers

Parents and carers have an important role in supporting effective allergy management. They should provide the academy with relevant information about their child's allergy, including medical information, prescribed medication and supporting healthcare documentation. We will work collaboratively with parents and carers and relevant healthcare professionals to ensure that appropriate support arrangements are in place and reviewed where required.

1.3.8 Children and young people

We recognise that children and young people should be supported to develop an understanding of their allergy and, where appropriate, take an active role in managing their condition. We will ensure that children and young people are involved in discussions about their support arrangements in a way that is appropriate to their age, understanding and individual circumstances. Where appropriate, children and young people will be supported to develop independence in managing their allergy

2 Policy

2.1 Inclusion and equity

2.1.1 We recognise that children and young people with allergies are entitled to a full education and should be supported to participate safely and confidently in all aspects of academy life.

2.1.2 We are committed to ensuring that students with allergies are appropriately supported so that they can remain healthy, achieve their academic potential and access the same opportunities as their peers wherever possible. This includes supporting them with allergies to participate in lessons, educational visits, sporting activities, enrichment opportunities and wider academy experiences.

2.1.3 We will not adopt blanket restrictions or blanket bans on foods or allergens as a substitute for individual risk assessment unless there is a clear, evidence-based justification for doing so.

2.1.4 Some children and young people with allergies may have a disability as defined by the Equality Act 2010. We will comply with our duties under the Equality Act and consider individual needs when making decisions about support, reasonable adjustments and access to education. We will take proactive steps to identify and reduce barriers faced by students with allergies and ensure that they feel safe, valued and included within our academies.

2.2 Identification and support for students with allergies

2.2.1 We recognise that early identification of allergies is essential to ensuring students receive appropriate support and that risks are effectively managed.

2.2.2 Parents and carers should provide the academy with relevant information about their child's allergy, including any supporting medical information, prescribed medication and healthcare documentation.

2.2.3 Children and young people may also share information about their allergy themselves, or information may be received from healthcare professionals or previous education settings.

2.2.4 Where we become aware that a student has an allergy, we will ensure that appropriate arrangements are considered and implemented where required to support their safety, inclusion and access to education. We will work collaboratively with students, parents and carers, healthcare professionals and relevant academy staff to understand individual needs and ensure appropriate support arrangements are in place.

2.2.5 We recognise that a child's needs may change over time. Support arrangements will therefore be reviewed where there are changes in circumstances, following incidents or near misses, or where new medical information becomes available.

2.3 Allergy action plans and individual healthcare plans

2.3.1 Some students with allergies may require additional arrangements to support their safety, wellbeing and participation in academy life. Where required, these arrangements will be recorded within an individual healthcare plan (IHP) in accordance with our [supporting students with medical conditions policy](#).

2.3.2 Where a healthcare professional has provided an allergy action plan, this will inform the development and review of the child or young person's support arrangements and will be attached to their IHP where appropriate. Allergy action plans provide important information to support the recognition and management of allergic reactions, including anaphylaxis, and help ensure that relevant staff understand the action required in an emergency.

2.3.3 IHPs will be reviewed regularly and whenever there is a significant change in the child's medical needs, following a serious allergic reaction, or where support arrangements are no longer considered appropriate.

2.3.4 We will ensure that students with allergies are involved in discussions about their support arrangements in a way that is appropriate to their age, understanding and individual circumstances.

2.4 Allergy risk assessment and management

2.4.1 We recognise that effective allergy safety requires a proactive approach to identifying and managing risks within the academy environment. We will assess risks associated with known allergens and take proportionate steps to reduce the likelihood of children, young people, staff or visitors coming into contact with allergens where this could result in harm.

2.4.2 Our allergy risk assessments will consider, where relevant:

- food and catering arrangements;
- classrooms and learning environments;
- communal areas;
- outdoor areas;
- activities and events where food or other allergens may be present; and
- educational visits and trips.

2.4.3 Where risks are identified, we will implement appropriate measures to reduce exposure to allergens and support the safety of individuals with known allergies.

2.4.4 Allergy risk management arrangements will be reviewed regularly and following significant changes to the academy environment, catering arrangements, individual circumstances or following incidents and near misses. Risk assessments will be proportionate and individual where appropriate.

2.5 Allergy awareness, training and competence

2.5.1 We recognise that staff awareness and confidence are essential components of effective allergy safety. We will ensure that all staff receive appropriate allergy awareness training, with additional role-specific training provided where required to enable staff to fulfil their responsibilities safely.

2.5.2 Training will ensure that staff understand:

- the nature of allergies and the risks they present;
- the difference between allergy, intolerance and other dietary requirements;
- the signs and symptoms of allergic reactions;
- the signs and symptoms of anaphylaxis;
- how to respond appropriately in an emergency;
- the importance of reducing the risk of exposure to known allergens; and
- their responsibilities in supporting children and young people with allergies.

2.5.3 Where a student requires specific support, we will ensure that sufficient numbers of appropriately trained staff are available to implement relevant support arrangements. Training

requirements will be identified and reviewed to ensure staff have the appropriate knowledge and confidence to support children and young people with allergies safely.

2.6 Medication and emergency preparedness

2.6.1 We recognise that some children and young people with allergies may require access to emergency medication, including adrenaline auto-injectors (AAIs), to support a safe and effective response to an allergic reaction. We will ensure that appropriate arrangements are in place for the storage, accessibility and use of emergency medication in accordance with individual support arrangements, healthcare advice and relevant procedures.

2.6.2 We will maintain a whole-academy approach to emergency preparedness. All staff should understand their role in responding to a suspected allergic reaction and know how to access emergency support.

2.6.3 Where spare AAIs are held by the academy, these will be managed in accordance with statutory guidance and our allergy safety procedures.

2.6.4 Emergency medication arrangements will comply with applicable legislation and statutory guidance.

2.6.5 Nothing in this policy prevents any person from taking reasonable action in good faith to save the life of a child, young person or other individual experiencing a life-threatening medical emergency.

2.7 Catering and food provision

2.7.1 We recognise that the management of allergens in food provision is a critical safety issue for children and young people, staff and visitors with food allergies. Where food is prepared or provided within our academies, we will ensure that appropriate arrangements are in place to:

- provide accurate allergen information;
- reduce the risk of allergen exposure and cross-contamination;
- ensure those involved in food preparation and service understand their responsibilities;
- consider the needs of students with known food allergies; and
- ensure catering arrangements support inclusion and participation.

2.7.2 Where catering services are provided by a third party, we will work collaboratively with the catering provider to ensure that responsibilities are understood and appropriate allergy safety arrangements are implemented. Allergy safety responsibilities will be reflected within contractual arrangements where food services are provided by third parties.

2.8 Visits, trips and activities

2.8.1 We are committed to ensuring that students with allergies can participate fully in educational visits, trips, sporting activities and wider academy experiences.

2.8.2 Where a student with an allergy participates in activities outside the usual academy environment, allergy-related risks will form part of the planning and risk assessment process for educational visits and activities.

2.8.3 Risk assessments will consider the needs of individuals with known allergies and ensure that appropriate arrangements are in place to support safe participation.

2.8.4 We will not unnecessarily prevent a student with an allergy from taking part in activities or require parents and carers to attend unless this is necessary and identified through appropriate support arrangements.

2.9 Supporting wellbeing, inclusion and participation

2.9.1 We recognise that allergies can affect a child or young person's wellbeing, confidence and sense of inclusion. We will work with students, parents and carers and relevant staff to ensure that allergy support arrangements promote participation, independence and inclusion.

2.9.2 We will promote allergy awareness within our academy communities in an age-appropriate way and encourage understanding and respect for children and young people with allergies.

2.9.3 We will respond appropriately to concerns, including any bullying or negative behaviour relating to allergies, in accordance with our academy policies.

2.9.4 Following a significant allergic reaction or serious incident, we will consider appropriate support for the student and their family.

2.10 Allergy incidents and near misses

2.10.1 We recognise that, despite effective planning and risk management, allergic reactions and near misses may occur.

2.10.2 All incidents and near misses relating to allergies will be taken seriously and reviewed to identify learning, improve practice and strengthen future risk management arrangements.

2.11 Information sharing

2.11.1 We recognise that information about a child or young person's allergy is sensitive personal information and must be handled appropriately. We will share information about allergies where necessary to support safety, inclusion and effective implementation of support arrangements.

Information will be stored and processed in accordance with our [privacy notices](#) and [data protection \(GDPR\) policy](#).

2.12 Complaints

Concerns or complaints relating to this policy or the support provided to students with allergies should be raised through our [concerns and complaints policy and procedure](#).

2.13 Monitoring and review

We will monitor the effectiveness of this policy and associated procedures through regular review of:

- allergy-related incidents and near misses;
- training compliance;
- implementation of individual support arrangements;
- findings from audits and monitoring activities; and
- changes to legislation and statutory guidance.

Lessons identified through monitoring and review will be used to strengthen allergy safety arrangements across the Trust.