

LUTTERWORTH HIGH SCHOOL



Allergy Safety Policy

Reviewed: By the Full Governing Board 29/09/2026

Adopted: By the Governing Board 29/09/2026

Signed: Chairs of Governors: Carmella Hunt

Date: 29/09/2026

Signed: Headteacher: Julian Kirby

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Policies linked to:

This policy sets out Lutterworth High School's approach to keeping students with allergies safe and supporting their wellbeing and inclusion.

This policy has been developed in response to Benedict's Law, legislation that requires schools to put safety measures in place to protect students with allergies. The requirements were introduced as part of the Children's Wellbeing and Schools Act 2026.

This policy is informed by:

- **Children's Wellbeing and Schools Act 2026** – which introduces the statutory requirements known as Benedict's Law
- **Statutory guidance on allergy safety** (Department for Education, 2026) – which sets out expectations for how schools should support students with allergies
- **Supporting students with medical conditions** (Department for Education, 2015) – statutory guidance on schools' duties to support students with medical conditions, including allergies
- **Guidance on the use of adrenaline auto-injectors in schools** (Department of Health, 2017)

Policy review

This policy will be reviewed at least annually. It will also be reviewed following any serious incident or near miss relating to allergy safety, to ensure we learn lessons and improve our procedures.

Natalie Tebbatt (Deputy Headteacher) is responsible for this policy and its implementation across the school. Peter Cushing is the designated governor responsible for medical conditions and allergy safety who will oversee these commitments. This allergy safety policy will be published on the school website and be made available in hard copy on request to ensure it is readily accessible to parents and staff.

Policy Links

This policy should be considered together with the school's Anti-bullying policy, Behaviour policy and Health and Safety policy.

An Allergy aware culture - Awareness training

All staff present during times when students are scheduled to be on site will receive allergy awareness and emergency response training. All staff will receive annual update training. Induction arrangements for new staff will include the full allergy awareness and emergency response training. Supply teachers, peripatetic staff, agency workers and regular volunteers will be provided with the written summary of the Lutterworth High School arrangements for allergy safety. This training does not

include contractors carrying out work with non-student-facing role such as builders, electricians or other ad hoc maintenance personnel.

Allergy awareness training will ensure all staff:

- Have an awareness of allergy, the risks it poses, how allergic reactions can occur and how to manage it;
- Understand that allergy includes multiple conditions (food allergy, asthma, eczema, hay fever, others), which can co-exist;
- Understand the difference between food allergy, coeliac disease and food intolerance;
- Know where to find information on allergy triggers;
- Can identify the range of symptoms of allergic reactions;
- Understand and can recognise anaphylaxis;
- Know how to respond in an emergency, including: calling emergency services and informing parents;
 - how to locate and administer emergency medication (adrenaline for anaphylaxis, asthma reliever inhaler for an asthma attack).
 - training on how to use the medication/device in an emergency (whether prescribed to a given person or a school's "spare" adrenaline devices);
- Understand the impact allergy can have on a child or young person's wellbeing;
- Understand the school, college or setting's allergy safety policy;
- Know how to check whether an individual is on the record of those with known allergy and how to use an Allergy or Asthma Action Plan;
- Understand their responsibilities in reducing the risk of individuals with known allergy coming into contact with their known allergens;
- Understand how to report an allergic reaction or case of anaphylaxis (whether an incident or a "near miss").

Training under this guidance should be understood as allergy awareness and emergency response training. It should not be read as replacing any separate clinical governance, competency or delegation arrangements that may be needed where a child or young person requires individual healthcare support beyond school-level allergy safety arrangements.

Are staff expected to administer adrenaline in an emergency?

The statutory guidance on allergy safety (DfE 2026) recommends that staff training should cover how to administer emergency medication (page 25). This is because any delay in giving adrenaline can be fatal. It also explains that in an emergency, anyone – including staff, volunteers or bystanders – can take reasonable action to save a student's life (page 18). The law recognises that rescuers act under extreme pressure. Mistakes, hesitation, or imperfect technique do not amount to

serious and wilful misconduct. All staff will be shown a video on how to administer an AAI device.

Specialist anaphylaxis training will be completed by first aid trained staff as an additional element of training as part of and in line with the First Aid renewal cycle. The specialist training includes practical instruction in how to use the different AAI devices available.

Promoting wellbeing of students with Allergies

At Lutterworth High School, we recognise that living with allergies and the risk of anaphylaxis can be a significant source of anxiety for students and their families. We are committed to creating a supportive environment where students with allergies feel safe, included, and confident in managing their condition.

To promote wellbeing, we will:

- **Foster open communication** – We encourage students with allergies to speak openly with staff about their concerns. Designated staff members will be available to discuss worries and provide reassurance
- **Provide clear safety procedures** – Students and parents/carers will be fully informed about the measures we have in place to minimise allergen exposure and respond to emergencies, helping to reduce anxiety about 'what if' scenarios
- **Ensure full participation** – We will make reasonable adjustments to ensure students with allergies can participate fully and safely in all school activities, trips, and events. This includes advance planning and risk assessments that involve the student and their family
- **Support peer understanding** – Through age-appropriate education in PSHE, food and nutrition and assemblies, we will help all students understand allergies and anaphylaxis, creating a culture of empathy and support rather than fear or stigma
- **Regular review of Individual Healthcare Plans (IHPs)** – We will work with students, parents/carers, and healthcare professionals to ensure IHPs reflect not only medical needs but also how the condition affects learning and emotional wellbeing, with named staff responsible for providing support
- **Promote independence** – We will support students in developing age-appropriate skills to manage their allergies confidently, including recognising symptoms, knowing when to seek help, and carrying their prescribed adrenaline auto-injectors (AAIs) where appropriate

Emotional support:

- Students can access our pastoral support team if they are experiencing anxiety related to their allergy

- We will ensure that any missed learning due to medical appointments or incidents is addressed through catch-up arrangements outlined in their IHP
- Staff will be trained to recognise signs of anxiety in students with allergies and respond with sensitivity and appropriate support

Addressing and Preventing Bullying of Students with Allergies

At Lutterworth High School, we have a zero-tolerance approach to bullying of any kind, including bullying related to medical conditions or allergies. We recognise that students with allergies may be particularly vulnerable to bullying, including deliberate exposure to allergens, teasing about their condition, or exclusion from activities.

To prevent and address bullying, we will:

- **Educate all students** – Through our PSHE curriculum and assemblies, we will teach students about allergies, the seriousness of anaphylaxis, and the importance of respecting and supporting peers with medical conditions. This education will emphasise that deliberately exposing someone to an allergen is dangerous and completely unacceptable
- **Create a culture of inclusion** – We will promote an ethos where differences are respected and all students feel valued. Staff will model inclusive behaviour and challenge any negative attitudes or comments about allergies
- **Apply our behaviour policy consistently** – Any bullying related to allergies, including threats to expose a student to an allergen, will be treated as a serious incident and dealt with in line with our behaviour policy. Sanctions will reflect the severity and potential danger of such actions
- **Encourage reporting** – We will make it clear to all students that they should report any bullying, including incidents involving allergies, to a trusted adult. Multiple reporting routes will be available, and students will be assured that reports will be taken seriously and acted upon
- **Monitor vulnerable students** – Staff will be particularly vigilant for signs that students with allergies are being bullied or excluded. This will be discussed during pastoral meetings and reviews of IHPs
- **Work with parents/carers** – If bullying occurs, we will work closely with the families of both the student with allergies and those involved in the bullying to address the behaviour and prevent recurrence
- **Staff training** – All staff, including support staff, lunchtime supervisors, and supply staff, will receive training on recognising and responding to bullying related to medical conditions, as well as understanding the serious nature of allergy-related bullying

Responding to incidents:

- Any incident involving deliberate or threatened exposure to allergens will be investigated immediately
- We will record all bullying incidents, including those related to allergies, and report serious incidents to the designated governor responsible for medical conditions and allergies

- We will review incidents to identify lessons learned and make any necessary changes to our policies, procedures, or staff training

Minimising risk

At Lutterworth High School, we are committed to minimising the risk of students, staff and visitors coming into contact with known allergens. We achieve this through the following measures:

Managing food allergens in school-provided meals;

- Our school meal payment system alerts canteen staff to students' allergies, ensuring they can provide safe meal options
- Menus are published in the newsletter for 2-week blocks. Daily menus are on the digital screens and signage near the canteen.
- Our canteen operates a strict 'no nuts' policy to protect students with nut allergies
- Alternative ingredients and meal options are available for all dietary needs and allergies. We will work closely with parents and students to establish these requirements as part of the IHP.

Managing food allergens brought from home;

- We have clear rules about foods that should be avoided in packed lunches, specifically prohibiting nuts and nut-based products however, we acknowledge that not all families always adhere to this. Vigilance of staff at lunchtimes, allergen awareness education and students developing age-appropriate skills to manage their allergies confidently remains an important method of minimising the risk to students.
- We communicate with parents through our newsletter about our allergen policies and the importance of following them.
- Staff actively monitor all bake sales and food-related events to ensure allergen safety. This is included in the awareness training for all staff.

Managing Airborne and Contact Allergens;

- Individual Health Plans (IHPs) are available to all staff for students with known allergies, ensuring everyone is aware of specific risks and emergency procedures
- Our 'no nuts' policy extends to all areas of the school, including the canteen and cookery classes
- We provide suitable alternatives for all activities to ensure students with allergies can participate safely and if required separate equipment is available so all students can participate

Planning and risk assessment

Where children and young people have known allergy to airborne or contact allergens, we will put reasonable measures in place to manage the risk of the child or young person being exposed to such allergens.

- Risk assessments are completed for external visits and trips to manage allergen exposure risks for affected individuals
- All staff planning activities are expected to consider allergen exposure risks, particularly in:
 - Craft activities
 - Science experiments
 - Music lessons
 - Cooking activities
 - Activities involving animals
- Recipes used in cooking lessons include allergen information. This information can be provided to parents upon request.
- Staff receive training on allergen awareness and emergency procedures

Individual Students, staff members and visitors.

Gathering Information

We will gather comprehensive information about allergies for students through:

- Admission forms requiring detailed allergy information before a student starts
- Transition meetings with primary schools and previous settings to discuss medical needs
- Parent/carer consultations to complete IHPs and Allergy Action Plans
- Student voice - speaking directly with students about their allergies, symptoms and management strategies
- Medical professional input - requesting information from GPs, consultants or specialist nurses where appropriate
- Annual reviews of all allergy information to ensure records remain current
- Updates from parents/carers throughout the school year

For staff:

- Self-declaration during the recruitment process and induction
- Direct communication with line managers

For visitors:

- Sign-in procedures that include allergy disclosure questions for regular visitors
- Event booking forms for external visitors attending school activities

Record Keeping

We will maintain a central register of all individuals with allergies, which will be:

- Stored securely in accordance with GDPR requirements
- Accessible to relevant staff who need this information
- Reviewed and updated at least annually, or immediately when changes occur
- Maintained and monitored by the school's First Aid co-ordinator.

For each individual identified with an allergy, we will record:

- The specific allergen(s)
- The severity of the allergic reaction
- Whether they carry medication (including adrenaline auto-injector (AAI) devices such as EpiPens or Jext)
- The location of any emergency medication stored at school
- Emergency contact details

Individual Healthcare Plans

Children and young people should have an Individual Healthcare Plan (IHP) if:

- they have an allergy which has a functional impact on them in their school, college or setting;
- they are at risk of harm as a result of their allergy **and**
- they require arrangements which are additional to or different from those made generally.

Children and young people with allergy who require specific support arrangements will have them documented through an Individual Healthcare Plan. This includes children and young people whose allergies require flexibility and "reasonable adjustments", as well as those who require medication (either proactively or in an emergency).

The IHP will set out the additional and/or different arrangements that will be in place for supporting the child or young person with their medical condition or allergy, including in emergency situations.

Where children and young people have an Allergy Action Plan and/or Asthma Action Plan issued by a healthcare professional, the IHP should refer to or attach it. Whenever an updated Action Plan becomes available, the child or young person's Individual Healthcare Plan should be reviewed to incorporate it.

Prescribed adrenaline

Lutterworth High School will ensure that children and young people who are prescribed adrenaline devices always have rapid access to their devices, noting that in a case of anaphylaxis, adrenaline should be administered within five minutes. This includes in the lunch area, playground and sports fields or when on visits or trips.

Students, staff or visitors will normally carry their AAI device with them. It is the responsibility of the individual and/ or parents to ensure this is always carried and that the device is in date. A second AAI will be stored at school for each individual student and staff member prescribed with an AAI. It is the responsibility of the individual (or parents) to provide the school with the second prescription AAI device and a replacement when it goes out of date. The school's first aid co-ordinator will monitor the expiry dates of all AAI devices provided to the school. If the student or member of staff goes out of school on a school day trip or residential the individual's spare AAI devices will be taken with the student under the responsibility of the first aider on the trip. All IHPs and Action plans are placed into the students' medical notes on SIMS.

“Spare” adrenaline devices

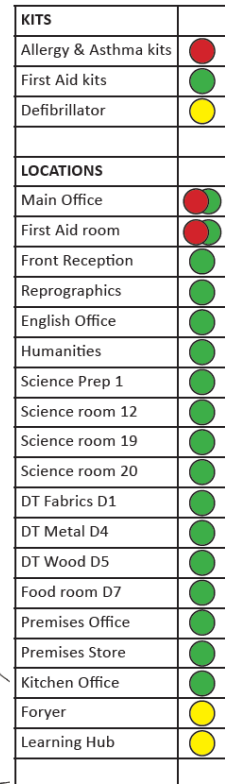
At Lutterworth High School, we also hold “spare” AAI devices obtained, without prescription, for use in emergencies. These “spare” AAI devices may be administered to a student whose own prescribed AAI cannot be administered correctly without delay. Spare devices should only be administered to a student at risk of anaphylaxis, where both medical authorisation and written parental consent for use of the spare AAI has been provided. A list of students with consent is stored in the “emergency allergy and asthma response kits” and digitally on the student's medical record on SIMS. “Spare” adrenaline devices will be clearly marked “emergency allergy and asthma response kits” containing the spare adrenaline devices, any emergency asthma reliever inhaler and spacers and instructions for their use.

The location of these is detailed on the map below. The “Spare” adrenaline devices are readily accessible and not locked away but are stored in ‘staff only’ areas of the school to protect student safety.

In the event of an anaphylaxis, adrenaline should be administered as soon as possible. The location of the two emergency allergy response boxes has been carefully considered so that it is no more than 5 minutes from anywhere on the school site.

The first aid co-ordinator will systematically monitor the “spare” adrenaline devices and salbutamol inhalers to confirm that they are in date and is responsible for re-ordering “spare” devices when they are used or go out of date.

The school will organise for the safe disposal of adrenaline autoinjectors as they contain a needle.



Staff should notify the first aid co-ordinator of any incidents or 'near misses'. They must complete an Incident Report Form (found in First Aid room) including students name, incident details, symptoms and treatment given in school, also whether the student went on to hospital for further investigations/treatment and diagnoses. Major incidents/written incident reports are logged onto YMD Boon portal by the first aid co-ordinator. Minor and major incident reports copies are kept in school for future reference and monitored by the senior leadership team and governors. Lesson's learned may lead to future amendments to this policy.