

Allergy & Anaphylaxis Policy

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1. Policy Statement

- 1.1 Fairfax Multi Academy Trust (FMAT) is committed to providing a safe, inclusive and supportive environment for all students, staff and visitors with allergies and anaphylaxis.
- 1.2 FMAT recognises that severe allergic reactions can be life-threatening and will take reasonable steps to reduce risk, ensure effective management arrangements are in place and support those affected to participate fully in Academy life.
- 1.3 This policy applies to all FMAT Academy's, employees, volunteers, contractors, students and visitors.

2. Aims

- 2.1 This policy aims to:
 - 1. Protect students, staff and visitors with allergies.
 - 2. Minimise the risk of exposure to known allergens.
 - 3. Ensure effective management of allergic reactions and anaphylaxis.
 - 4. Promote awareness and understanding of allergies across the Trust.
 - 5. Ensure compliance with relevant health, safety and medical needs legislation.
 - 6. Define roles and responsibilities at Trust and Academy level.

3. Legislative and Guidance Framework

- 3.1 This policy has been developed with reference to:
 - 1. Children and Families Act 2014.
 - 2. Equality Act 2010.
 - 3. Health and Safety at Work etc. Act 1974.
 - 4. Food Information Regulations and Natasha's Law.
 - 5. Department for Education statutory guidance *Supporting Students with Medical Conditions at School*.
 - 6. Department for Education statutory guidance *Allergy Safety in School's* (2026).
 - 7. Department of Health and Social Care guidance on the use of Adrenaline Auto-Injectors (AAIs) in Academy's.



8. Section 100, Children and Families Act 2014 (Duty to Support Pupils with Medical Conditions).

3.2 The Trust and its Academy's will maintain arrangements that reflect current legislation and statutory guidance.

4. Scope

4.1 This policy applies to all FMAT Academy's and all activities undertaken on behalf of the Trust, including educational visits, residential visits, extracurricular activities, breakfast clubs, after-Academy provision and catering services.

4.2 Third-party providers, contractors and organisations delivering services on behalf of the Trust must cooperate with local allergy management arrangements and relevant risk control measures.

4.3 This policy covers:

1. Food allergies
2. Insect sting allergies
3. Medication allergies
4. Environmental allergies
5. Allergic reactions requiring emergency intervention
6. Anaphylaxis

5. Principles

5.1 FMAT will:

1. Maintain an inclusive approach and avoid unnecessary exclusion from activities.
2. Recognise that some allergies may constitute a disability under the Equality Act 2010 and ensure reasonable adjustments are considered where required
3. Ensure reasonable adjustments are made where required.
4. Support the identification and management of allergies.
5. Maintain appropriate emergency arrangements.
6. Provide appropriate training for staff.
7. Work in partnership with parents, carers and healthcare professionals.



8. Encourage students to develop awareness and self-management appropriate to their age.

6. Roles and Responsibilities

6.1 Trust Board

6.2 The Trust Board will:

1. Be notified of this policy.
2. Receive assurance regarding compliance across Trust Academy's.
3. Ensure appropriate resources and arrangements are in place to support students with allergies and anaphylaxis.
4. Monitor significant incidents and emerging risks through Trust assurance arrangements.
5. Ensure this policy is reviewed every three years or sooner where legislation, statutory guidance or significant incidents require.

6.3 Chief Executive Officer

6.4 The CEO will ensure:

1. Effective implementation of this policy across the Trust.
2. Appropriate resources are available.

6.5 Principals

6.6 Principals are responsible for:

1. Implementing local arrangements.
2. Maintaining allergy management procedures, including incident and near misses reporting arrangements.
3. Ensuring risk assessments are completed.
4. Ensuring staff training is undertaken.
5. Maintaining emergency response arrangements.
6. Ensuring visitor induction and sign-in arrangements provide visitors, governors, contractors and volunteers with appropriate information on how to obtain assistance in the event of an allergic reaction or suspected anaphylaxis.



6.7 Staff

6.8 All staff must:

1. Be aware of students with known severe allergies.
2. Follow individual healthcare plans.
3. Undertake required training.
4. Respond appropriately during allergic emergencies.

6.9 Parents and Carers

6.10 Parents and carers must:

1. Inform the Academy of allergies.
2. Provide prescribed medication where required.
3. Keep medical information up to date.
4. Participate in healthcare planning.

7. Individual Healthcare Plans

7.1 Academy's will ensure that students with allergies requiring medication, emergency intervention, monitoring or specific support arrangements have an Individual Healthcare Plan (IHP) and/or Allergy Action Plan.

7.2 Plans will be:

1. Developed in partnership with parents/carers and healthcare professionals.
2. Accessible to relevant staff.
3. Reviewed at least annually at or earlier if evidence is presented that the child's needs have changed.
4. Updated following significant incidents, changes in medication or changes in medical advice.

8. Medication

8.1 Academy's will:

1. Store medication safely and accessibly.
2. Ensure emergency medication is readily available.
3. Maintain appropriate arrangements for off-site visits.



4. Monitor medication expiry dates.

8.2 Academy's will maintain arrangements for emergency Adrenaline Auto-Injectors (AAls) in accordance with Department of Health and Social Care guidance and local risk assessment arrangements.

8.3 Where spare AAls are held, Academy's must ensure appropriate consent, storage, monitoring and staff training arrangements are maintained.

9. Training

9.1 FMAT will ensure that:

1. All staff receive allergy awareness training at induction and at appropriate intervals thereafter.
2. Appropriate staff receive practical training in recognising anaphylaxis and administering adrenaline auto-injectors.
3. Training records are maintained.
4. Refresher training is completed regularly.
5. Staff responsible for supporting students with allergies are familiar with relevant Individual Healthcare Plans.

10. Inclusion and Participation

10.1 Academy's must take reasonable steps to enable students with allergies to participate safely in all aspects of Academy life.

10.2 Appropriate risk assessments must be undertaken where required, including:

1. Classroom learning.
2. Academy meals.
3. Educational visits.
4. Residential visits.
5. Extracurricular activities.
6. Sporting activities.
7. Celebrations and special events.

11. Catering and Food Provision

11.1 FMAT recognises that food provision presents a significant area of risk for students with food allergies.

11.2 Academy's must ensure that appropriate arrangements are in place with any catering provider to support students with allergies, provide allergen information where required, minimise the risk of exposure to known allergens and adhere to any relevant legislation.



- 11.3 Academy's must work collaboratively with catering providers, parents/carers and healthcare professionals to support safe participation in Academy meals and food-related activities.
- 11.4 Academy's and catering providers must:
1. Comply with applicable food safety and allergen legislation, including Natasha's Law where relevant.
 2. Maintain accurate allergen information for food provided.
 3. Take reasonable steps to minimise cross-contamination risks.
 4. Consider allergen management in Academy events, celebrations, food technology activities, breakfast clubs, after-Academy provision and residential visits.
 5. Support students with food allergies to access meal provision safely and inclusively.

12. Monitoring and Review

- 12.1 Principals will monitor implementation at Academy level.
- 12.2 Academy's will record, investigate and review allergy-related incidents and relevant near misses to identify learning opportunities and improve future practice.
- 12.3 Academy's will ensure that significant allergic reactions, anaphylaxis incidents and relevant near misses are reviewed to identify lessons learned and any improvements required to local arrangements, training or risk controls.
- 12.4 The Trust's Central Team will undertake periodic quality assurance and monitoring activities to assess compliance with this policy. Academy's will provide information as requested, including confirmation of annual Individual Healthcare Plan reviews, staff training compliance, allergy-related incidents and any actions taken in response to identified risks.
- 12.5 The Chief Executive Officer, supported by the Central Team, will receive an annual assurance report summarising compliance, incidents, key risks, trends and areas for improvement across the Trust.
- 12.6 The Trust will review this policy every three years, or sooner where legislation, guidance or operational requirements change.

