



Allergy Safety Policy

Our Vision

Formation - Inspiration - Transformation

Our Mission

We develop individual excellence, embrace opportunities and build strong communities with Gospel Values at the heart.

Our Values

Respect - Innovation - Courage - Trust



Document Management

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Allergy Safety Policy

Meeting the requirements of Benedict's Law and the Children's Wellbeing and Schools Act 2026

Applies to all schools within the Trust

1. Why this policy exists

This policy sets out how every school in the Trust keeps pupils with allergies safe, and how staff respond if a pupil has a severe allergic reaction. It has been written to meet the requirements of Benedict's Law — the Schools (Allergy Safety) provisions within the Children's Wellbeing and Schools Act 2026 — which came about following the death of five-year-old Benedict Blythe in 2021 after an allergic reaction at school.

The law moves allergy safety from something schools were advised to do, to something they are legally required to do. This policy is our Trust-wide response to that duty. It applies equally across all nine schools, with phase-specific detail set out in the appendices for our primary and secondary settings.

As a Catholic Trust, keeping every child safe and enabling every child to flourish and be fully included in school life sits at the heart of our mission. This policy is one practical expression of that commitment.

2. Scope and status

This is a standalone policy. It is not folded into, or a subsection of, the School's Supporting Pupils with Medical Conditions policy, in line with the statutory requirement that allergy safety be addressed separately. It applies to all pupils, staff, volunteers, governors, and visitors across every school in the Trust, and to all school-organised activity, including trips, clubs, and mealtimes, whether on or off site.

This policy must be read alongside each school's Supporting Pupils with Medical Conditions policy, Health and Safety policy, and Safeguarding policy. Where there is any conflict, the requirements of this policy take precedence on matters of allergy safety.

3. Our aims

- Every pupil with a diagnosed allergy has an up-to-date Individual Healthcare Plan (IHP).
- Every member of staff likely to be on site with children - teaching, support, catering, cleaning, office, breakfast and after-school club, and minibuss staff - is trained to recognise and respond to an allergic reaction.
- Adrenaline auto-injectors (AAIs) are available, in date, accessible and can be administered within five minutes of a reaction being recognised.
- Pupils with allergies are fully included in school life - in lessons, at mealtimes, on trips, and in clubs — rather than being excluded for reasons of convenience or risk-aversion.
- Incidents and near misses are recorded, reported, and learned from.
- Parents and carers are confident that their child's allergy is understood and taken seriously.

4. Roles and responsibilities

The Trust Board

Holds overall responsibility for ensuring the Trust meets its statutory duties under Benedict's Law.

Named Governor (per school)

Each local governing body appoints a named governor to oversee allergy safety at that school, including reviewing incidents and near misses, and satisfying themselves that AAI checks and staff training are up to date.

Headteacher (per school)

Holds day-to-day responsibility for allergy safety in their school, including appointing the school's named Allergy Lead, ensuring the policy is published on the school website, and ensuring IHPs are in place before a pupil with a diagnosed allergy starts or returns to school. As part of the Headteacher's termly report to governors, a section on allergy safety includes information about incidents and near misses.

Named Allergy Lead (per school, senior leader)

A member of the senior leadership team appointed to oversee day-to-day implementation: maintaining the AAI register, coordinating IHPs with parents and health professionals, overseeing incident reporting, and organising staff training.

All staff

Every member of staff - including those not directly teaching, such as catering, cleaning, office, and transport staff - must complete allergy and anaphylaxis training and know how to respond if a pupil shows signs of a reaction, including calling 999 without delay. Training is available on Prospero.

5. Individual Healthcare Plans (IHPs)

Every pupil with a diagnosed allergy that has a functional impact on their time in school will have an IHP, agreed with parents and, where relevant, health professionals, before the pupil starts at the school or as soon as practicable after diagnosis.

- The specific allergy or allergies and known triggers.
- Signs and symptoms to watch for, specific to that pupil.
- Emergency response steps, including AAI use if prescribed.
- Arrangements for mealtimes, trips, PE, and any relevant curriculum areas (e.g. food technology, science).
- Who has been briefed on the plan, and how it is shared with supply staff and cover teachers.

IHPs are reviewed at least annually, and sooner if a pupil's allergy status changes or following any reaction.

6. Staff training

All staff likely to be on the school site at the same time as pupils complete allergy and anaphylaxis training, covering recognition of allergic reactions and anaphylaxis, emergency response including calling 999, safe storage and use of AAIs, and incident recording and reporting. Contractors are not required to complete this training but are made aware of the school's emergency procedures where relevant.

Training is refreshed annually, and the Named Allergy Lead in each school keeps a record of who has completed it, so gaps are visible before they become a problem rather than after.

7. Adrenaline auto-injectors (AAIs)

Each school holds spare AAIs for emergency use, in addition to any prescribed to individual pupils, so that a device can be administered within five minutes of a reaction being recognised. Larger schools stock accordingly. The Named Allergy Lead checks expiry dates regularly and arranges replacement in good time.

8. Inclusion

Having an allergy should not be a reason for a child to be left out. Each school sets out, through its IHPs and general planning, how pupils with allergies are kept safe and fully included at mealtimes, on trips, and in clubs and takes seriously any instance of a pupil being excluded, teased, or made to feel different because of their allergy, treating this as a safeguarding and anti-bullying matter.

9. Incident reporting and record-keeping

Every allergic reaction and every near miss is recorded, using the school's standard incident log, and reported to the Named Allergy Lead. Serious incidents are reported to the named governor, Safeguarding Lead and Trust central team and reviewed to identify any lessons for the pupil's IHP, staff training, or wider school practice.

10. Communication with parents and carers

Parents and carers of a child with a diagnosed allergy are involved in drawing up and reviewing the IHP, and told promptly if their child's allergy has caused any incident at school, however minor. This policy itself is published on each school's website so all parents can see how allergies are managed.

11. Review

This policy is reviewed annually by the Trust Executive, and sooner if statutory guidance changes, following a serious incident, or if a named governor or headteacher raises a concern about how it is working in practice.

Appendix A: Primary phase — additional considerations

The following apply in addition to the main body of this policy, reflecting the particular needs of younger children who cannot always recognise or communicate a reaction themselves.

- EYFS and KS1 staff are especially alert to non-verbal signs of a reaction, given younger children may not be able to describe symptoms.
- Mealtime and lunchtime supervisors receive the same training as teaching staff, given the heightened risk around food at break and lunch.
- Allergen information is checked for snacks, cooking activities, and any food brought in for celebrations or rewards, not just for main meals.
- IHPs are shared with all adults who may supervise the child, including midday supervisors, breakfast and after-school club staff, and any parent helpers on trips.
- Transition arrangements (into Reception, and between year groups) include a specific handover of the pupil's IHP to new staff before the pupil moves class.

Appendix B: Secondary phase — additional considerations

The following apply in addition to the main body of this policy, reflecting the greater independence of secondary-age pupils and the wider range of settings they move through in a school day.

- Pupils are supported, where age-appropriate, to take increasing responsibility for managing their own allergy, including carrying and administering their own AAI where agreed with parents and health professionals, while staff responsibilities under this policy remain unchanged.
- IHPs are shared with all staff a pupil is taught by, not only their form tutor, given pupils move between subject teachers and rooms.
- Specific arrangements are made for food technology, science practicals, and any vocational or catering courses where allergens may be present.
- Work experience placements and off-site vocational provision are checked to ensure the host setting is aware of a pupil's allergy and emergency arrangements.
- Cover and supply teachers are briefed on relevant IHPs as part of standard cover arrangements, given the higher proportion of subject-specialist and non-form-tutor staff contact in secondary schools.