Sycamore Trust
Grow together, Learn forever

Allergy and Anaphylaxis Policy - Holy Trinity

Adopted by:

Date Adopted:

Review Period:

Next Review:

Record of Procedures Changes and Reviews

Date	Details	Reason for Review/Change
June 2026	Creation of policy	

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1. Benedict's Law

Benedict's Law is UK legislation mandating allergy safety measures in schools to protect children with life-threatening allergies.

Benedict's Law, also known as the School Allergy Safety Bill, was introduced following the tragic death of five-year-old Benedict Blythe, who died from an allergic reaction at school in 2021. The law establishes a national framework for allergy safety in schools in England, ensuring that all schools have policies, staff training, emergency medication, and individual care plans to respond effectively to severe allergic reactions.

2. Policy Statement

The school is committed to ensuring that all pupils with allergies are safe, supported, respected and fully included in all aspects of school life.

We recognise that allergies can have a significant impact on a pupil's health, wellbeing and educational experience. We adopt a whole-school approach to allergy management and anaphylaxis prevention, ensuring that all staff understand their responsibilities and are prepared to respond effectively in an emergency

The school adopts a whole-school approach to allergy management and anaphylaxis prevention. This includes ensuring that staff understand their responsibilities, that appropriate procedures are in place to minimise risk, and that effective emergency responses can be implemented whenever required. Through proactive planning, effective communication and ongoing training, the school seeks to reduce the likelihood of allergic reactions whilst maintaining full participation in school activities.

This policy has been developed in accordance with relevant legislation and guidance including Benedict's Law, Department for Education guidance on supporting pupils with medical conditions, national guidance on Adrenaline Auto-Injectors, food information regulations and safeguarding requirements.

3. Aims

The purpose of this policy is to minimise the risk of allergic reactions and anaphylaxis within the school environment whilst ensuring that pupils with allergies are able to participate fully in school life. The school aims to provide a safe, inclusive and supportive environment in which allergy-related risks are appropriately managed without unnecessarily restricting opportunities for pupils.

The policy also seeks to ensure that all staff can recognise and respond to allergy emergencies, that effective communication is maintained between school staff, parents, pupils and healthcare professionals, and that the school fulfils its statutory safeguarding and health and safety responsibilities. In addition, the school is committed to promoting wellbeing and preventing exclusion, discrimination or bullying related to allergies

4. Roles and Responsibilities

Local Academy Committee

The LAC will:

- Ensure this policy is reviewed annually
- Appoint a Named LAC member for allergy management
- Monitor compliance with this policy
- Ensure resources are available to support implementation.

Senior Leadership Team

The Senior Leadership Team will:

- Promote a whole-school allergy-aware culture
- Ensure risk management procedures are implemented
- Include allergy management in safeguarding and critical incident planning
- Ensure appropriate staffing, training and resources are available

Allergy Leads

The nominated allergy leads are:

1. Sarah Doughty
2. Karen Tonge

The Allergy Leads must be a member of the Senior Leadership Team and are responsible for:

- Maintaining the allergy register
- Managing emergency medication arrangements
- Ensuring pupils requiring support have Individual Healthcare Plans (IHPs)
- Monitoring incidents and near misses
- Reviewing procedures after incidents
- Ensuring spare AAIs are available and in date
- Conducting annual emergency response drills

Teaching and Support Staff

All staff are responsible for:

- Completing annual allergy training
- Knowing which pupils have allergies
- Understanding emergency procedures
- Promoting safe classroom practices
- Supporting inclusion of pupils with allergies
- Reporting incidents and near misses

Parents and Carers

Parents/carers must:

- Inform the school of all allergies and changes to medical needs
- Provide medical evidence and healthcare plans where required
- Supply prescribed medication, including in-date AAIs
- Participate in the review of Individual Healthcare Plans
- Provide consent for emergency medication use where appropriate

Pupils

Pupils with allergies should:

- Understand their allergy and associated risks
- Inform staff when symptoms occur
- Carry AAIs if medically advised and agreed
- Follow safety procedures

All pupils should:

- Not share food
- Respect allergy safety measures
- Support an inclusive environment

5. Allergy Register

The school maintains an Allergy and AAI Register containing:

- Pupil name and photograph (with parental consent)
- Known allergens
- Risk factors for anaphylaxis
- AAI type and dose
- Location of prescribed medication
- Parental consent for spare AAI use
- Emergency contact details

- Confirmation of Individual Healthcare Plan

The register will:

- Be readily accessible to staff
- Be reviewed at least annually
- Be updated immediately following any significant change in medical information

6. Individual Healthcare Plans (IHPs)

The school will ensure:

- An Individual Healthcare Plan is in place for pupils at risk of anaphylaxis
- Plans are developed jointly with parents/carers and healthcare professionals
- Plans are reviewed annually or following an incident
- Plans transfer with pupils moving schools where appropriate

7. Risk Assessment

The school recognises that effective risk assessment forms the foundation of allergy management. Allergy-related risks will therefore be incorporated into the school's wider risk management processes and considered whenever activities are planned.

The school will:

- Include allergies within its risk register
- Include allergy considerations in all relevant risk assessments
- Assess risks relating to:
    - School trips
    - Educational visits
    - Sporting activities
    - Practical lessons
    - Catering activities
    - Animal encounters
    - Fundraising events
    - Emergency evacuations and lockdowns

Where necessary, individual risk assessments will be undertaken to address specific pupil needs and ensure that suitable control measures are implemented. The objective is not to prevent participation but to ensure that all activities can be undertaken safely and inclusively.

8. Managing Risks

The school recognises that the effective management of allergy risks is essential to safeguarding pupils, staff and visitors.

The school is committed to taking reasonable and proportionate steps to reduce the likelihood of exposure to known allergens and to ensure that appropriate control measures are in place. Allergy risk management forms part of the school's wider approach to health, safety and inclusion, and is embedded within everyday practices, educational activities and school events. Through careful planning, staff awareness, effective communication and appropriate risk assessments, the school aims to create a safe environment in which pupils with allergies can participate fully and confidently in all aspects of school life.

Hygiene

The school will:

- Promote regular handwashing
- Prohibit food sharing
- Encourage good hygiene practices throughout the school

Catering and Food Provision

The school and catering provider will:

- Maintain current allergen information
- Ensure allergen matrices are available
- Implement procedures to avoid cross-contamination
- Provide suitable and inclusive meal options
- Have at least two methods of identifying pupils with food allergies at meal times
- Communicate menu changes promptly

Curriculum Activities

Staff will assess allergy risks before activities involving:

- Food
- Animal handling
- Science experiments
- Cookery
- Arts and crafts using food products

Events and School Trips

Pupils with allergies will not be excluded from participation.
Appropriate measures will include:

- Event-specific risk assessments
- Access to emergency medication
- Trained staff attendance
- Communication with parents and providers

9. Inclusion, Wellbeing and Anti-Bullying

The school is committed to ensuring that pupils with allergies are fully included in all aspects of school life. Staff will take reasonable steps to remove barriers to participation and will work collaboratively with families to ensure that pupils can access educational opportunities safely.

The school will not tolerate bullying, teasing or discriminatory behaviour relating to allergies or medical conditions. Any such behaviour will be addressed in accordance with the school's Behaviour and Anti-Bullying Policy. Pastoral support will be available for pupils who may experience anxiety or concerns relating to their allergies, and wellbeing will be monitored as part of the school's wider safeguarding responsibilities

The school will:

- Promote an inclusive environment.
- Ensure pupils with allergies are fully included in school activities.
- Challenge allergy-related bullying.
- Include allergy-based bullying within anti-bullying procedures.
- Support wellbeing through pastoral care and regular monitoring.

10. Emergency Medication

The school will maintain:

- spare in-date AAIs as per the following table:

School type	**AAIs for children under age 6 years** (150 micrograms) e.g. EpiPen Junior, Jext 150	**AAIs for individuals over 6 years of age** (300 micrograms) e.g. EpiPen, Jext 300
State-funded nursery school	One pair of "spare" AAIs	n/a
Primary school	One pair of "spare" AAIs	One pair of "spare" AAIs
Secondary school	n/a	One or two pairs of "spare" AAIs *
Special school	One pair of "spare" AAIs	One pair of "spare" AAIs

- An emergency anaphylaxis kit containing:
    - Spare AAIs
    - Manufacturer instructions
    - Storage guidance
    - Expiry-date checklist
    - Eligible pupil list
    - Administration records

Storage of AAIs

AAIs will be:

- Stored securely but not locked away.
- Clearly labelled
- Accessible to trained staff
- Protected from excessive temperatures
- Located so that they can be reached within five minutes

Maintenance

The Allergy Lead will check monthly that:

- Medication is present.
- Medication remains in date.
- Replacements are ordered promptly.

11. Emergency Procedures

All staff must be able to recognise signs of anaphylaxis and a rapid and effective response is essential. In any situation where anaphylaxis is suspected, staff should follow the school's emergency response procedures immediately

Where anaphylaxis is suspected:

1. Administer an AAI immediately
2. Dial 999 and request an ambulance
3. State "anaphylaxis" clearly
4. Contact parents/carers
5. Monitor the pupil continuously
6. Administer a second AAI if symptoms persist and medical guidance indicates it is required
7. Ensure the pupil is assessed in hospital

A spare school AAI may be used where:

- Consent has been obtained; or

- The prescribed AAI is unavailable, damaged, expired or has misfired

12. Recording, Reporting and Review

The school is committed to learning from all allergy-related incidents in order to continually improve its systems and procedures. All allergic reactions, suspected allergic reactions and incidents of anaphylaxis will be recorded using the Trust's accident, incident and near-miss reporting form.

Each incident will be reviewed by the Allergy Leads to identify any lessons learned, evaluate the effectiveness of the response and determine whether any additional control measures are required. Where appropriate, risk assessments, Individual Healthcare Plans and operational procedures will be updated to reflect identified improvements. The school will also report incidents in accordance with safeguarding requirements and, where applicable, the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR). In addition, the school will undertake and evaluate an annual emergency response exercise to test preparedness, reinforce staff confidence and ensure that emergency procedures remain effective and fit for purpose.

13. Training

The school is committed to ensuring that all staff have the knowledge, skills and confidence to effectively support pupils with allergies and respond appropriately in an emergency.

All staff will receive annual allergy awareness and emergency response training as part of the school's health, safety and safeguarding arrangements. This training will ensure that staff can recognise the signs and symptoms of allergic reactions and anaphylaxis, understand the school's procedures for managing allergies, and respond promptly and effectively in an emergency situation. The training will also promote awareness of inclusion and wellbeing considerations for pupils with allergies, helping to create a safe, supportive and allergy-aware school environment.

Training will include:

- Allergy awareness.
- Recognising allergic reactions.
- Recognising anaphylaxis.
- Emergency response procedures.
- Practical AAI administration.
- Inclusion and wellbeing considerations.
- Reporting and recording procedures.

14. Communication and Awareness

By promoting understanding of allergies across the school community, the school aims to reduce risks, support pupil wellbeing and encourage a culture of awareness, respect and shared responsibility

The school will:

- Share relevant information with parents and carers.
- Raise awareness through assemblies and lessons.
- Include allergy awareness within Personal Development and RSE programmes.
- Promote awareness campaigns where appropriate.

15. Monitoring and Policy Review

This policy will be:

- Reviewed annually.
- Reviewed following significant incidents.
- Updated following changes to legislation or statutory guidance.

Responsibility for review rests with the Allergy Lead and Local Academy .

16. Related Documents

- Supporting Pupils with Medical Conditions Policy
- Health and Safety Policy
- Safeguarding and Child Protection Policy
- Behaviour and Anti-Bullying Policy

This version incorporates the mandatory Benedict's Law requirements alongside Anaphylaxis UK's recommended best practice guidance and the existing policy framework.

17. Appendix A - Model Allergy Register

Pupil Name		Photograph
Known Allergens		
Prescribed AAI?		
AAI Type		
Dose		
Location of personal AAI		
Parent Consent for Spare AAI Use?		
Emergency Contact Details		
Healthcare Plan on File?		
Notes		

Printable Excel version:

Allergy Register.xlsx