



St Mary's C E Primary School

Allergy Policy (2026)

"Live, Love and Learn together in the Light of the Life of Christ"

Rooted in Ephesians 5:8–11, 13–14

1. Purpose and Christian Vision

At St Mary's C.E. Primary School, we recognise the dignity, uniqueness and worth of every child. In line with our Christian vision to *"Live, Love and Learn together in the Light of the Life of Christ,"* we are committed to ensuring that pupils with allergies are fully supported to flourish academically, socially, emotionally and spiritually.

This policy sets out our whole-school approach to allergy safety, in accordance with **Benedict's Law (2026)**, which requires all maintained and academy schools to have a dedicated allergy policy and to implement strengthened protections for children with allergies .

We aim to ensure that pupils with allergies:

- are safe, included and able to participate fully in school life
- receive timely, effective and child-centred support
- are protected through clear systems, training and emergency procedures
- are supported through culturally responsive, anti-racist and inclusive practice
- develop confidence and independence appropriate to their age and stage

This policy should be read alongside:

- Supporting Pupils with Medical Conditions Policy
- First Aid Policy
- Safeguarding and Child Protection Policy
- SEND Policy
- Equality Policy
- Attendance Policy
- Educational Visits Policy

2. Scope

This policy applies to:

- all pupils with diagnosed allergies (food, environmental, medication, insect stings, latex, etc.)
- pupils with asthma where allergy triggers are present (DfE guidance recognises the link between food allergy and asthma)
- pupils requiring adrenaline auto-injectors (AAIs)
- all school activities on and off site, including breakfast club, after-school provision, trips and residentials
- all staff, governors, volunteers and external providers

3. Legislative and Statutory Framework

This policy is underpinned by:

- Benedict's Law (School Allergy Safety Bill), Children's Wellbeing and Schools Act 2026
- DfE Statutory Guidance: Allergy Safety in Schools (2026)
- DfE Statutory Guidance: Supporting Pupils with Medical Conditions (2017)
- Equality Act 2010
- SEND Code of Practice (2015)
- Health and Safety at Work Act 1974
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2026)

St Mary's recognises that allergies may constitute a disability under the Equality Act. Reasonable adjustments will be made to avoid substantial disadvantage.

4. Roles and Responsibilities

Governing Body

The Governing Body will:

- approve and review this policy annually (required under Benedict's Law)
- ensure allergy safety arrangements are in place
- monitor incidents, training compliance and inclusion
- appoint a named governor for allergy oversight

Headteacher

- ensure implementation of this policy
- ensure all staff receive allergy awareness and emergency response training (statutory requirement)
- ensure Individual Healthcare Plans (IHPs) are in place
- ensure spare AAls are stocked and maintained (statutory requirement)
- ensure safeguarding oversight of allergy-related concerns

School Health Lead

The School Health Lead (Anisha Narane) will:

- coordinate allergy provision across the school
- lead development and review of IHPs
- liaise with parents and healthcare professionals
- oversee storage, monitoring and administration of AAls
- monitor allergy incidents and near misses (required under DfE guidance)

Designated Safeguarding Lead (DSL)

The DSL will:

- ensure allergy-related concerns are considered within safeguarding processes
- ensure appropriate information sharing
- contribute to risk assessments and multi-agency planning

Staff

All staff must:

- complete annual allergy awareness and emergency response training (statutory requirement)
- follow IHPs and emergency procedures
- know how to recognise symptoms of allergic reactions and anaphylaxis
- know how to administer AAls
- record incidents accurately
- promote inclusion and participation

Parents and Carers

Parents/carers must:

- provide accurate medical information
- supply in-date medication in original packaging
- participate in IHP reviews
- inform the school of changes to allergy needs

Pupils

Where appropriate, pupils will be supported to:

- understand their allergy
- communicate symptoms
- develop independence in managing their condition

5. Individual Healthcare Plans (IHPs)

IHPs will be developed for all pupils with significant allergies, in line with statutory guidance requiring schools to implement individual plans for pupils with serious allergies.

IHPs will include:

- diagnosis and triggers
- symptoms and risk factors
- medication and emergency procedures
- storage and administration arrangements
- arrangements for trips, sport and enrichment
- cultural, linguistic or religious considerations
- links to safeguarding, SEND or Early Help plans

IHPs will be reviewed annually or sooner if needs change.

- roles and responsibilities

- arrangements for trips, sport and enrichment activities
- cultural, linguistic or religious considerations
- links to safeguarding, SEND or Early Help plans where relevant

IHPs will be:

- reviewed at least annually
- updated immediately where needs change
- securely shared with relevant staff on a need-to-know basis

6. Allergy Management and Prevention

St Mary's will:

- maintain clear, accessible emergency procedures
- ensure allergy information is shared with relevant staff
- ensure spare AAls are available on site (statutory requirement)
- ensure staff are trained in the use of AAls
- ensure food practices are safe, inclusive and culturally responsive
- ensure risk assessments include allergy considerations
- ensure temporary and supply staff are informed of relevant allergies

Nut-Free Environments

DfE guidance states that "nut-free" policies alone are not sufficient and must be part of a wider whole-school approach to allergy safety . St Mary's therefore adopts a **risk-reduction approach**, including:

- discouraging nut-based products
- ensuring safe food handling
- educating pupils and families
- ensuring vigilance in shared spaces

7. Medication and AAls

The school will ensure:

- AAls are stored securely but accessibly

- expiry dates are monitored
- staff are trained and authorised to administer AAls
- emergency AAls are available for any child or adult experiencing anaphylaxis (statutory requirement)
- all medication administration is recorded

8. Emergency and Incident Response

In the event of an allergic reaction or anaphylaxis:

- staff will follow the emergency procedure
- AAls will be administered immediately where indicated
- emergency services will be contacted
- parents/carers will be informed
- incidents will be recorded on CPOMS and the medical log
- incidents and near misses will be reviewed to identify lessons learned (required under DfE guidance)

9. Safeguarding links

Allergy-related concerns may indicate wider safeguarding issues, including:

- neglect (e.g., failure to provide medication)
- fabricated or induced illness
- barriers to attendance
- emotional or physical harm

The DSL will ensure allergy information informs safeguarding planning where relevant.

10. Attendance and Inclusion

St Mary's is committed to ensuring pupils with allergies:

- are not disadvantaged
- can participate fully in trips, worship, clubs and physical activity

- receive reasonable adjustments
- are supported through non-punitive attendance approaches

Decisions to limit participation will only be taken where supported by medical or risk assessment advice.

11. Anti-Racist and Inclusive Practice

We will ensure:

- allergy information is accessible through translations, visuals or interpreters
- cultural beliefs relating to food and health are respected
- discriminatory assumptions are challenged
- data is monitored for patterns of inequality
- data is monitored for patterns of inequality

12. Training and Awareness

All staff will receive:

- annual allergy awareness and emergency response training (statutory requirement)
- training in the use of AAls
- condition-specific training where required
- safeguarding training relating to allergy vulnerability
- culturally responsive and anti-racist practice training

At least one trained member of staff will be available at all times.

13. Offsite Activities and Extended Services

Risk assessments will include:

- allergy needs
- medication storage and transport
- emergency procedures
- staff training requirements
- accessibility and inclusion

Breakfast club and after-school provision will follow the same standards of allergy safety.

14. Record-Keeping and Information Sharing:

The school will maintain accurate records of:

- IHPs
- medication administration
- allergy incidents and near misses
- staff training
- communication with parents and professionals

Information will be stored securely in line with UK GDPR.

15. Unacceptable Practice:

- ignore allergy needs
- assume all pupils with the same allergy require identical support
- exclude pupils unnecessarily
- require parents to attend school to administer AAIs
- tolerate bullying or discrimination linked to allergies
- penalise pupils for absences related to validated allergy needs

16. Complaints Procedure

Concerns should be raised with:

1. School Health Lead
2. Headteacher
3. Governing Body (via the Complaints Policy)

Safeguarding or discrimination concerns will follow statutory procedures.

17. Monitoring, Evaluation and Review

This policy will be reviewed

- annually (statutory requirement under Benedict's Law)
- following significant incidents
- when statutory guidance changes

The Governing Body will evaluate:

- compliance with statutory responsibilities
- effectiveness of training
- inclusion and equality of provision
- incident trends and lessons learned

Approved by Governing Body:

Date: September 2026

Review cycle: Annual (sooner if guidance changes)

Next review due: September 2027

