HOLY FAMILY SCHOOL AND SIXTH FORM

ALLERGY SAFETY POLICY

Made under section 100 of the Children and Families Act 2014, as amended by section 34 of the Children's Wellbeing and Schools Act 2026 ("Benedict's Law"), and the DfE statutory guidance Allergy Safety in Schools (July 2026)

Designated Allergy Safety Lead: Jason Gharu, Deputy Head

Approved by: [Governing Body]

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DRAFT

0. Legal Basis and Status of this Policy

Section 34 of the Children's Wellbeing and Schools Act 2026 (“Benedict's Law”), which received Royal Assent on 29 April 2026, amends section 100 of the Children and Families Act 2014. It places a duty on local-authority-maintained schools, academies (including free schools) and pupil referral units to have a dedicated, published allergy safety policy, and to have regard to statutory guidance on allergy safety issued by the Secretary of State.

The relevant statutory guidance, Allergy Safety in Schools, was published by the Department for Education on 6 July 2026 and applies from 1 September 2026. This is the first time allergy safety has been given its own statutory framework, separate from wider guidance on supporting pupils with medical conditions.

Holy Family School and Sixth Form has regard to this guidance in full. This policy is the school's dedicated allergy safety policy, distinct from its wider Supporting Pupils with Medical Conditions policy, and sets out how the school meets its duties under Benedict's Law across both of its sites.

The school is aware that the Government intends to introduce further specific duties on allergy safety through regulations in due course (for example on incident recording), and that the guidance is expected to extend to independent schools and non-maintained special schools in a later phase. This policy will be updated as further requirements are confirmed.

1. Purpose

Holy Family School and Sixth Form is committed to providing a safe, inclusive and supportive environment for all pupils and students with allergies.

We recognise that allergies can affect a person's health, wellbeing and participation in school life. Some allergic reactions can become life-threatening very quickly. Anaphylaxis is a medical emergency and requires immediate treatment.

Holy Family School and Sixth Form operates across two school sites:

- Walthamstow Site: Year 7, Year 8 and Sixth Form students
- Wiseman Site: Year 9, Year 10, Year 11 and Sixth Form students

Because the School operates across two sites, allergy safety and emergency arrangements must be in place and effective at both sites. Each site will have First Aid cover available during the times when pupils and students are on site, and the School will ensure that appropriate emergency medication, including spare adrenaline devices where required, is available at each site and can be accessed within the required timeframe.

This policy sets out how the School will:

- reduce the risk of exposure to known allergens, including food, airborne and contact allergens;
- identify pupils, students, staff and visitors with allergies and understand their individual needs;
- provide appropriate support through Individual Healthcare Plans (IHPs);
- ensure rapid access to prescribed adrenaline;
- maintain appropriate spare adrenaline devices at each site;
- ensure teaching and non-teaching staff know how to respond to an allergic reaction;
- provide First Aid arrangements at both school sites;
- support pupils and students to take part fully in school life;
- manage allergy risks during lessons, activities, food provision and educational visits;
- record and learn from allergy incidents and near misses, including those reported after a pupil has left the site;
- share information appropriately and sensitively, in line with data protection law.

2. Split-Site Arrangements

Holy Family School and Sixth Form is a split-site school. The different year groups are based as follows:

School site	Pupils / Students
Walthamstow Site	Year 7, Year 8 and Sixth Form
Wiseman Site	Year 9, Year 10 and Year 11

Each site is responsible for maintaining effective allergy safety arrangements for the pupils and students based there. Each site will have:

- access to a First Aider
- appropriate emergency arrangements
- access to prescribed medication
- access to spare adrenaline devices where required
- staff who have received allergy awareness and emergency response training
- access to relevant Individual Healthcare Plans and Allergy Action Plans

Emergency medication must be located so that it can be accessed quickly and, where a pupil is at risk of anaphylaxis, within five minutes. Spare adrenaline devices must be available on the site where they are needed; they must not be held only at the other school site.

Where pupils or students move between sites for lessons, examinations, activities or other purposes, arrangements must ensure that their prescribed medication and emergency support remain readily available.

3. Culture

Holy Family School and Sixth Form aims to create an allergy-aware culture in which pupils and students with allergies are treated with understanding and respect.

In line with DfE guidance, the School does not operate “nut-free” or similarly labelled restrictions as a substitute for proper allergy management. Such labels can create a false sense of security, given the wide range of allergens beyond nuts. Instead, the School takes an allergy-aware approach: identifying individual pupils' known allergens, managing risk around them specifically, and maintaining general vigilance across all settings.

The School will take reasonable steps to reduce the risk of exposure to known allergens while avoiding unnecessary restrictions on pupils and students. Pupils and students should be able to learn, socialise and participate in school activities alongside their peers wherever this can be done safely.

All teaching and non-teaching staff have a responsibility for allergy safety. Staff must take concerns about allergy seriously and must not assume that responsibility rests only with the pupil, parents/carers, First Aiders or medical staff.

The School operates a no-blame approach to reporting allergy incidents and near misses. Staff, pupils and parents/carers are encouraged to report concerns, errors and near misses openly, so that the School can learn and improve arrangements. Reports made in good faith will not result in disciplinary action; see Section 16.

4. Awareness Training

Allergy awareness and emergency response training will be provided at least annually to all staff present during times when pupils and students are on site. This includes:

- permanent teaching and non-teaching staff
- temporary and supply staff, including supply teachers
- peripatetic staff

- agency workers
- regular volunteers
- catering staff and others overseeing pupils at breakfast or after-school clubs

This training is not required for contractors carrying out work with no pupil-facing role, such as builders, electricians or other ad hoc maintenance personnel.

New staff will receive appropriate allergy safety information as part of their induction, before they take up pupil-facing duties. The School will ensure that supply and cover staff arriving at short notice are briefed on essential allergy arrangements – including where emergency medication is kept and who the site First Aider is – before they are left unsupervised with pupils.

Allergy awareness training will ensure all staff:

- have an awareness of allergy, the risks it poses, and how allergic reactions can occur and be managed;
- understand that allergy includes multiple conditions (food allergy, asthma, eczema, hay fever and others), which can co-exist;
- understand the difference between food allergy, coeliac disease and food intolerance;
- know where to find information on allergy triggers, including on their site;
- can identify the range of symptoms of allergic reactions;
- understand and can recognise anaphylaxis;
- know how to respond in an emergency, including calling 999 and informing parents/carers;
- know how to locate and administer emergency medication – adrenaline for anaphylaxis and an asthma reliever inhaler for an asthma attack – including a pupil's own prescribed device or the site's spare devices;
- understand the impact allergy can have on a pupil's wellbeing;
- understand this policy;
- know how to check whether a pupil is on the record of those with a known allergy, and how to use an IHP or Allergy/Asthma Action Plan;
- understand their own responsibility for reducing the risk of pupils with known allergy coming into contact with their allergens;
- know how to report an allergic reaction or case of anaphylaxis, including a near miss.

This training covers allergy awareness and emergency response. It does not replace any separate clinical governance, competency or delegation arrangements needed where a pupil requires individual healthcare support beyond school-level allergy safety arrangements.

5. Teaching Staff

Teaching staff are responsible for managing allergy risks within their lessons and for responding appropriately if an allergic reaction occurs. Teaching staff will:

- know which pupils they teach have a known allergy
- know which pupils have an IHP and/or Allergy Action Plan
- understand the pupil's known allergen and emergency arrangements
- know where prescribed and spare adrenaline devices can be accessed on their site
- consider allergy risks when planning lessons and activities
- follow relevant IHPs and risk assessments
- make reasonable adjustments where required
- prevent unnecessary food sharing
- consider potential allergens in practical activities
- ensure relevant information is passed to colleagues when responsibility for a pupil changes

If a teacher recognises a suspected anaphylactic reaction, they must act immediately. They must ensure that:

1. adrenaline is administered without delay
2. 999 is called
3. additional help or the site's First Aider is requested
4. the pupil remains with an adult
5. the pupil is not sent or asked to walk to another location
6. the pupil's Allergy Action Plan is followed where available

6. First Aiders

Holy Family School and Sixth Form will ensure that First Aid cover is available on both school sites when pupils and students are present. The First Aider on each site will support the emergency response to an allergic reaction and will be familiar with the location of emergency medication and spare adrenaline devices on that site. First Aiders will:

- recognise the signs of anaphylaxis
- know where prescribed and spare adrenaline devices are located
- administer an adrenaline auto-injector where appropriately trained
- respond promptly when called
- support the member of staff already managing the emergency
- ensure 999 has been called
- assist with emergency medication where required
- follow the pupil's IHP and Allergy Action Plan where available
- provide relevant information to ambulance staff
- ensure the incident is reported

The First Aider must not be the only person expected to respond.

If a member of teaching or non-teaching staff recognises suspected anaphylaxis, they must begin the emergency response immediately. They must not wait for the First Aider to arrive before adrenaline is administered where an appropriate device is available.

The First Aider on the Walthamstow Site is responsible for responding to emergencies on the Walthamstow Site. The First Aider on the Wiseman Site is responsible for responding to emergencies on the Wiseman Site. The School will maintain arrangements to ensure First Aid cover is available if the usual First Aider is absent.

7. Wellbeing

The School recognises that living with an allergy can cause anxiety and may affect a pupil's confidence and participation in school life. The School will:

- listen to pupils' and students' concerns
- provide appropriate reassurance
- make reasonable adjustments where necessary
- avoid unnecessary restrictions
- encourage full participation in school life
- consider wellbeing when reviewing an IHP
- provide pastoral support where appropriate

The School will not unnecessarily single out pupils because of their allergy.

7.1 Bullying

The School will not tolerate bullying related to allergy. This includes deliberately exposing or threatening to expose a pupil to an allergen, interfering with medication or food, mocking a pupil because of their allergy, or deliberately excluding them from activities. Such behaviour will be dealt with under the School's behaviour, anti-bullying and safeguarding procedures as appropriate.

8. Minimising Risk

The School will take reasonable and proportionate steps to reduce the risk of pupils, students, staff and visitors coming into contact with known allergens.

This includes food allergens – both in food provided by the School or its catering provider, and food brought in by pupils, staff, parents/carers or visitors. Where pupils have a known allergy to airborne or contact allergens (for example animal dander, latex or certain plants), the School will put reasonable, proportionate measures in place to reduce the risk of exposure, informed by the pupil's IHP.

Staff planning any activity must consider the possibility of allergen exposure, including activities involving:

- food and cooking
- Science
- Art and craft
- Design Technology
- animals
- gardening
- chemicals
- other materials which may contain known allergens

Specific risk assessments will be completed to manage allergen risk when planning external visits or trips (see Section 15). Where a risk cannot be adequately controlled, an alternative activity or reasonable adjustment will be considered.

9. Food Allergy

Food provided by the School or its catering provider will be managed in accordance with applicable food safety and allergen requirements. The School will:

- maintain accurate allergen information
- ensure relevant catering staff understand allergen controls
- provide clear allergen information
- take reasonable steps to prevent cross-contamination
- ensure known dietary requirements are communicated appropriately
- review arrangements following a food allergy incident or near miss

Pupils with food allergies should be able to eat alongside their peers wherever this can be done safely. The School will also consider food brought into School by pupils, staff or parents/carers, and will discourage pupils from sharing or exchanging food.

10. Identification of Individuals with Allergy

The School will maintain an up-to-date record of pupils and students with known allergies, and will also identify members of staff and regular visitors with a known allergy where this is relevant to their safety on site – for example, so that appropriate arrangements can be made and colleagues know how to respond in an emergency.

Where relevant, the pupil/student record will include:

- name
- year group/class

- known allergen(s)
- relevant symptoms
- whether the individual is at risk of anaphylaxis
- prescribed medication
- whether an adrenaline auto-injector is carried
- whether an IHP is in place
- whether an Allergy Action Plan and/or Asthma Action Plan is available

Information will be obtained from pupils/students, parents/carers, previous settings and healthcare professionals as appropriate. Parents/carers should inform the School promptly of any new allergy diagnosis or change in medical circumstances. Staff with a known allergy should inform the School so that appropriate workplace arrangements and emergency information can be put in place.

11. Individual Healthcare Plans

A pupil or student will have an Individual Healthcare Plan (IHP) where:

- their allergy has a functional impact on them in School;
- they are at risk of harm as a result of their allergy; and
- they require arrangements that are additional to or different from those normally provided.

In line with DfE guidance, the IHP is a non-clinical, school-owned document. The School – working with the pupil and their parents/carers – holds the pen on the practical, day-to-day arrangements it describes. Clinical detail (such as diagnosis, prescribed treatment and step-by-step emergency instructions) is provided by a healthcare professional through an attached Allergy Action Plan and/or Asthma Action Plan, which the IHP refers to or attaches.

An IHP may include:

- known allergens
- signs and symptoms
- emergency procedures
- medication arrangements
- location of medication
- reasonable adjustments
- supervision requirements
- arrangements for food
- arrangements for lessons and activities
- educational visit arrangements
- emergency contacts

The IHP will be reviewed whenever significant new information or an updated Allergy/Asthma Action Plan is received, and at least annually alongside this policy.

12. Prescribed Adrenaline

Pupils and students who have been prescribed adrenaline must always have rapid access to their medication. Where anaphylaxis is suspected, adrenaline should be given as soon as possible and within five minutes. This applies on both the Walthamstow and Wiseman sites, including:

- classrooms
- break and lunchtime
- PE and sports
- clubs and activities

- examinations
- school events
- educational visits

Where appropriate, pupils able to carry their own prescribed adrenaline safely will be encouraged to do so. Where medication is held by the School, it must be kept somewhere that allows rapid access.

Arrangements will be agreed with parents/carers for prescribed adrenaline devices to travel home with the pupil at the end of the school day where this is the family's preferred arrangement (for example so the device is available for the journey home and outside school hours), and for return to school the following day. Checking that prescribed devices remain in date is a shared responsibility: parents/carers are responsible for replacing an out-of-date device promptly, and the School will prompt parents/carers where an expiry date is approaching or a device held on site is due to expire.

The School will maintain appropriate records of pupils who have been prescribed adrenaline and the action plans held for them.

13. Spare Adrenaline Devices

Spare adrenaline auto-injectors will be available on the Walthamstow Site and the Wiseman Site where required; they must not be stored only at one site. The School will ensure that pupils and students are not more than five minutes from an appropriate adrenaline device. Spare devices will:

- be stored in pairs
- be clearly labelled
- be readily accessible
- not be locked away
- be stored according to the manufacturer's instructions
- be protected from excessive heat, cold and direct sunlight
- be checked regularly
- be replaced promptly when used or expired

Each site will have arrangements for checking its spare devices and ensuring replacements are obtained promptly. Where the layout of either site makes it difficult to reach a device within five minutes, additional emergency adrenaline devices will be considered. Used adrenaline auto-injectors will be disposed of safely because they contain a needle.

14. Emergency Response

If anaphylaxis is suspected on either school site:

1. GIVE ADRENALINE
Use the pupil's prescribed adrenaline device. If this is unavailable, use an appropriate spare device located on that site.

2. CALL 999
State that the person is experiencing anaphylaxis.

3. STAY WITH THE PUPIL
Do not send the pupil to the medical room or ask them to walk elsewhere.

4. GET HELP
Ask another member of staff to contact the First Aider on the site.

5. FOLLOW THE ALLERGY ACTION PLAN
Follow the pupil's individual emergency arrangements where available.

6. SECOND DOSE
If there is no improvement after five minutes and another appropriate adrenaline device is available, administer it in accordance with the emergency arrangements.

7. WAIT FOR EMERGENCY SERVICES
Continue to monitor and reassure the pupil until ambulance staff take over.

Staff must not delay adrenaline while waiting for the First Aider.

If in doubt, treat the reaction as anaphylaxis and give adrenaline.

15. Visits and Trips

Pupils and students with allergies should be able to participate in educational visits and residential trips wherever this can be done safely. Before a visit, staff will consider:

- the pupil's IHP and Allergy Action Plan
- known allergens
- food and catering arrangements
- access to prescribed adrenaline
- spare adrenaline where appropriate
- trained staff
- emergency arrangements
- transport and accommodation
- required reasonable adjustments

A pupil at risk of anaphylaxis must have their prescribed adrenaline with them during the visit. Staff accompanying the pupil must know where the medication is and how to respond to an emergency. A specific risk assessment will be completed where appropriate.

16. Serious Incidents and Near Misses

The School will record and review serious allergy incidents and relevant near misses, in a no-blame culture that focuses on learning rather than apportioning fault to staff who report openly and in good faith. Examples include:

- exposure to a known allergen
- food being provided which contains a known allergen
- emergency medication being unavailable or inaccessible
- an expired adrenaline device being identified
- an IHP not being followed
- a catering error
- an unexpected allergen exposure during an activity

Reactions are not always recognised immediately, and the impact of exposure while at School may only become apparent once a pupil is back at home. The School will make clear to parents/carers, and where relevant to healthcare professionals, how to report a suspected reaction or reaction discovered after the pupil has left site – via the school office or the Allergy Safety Lead – so it can still be recorded, reviewed and learned from.

Following a significant incident or near miss, the School will:

1. ensure the pupil receives appropriate medical care
2. contact parents/carers where appropriate
3. record the incident
4. notify the Allergy Safety Lead
5. review the IHP and risk assessment where appropriate
6. establish what happened
7. identify whether procedures were followed
8. identify any changes required
9. provide additional training where necessary
10. share relevant learning with staff

Where an incident occurs on one site, the School will consider whether the learning needs to be applied to both Walthamstow and Wiseman sites. The School will also keep this policy's incident-recording arrangements under review as the DfE confirms further regulations expected under Benedict's Law, including any mandatory incident-recording requirements.

17. Information Sharing

A pupil's allergy and health information is special category data under UK GDPR, meaning it is highly sensitive and subject to additional legal protection. The School has a lawful basis to hold, use and share this data where necessary to keep a pupil safe, but will always do so in a controlled and respectful way – unnecessary sharing can reduce a pupil's confidence in staff and can be embarrassing for a pupil who does not want to be singled out.

Relevant information will be shared with teaching and non-teaching staff who need it to keep a pupil or student safe. This includes staff who may be responsible for:

- teaching
- classroom support
- first aid
- catering
- pastoral support
- trips and activities
- supervision

Staff must have access to the information they need at the site where the pupil is based. Where a pupil or student moves between the Walthamstow and Wiseman sites, relevant allergy information and emergency arrangements must move with them. Information will be shared on a need-to-know basis and in accordance with the School's data protection policy.

18. Awareness of this Policy

This policy will be published on the Holy Family School and Sixth Form website and will be available in hard copy on request. All teaching and non-teaching staff will be made aware of the policy through annual allergy awareness training and staff induction.

The School will raise awareness of allergy safety with pupils and students where appropriate. Where a pupil has prescribed adrenaline, consideration may be given to ensuring that close friends know how to seek

adult help in an emergency. This will be discussed appropriately with the pupil and parents/carers, and will never replace the staff emergency response arrangements set out in Section 14.

19. Responsibilities

Headteacher

The Headteacher has overall responsibility for ensuring that this policy is implemented across both school sites.

Designated Allergy Safety Lead

A named member of the senior leadership team – not the catering manager – holds responsibility for allergy safety, in line with DfE guidance. The Allergy Safety Lead will:

- coordinate allergy safety arrangements across both sites
- oversee training
- maintain oversight of pupils with known allergies
- support the development and review of IHPs
- oversee emergency medication arrangements
- monitor incidents and near misses
- lead or contribute to policy review

Teaching Staff

Teaching staff will understand the allergy needs of pupils they teach, manage classroom risks, follow IHPs and Allergy Action Plans, and respond immediately to suspected anaphylaxis.

Classroom-Based LSAs

LSAs will understand the allergy needs of pupils they support, support safe participation, identify and report risks, and respond immediately if they recognise an allergic reaction.

Non-Teaching Staff

Non-teaching staff will complete required training, understand relevant emergency arrangements, support safe supervision and respond appropriately to suspected allergic reactions.

First Aiders

A First Aider will be available on each school site when pupils and students are present. First Aiders will support emergency responses and administer adrenaline where appropriately trained. They must not be treated as the only staff responsible for responding to anaphylaxis.

Parents and Carers

Parents/carers will provide up-to-date medical information, prescribed medication and action plans, and inform the School of changes to their child's allergy.

Pupils and Students

Pupils and students will be supported to develop age-appropriate responsibility for managing their allergy and should seek help immediately if they experience symptoms or believe they have been exposed to an allergen.

Governing Body

The Governing Body has oversight of this policy and its implementation, and will ensure it is reviewed at least annually and made readily accessible to parents/carers and staff.

20. Review of the Policy

This policy will be reviewed at least annually. It may be reviewed sooner following:

- a serious allergy incident
- a significant near miss
- a change in a pupil's needs
- a change in relevant legislation or Government guidance – including further regulations issued under Benedict's Law
- a change to either School site
- a change to catering or emergency arrangements

The review will take account of incidents and near misses from both school sites, seek to learn lessons from them, and identify any changes needed. The Governing Body will have oversight of the policy and its implementation.

21. Policy Approval

Policy: Holy Family School and Sixth Form Allergy Safety Policy

Approved by Governing Body: _____

Headteacher: _____

Designated Allergy Safety Lead: _____

Date approved: _____

Review date: _____

Date published: _____

Appendix 1 – Site Arrangements

	Walthamstow Site	Wiseman Site
Pupils/Students	Year 7, Year 8 and Sixth Form	Year 9, Year 10, Year 11 and Sixth Form
First Aid	First Aider available on site	First Aider available on site
Spare adrenaline	Available on site where required	Available on site where required
Emergency response	Site-based arrangements	Site-based arrangements
Allergy records/IHPs	Available to relevant staff	Available to relevant staff

Important: Emergency medication and First Aid arrangements must be available on the site where the pupil or student is located. Staff must not rely on medication or First Aid support being available at the other school site.

Appendix 2 – Emergency Anaphylaxis Procedure

SUSPECT ANAPHYLAXIS? ACT IMMEDIATELY.

1. GIVE ADRENALINE
Use the pupil's prescribed adrenaline device or an appropriate spare device.

2. CALL 999
Say: “This is anaphylaxis. We need an ambulance.”

3. STAY WITH THE PUPIL
Do not send the pupil elsewhere.

4. CONTACT THE SITE FIRST AIDER
Ask another member of staff to get the First Aider while the emergency response continues.

5. FOLLOW THE ALLERGY ACTION PLAN
Follow the pupil's individual emergency arrangements where available.

6. SECOND DOSE
If there is no improvement after five minutes and another appropriate device is available, administer it.

7. WAIT FOR THE AMBULANCE
Continue to monitor and reassure the pupil until emergency services take over.

ADRENALINE MUST NOT BE DELAYED WHILE WAITING FOR A FIRST AIDER.

Appendix 3 – Classroom Allergy Safety Checklist

Teaching staff and classroom-based LSAs should know:

- ☐ Which pupils in the class have an allergy
- ☐ The pupil's known allergen
- ☐ Whether the pupil has an IHP or Allergy Action Plan
- ☐ Where prescribed adrenaline is kept
- ☐ Where the site's spare adrenaline devices are located
- ☐ How to recognise anaphylaxis
- ☐ How to respond immediately
- ☐ How to call 999
- ☐ Who the First Aider is on their site
- ☐ Who the Allergy Safety Lead is
- ☐ What allergy risks are associated with planned activities
- ☐ How to report an incident or near miss