



Allergy and Anaphylaxis Policy

Safeguarding the health and wellbeing of every pupil with allergies

Status	Statutory — Compliance with DfE Guidance (Benedict's Law, September 2026)
School	Hobart High School
Trust	Clarion Corvus Trust
Address	Kittens Lane, Loddon, Norwich, Norfolk, NR14 6JU
Head of School	Mr Ross Li-Rocchi
Policy Lead	Mr Ross Li-Rocchi (advised by trust estates lead)
Approved by	Local Governing Body
Date Approved	24 th June
Review Cycle	Annual
Next Review Date	June 2027

1. Introduction and Purpose

Hobart High School is committed to providing a safe, inclusive and supportive environment for all pupils, including those living with allergies. Allergies — including severe reactions leading to anaphylaxis — are serious, life-threatening medical conditions that affect a significant number of young people.

This policy sets out how Hobart High School will identify, manage and respond to allergy-related risks, and ensures our practice is in full compliance with the statutory guidance introduced under Benedict's Law (The Schools (Allergy Safety) Bill, 2026), which comes into force in September 2026.

Benedict's Law was enacted following the tragic death of five-year-old Benedict Blythe in 2021, who died from anaphylaxis at school after being given milk, to which he had a known allergy. This policy honours that legacy by embedding consistent, high-quality allergy safety into every aspect of school life at Hobart.

This policy applies to **all staff, pupils, governors, volunteers, contractors, and visitors** at Hobart High School.

2. Statutory and Legal Framework

This policy has been developed in accordance with the following legislation and statutory guidance:

Legislation / Guidance	Requirement
Benedict's Law / Schools (Allergy Safety) Bill (2026)	Mandatory allergy awareness training for all staff; spare Adrenaline Auto Injectors (AAIs) in every school; whole-school allergy policies.
Children and Families Act 2014 — Section 100	Schools must support pupils with medical conditions.
Supporting Pupils at School with Medical Conditions (DfE, updated 2026)	Statutory guidance on individual healthcare plans and staff training.
Human Medicines (Amendment) Regulations 2017	Schools permitted to hold spare adrenaline auto-injectors (AAIs).
Natasha's Law (2021)	All PPDS food must be labelled with name and full ingredients, allergens highlighted.
Health and Safety at Work Act 1974	Employer duty to ensure staff and pupil safety.
Equality Act 2010	Schools must make reasonable adjustments for disabled pupils, including those with severe allergies.

3. Scope and Definitions

This policy covers **all allergic reactions**, including but not limited to: food allergies (e.g. peanuts, tree nuts, milk, eggs, wheat, sesame, fish, shellfish, soya, lupin, celery, mustard, sulphites, molluscs), insect stings, latex, and medication allergies.

Key Terms

- Allergen — a substance that triggers an abnormal immune response.
- Allergic reaction — the body's immune response to an allergen, ranging from mild to severe.
- Anaphylaxis — a severe, potentially life-threatening allergic reaction requiring immediate emergency treatment.
- Adrenaline Auto-Injector (AAI) — a device (e.g. EpiPen, Jext, Emerade) used to administer adrenaline in an emergency.

- Individual Healthcare Plan (IHCP) — a written plan detailing a pupil’s medical needs, triggers, symptoms and emergency response.
- Allergy Lead — the designated member of staff responsible for allergy management at Hobart High School.

4. Roles and Responsibilities

4.1 The Local Governing Body

- Ensures this policy is adopted, implemented and reviewed annually.
- Ensures sufficient resources and training are in place for compliance with Benedict’s Law.
- Receives an annual report on allergy management, including any incidents or near misses.
- Nominates a named governor with oversight of this policy.
- The name of our nominated governor is **Steph Day**

4.2 The Head of School

- Has overall responsibility for the safety and welfare of all pupils in relation to allergy management.
- Ensures all staff receive mandatory annual allergy and anaphylaxis training.
- Appoints a named Allergy Lead.
- Ensures spare AAI kits are procured, maintained and accessible.
- Ensures IHCPs are in place and reviewed for every pupil with a known severe allergy before the start of each academic year.

4.3 The Allergy Lead

Amie Barker is the designated Allergy Lead for Hobart High School and is responsible for:

- Maintaining the school’s allergy register.
- Coordinating and recording annual allergy and anaphylaxis training for all staff.
- Liaising with parents and carers to complete and review IHCPs.
- Monitoring and managing the spare AAI kit (checking expiry dates, replenishing stock).
- Leading on allergen risk assessments for school activities, trips and events.
- Reporting any allergy incidents to the Head of School and governing body.

4.4 All Staff (Teaching, Support, Catering and Administrative)

Under **Benedict’s Law**, **all staff** — including teachers, teaching assistants, lunchtime supervisors, office staff and catering staff — are required to complete annual allergy awareness training. This is because an allergic reaction can occur anywhere on the school site.

- Attend and complete mandatory annual allergy and anaphylaxis training, or complete it online.
- Be aware of which pupils in their care have known allergies.
- Know the location of the spare AAI kit and individual pupils’ AAI.
- Be able to recognise the signs and symptoms of an allergic reaction and anaphylaxis.
- Follow the school’s emergency procedure without delay.
- Report any allergic reactions or near-miss incidents to the Allergy Lead immediately.

4.5 Parents and Carers

- Notify the school immediately upon enrolment, and at any subsequent point, of any known allergy.
- Provide up-to-date written medical information from a GP or allergy specialist.
- Supply at least two in-date, prescribed AAIs to be held by the school.
- Collaborate with the school to develop and annually review their child’s IHCP.
- Inform the school of any changes to their child’s allergy or medication.

- Complete the school's allergen consent and information forms.

4.6 Pupils

Pupils are encouraged to take an age-appropriate level of responsibility for their own allergy management:

- Tell a member of staff immediately if they feel unwell or think they have been exposed to an allergen.
- Carry their own first-line prescribed AAI on their person at all times (where agreed in their IHCP).
- Understand and follow their own IHCP.
- Avoid sharing food with other pupils.

5. Individual Healthcare Plans (IHCPs)

Every pupil with a diagnosed allergy that places them at risk of anaphylaxis must have an IHCP in place before attending school. The IHCP is a living document, reviewed at the start of each academic year and whenever the pupil's condition changes.

The IHCP must include:

- Full name and date of birth of the pupil.
- Known allergen(s) and type of reaction typically experienced.
- Early warning signs specific to the pupil.
- Prescribed emergency medication, dosage and administration instructions.
- Location of the pupil's AAI(s) and spare AAI.
- Emergency contact details (minimum two contacts).
- GP / allergy specialist contact details.
- Any specific environmental risk considerations (e.g. DT, science labs, food tech, PE, school trips).
- Consent for staff to administer emergency medication.
- Photograph of the pupil for identification.

IHCPs are prepared in collaboration with parents/carers and, where appropriate, the pupil's GP or specialist. All IHCPs are stored securely and accessibly. Key staff are briefed on the content of IHCPs for pupils in their care. The Allergy Lead is responsible for coordinating this process.

6. Allergy Register

Amie Barker (Allergy Lead) maintains a confidential Allergy Register containing details of all pupils with known allergies. The register is reviewed at the start of each term and is accessible to all relevant staff. New pupils with allergies are added to the register during the admissions and induction process.

The register for allergies will be incorporated within our medical needs list. The register details are shared appropriately with:

- Class teachers, form tutors and staff leading off-site activities.
- Catering staff.
- Cover staff and supply teachers.

7. Adrenaline Auto-Injectors (AAIs)

7.1 Pupils' Own AAIs

- Parents/carers are required to provide a minimum of two prescribed, in-date AAIs per academic year.
- One AAI is kept accessible in the school office / medical room.
- Where agreed in the pupil's IHCP, pupils may carry their own first-line AAI on their person.

- AAI expiry dates are checked termly by the Allergy Lead.

7.2 Spare AAI Kits (Mandated by Benedict's Law)

In compliance with Benedict's Law and the Human Medicines (Amendment) Regulations 2017, Hobart High School holds a spare AAI kit for use in emergencies. This may be used for any pupil who is at risk of anaphylaxis and whose own AAI is unavailable, inaccessible or has been used.

- The spare kit contains a minimum of two AAIs of different sizes/doses.
- AAI brands and doses are reviewed to reflect the school population.
- The spare AAI kit is checked monthly and before any off-site trips.
- Expired or used AAIs are replaced promptly.

The spare kit is not a substitute for pupils carrying their own medication. Parents/carers are notified of the existence of the spare kit.

8. Staff Training

Benedict's Law makes **annual allergy awareness training mandatory for all staff** from September 2026. Hobart High School will ensure all staff complete this training before the start of each academic year.

Training must cover:

- Understanding allergies and common allergens, including the 14 major allergens.
- Recognising the signs and symptoms of allergic reactions, including mild, moderate and severe.
- Recognising anaphylaxis and understanding why speed of response is critical.
- How to use adrenaline auto-injectors (EpiPen, Jext, Emerade) — practical demonstration.
- The school's emergency procedures.
- The location of spare AAI kits and individual pupils' AAIs.
- Completing an incident record.

SSS Learning LTD is the current training provider accessed by staff at Hobart High School. The training is accessed and completed online. In addition, the designated Allergy Lead undertakes enhanced training appropriate to their role. Records of all training are maintained by the Allergy Lead and reported annually to the governing body.

9. Emergency Procedure for Anaphylaxis

Any member of staff may be first on the scene of an anaphylaxis emergency. All staff must be able to act immediately. **Do not delay acting in order to contact parents or a first aider.**

Step	Action	Detail
1	Recognise	Signs of anaphylaxis: swelling of throat/tongue/face, difficulty breathing, hoarse voice, stridor, persistent cough, pale/floppy/drowsy, collapse, rash/hives, abdominal pain, vomiting.
2	Act immediately	Do not wait. Use the pupil's own AAI immediately. If unavailable, use the school's spare AAI kit.
3	Call 999	State: "Anaphylaxis" and "School". Give school address: Kittens Lane, Loddon, Norfolk, NR14 6JU.

4	Position	Lay the pupil flat with legs raised. If they are struggling to breathe, allow them to sit upright. Do NOT stand them up.
5	Second AAI	If no improvement within 5 minutes, administer a second AAI. This may be the school's spare.
6	Stay with pupil	Do not leave the pupil alone. Continue to monitor their condition until the ambulance arrives.
7	Contact parents	Notify emergency contacts only after calling 999 — do not delay emergency call to do this.
8	Brief paramedics	Provide the pupil's IHCP and any used AAI's to the paramedics on arrival.
9	Record	Complete an incident record immediately after the emergency. Inform the Allergy Lead and Headteacher.

10. Food and Allergen Management

10.1 General Principles

- Hobart High School operates an Allergy Aware environment.
- We do not guarantee a completely allergen-free site but take all reasonable steps to minimise exposure.
- No sharing or trading of food is permitted between pupils.
- Food brought onto site for shared consumption (e.g. celebrations, school events) must be pre-packaged and include a full ingredient list with the 14 major allergens clearly identified.

10.2 Catering and Natasha's Law Compliance

- All food prepared on-site and sold as Pre-Packed for Direct Sale (PPDS) must be labelled with the full name of the food and a complete ingredients list, with the 14 major allergens highlighted in bold.
- Catering staff receive training on allergen management and food labelling requirements.
- Pupils with allergies are supported to make safe choices in the dining hall.

10.3 Food Technology and Science Lessons

- Class teachers check the Allergy Register before planning any lessons involving food or relevant chemicals.
- Risk assessments are completed where a lesson activity involves a known allergen for a pupil in the group.
- Where an allergen cannot be safely removed, the pupil's IHCP is consulted and parents/carers are informed in advance.

11. Off-Site Activities and School Trips

- A specific allergen risk assessment is completed for every off-site activity.
- The trip leader is responsible for ensuring the relevant pupil's IHCP and AAI's are taken on the trip.
- At least one trained member of staff accompanies every trip where a pupil with a severe allergy is attending.
- The spare AAI kit should accompany off-site trips.
- Emergency contact details and the nearest hospital are identified in the risk assessment.

12. Communication and Culture

Effective allergy management requires a whole-school culture of awareness and care. Hobart High School promotes this through:

- Informing all staff of known pupil allergies at the start of each academic year and when new pupils join if applicable. This includes ensuring the medical needs list is shared and accessible.
- Briefing cover teachers and supply staff on allergy arrangements at the start of each day.
- Displaying allergy awareness information in appropriate locations (kitchens, dining hall, staffroom, classrooms).
- Age-appropriate allergy education for pupils through PSHE and tutor time.
- Supporting pupils with allergies to feel included and not stigmatised.

13. Incident Recording and Learning

All allergic reactions that require treatment at school — including administration of an AAI — must be recorded. Near-miss incidents (where an allergen exposure was identified and managed without a reaction) must also be recorded.

Incident records must include:

- Date, time and location of incident.
- Name of pupil and known allergen.
- Description of the reaction and treatment given.
- Name of any AAI used (including batch number and expiry date).
- Actions taken (including whether 999 was called).
- Name of staff member completing the record.

The incident will be recorded on the school's 'Prime' logging system – non first aid trained staff will be supported to do this. All incidents are reviewed by the Allergy Lead. Significant incidents are reported to the Head of School and governing body. The school will use incident data to improve policy and practice on an ongoing basis.

14. Monitoring, Review and Compliance

This policy is reviewed annually by the Allergy Lead and Head of School, and approved by the Local Governing Body. It is also reviewed immediately following any significant allergy incident.

The Allergy Lead will report annually to the governing body on:

- Training completion rates for all staff.
- Status of the allergy register and IHCPs.
- AAI stock levels and expiry dates.
- Any allergy incidents or near misses and lessons learned.
- Any changes to statutory guidance.

This policy is published on the school website in accordance with statutory requirements and on the staff shared drive (W drive).

15. Related Policies and Documents

- First Aid Policy
- Safeguarding and Child Protection Policy
- SEND Policy

- Supporting Pupils with Medical Conditions Policy
- Health and Safety Policy
- Catering and Food Management Policy
- Educational Visits Policy
- PSHE Curriculum