

HARMONY ALTERNATIVE EDUCATION LTD

Allergy Safety and Anaphylaxis Policy

Policy date	September 2026
Review date	September 2027
Approved by	Victoria Balls / Harmony AE Ltd

September 2026 compliance update

- This policy reflects current Department for Education guidance on allergy safety in schools and the principles commonly referred to as Benedict's Law. Harmony Alternative Education Ltd will review this policy in September 2027, or sooner if guidance changes or following a significant allergy incident or near miss.

1. Aims

This policy aims to ensure that pupils with allergies are supported safely and are able to access education, activities and visits at Harmony AE Ltd.

Harmony AE Ltd recognises that anaphylaxis is a potentially life-threatening medical emergency, and that allergy safety is a whole-setting responsibility.

We aim to reduce the risk of accidental exposure, ensure staff can recognise allergic reactions and ensure prompt emergency action is taken when required.

2. Legislation and guidance

Harmony AE Ltd will follow current Department for Education guidance on allergy safety and supporting pupils with medical conditions, alongside relevant medicines, food safety, first aid and equality requirements.

The term 'Benedict's Law' is commonly used for the strengthened national approach to allergy safety in education following the death of Benedict Blythe. Harmony AE Ltd adopts the principles of this approach through clear allergy procedures, staff awareness, individual planning and emergency preparedness.

This policy should be read alongside Harmony AE Ltd's Supporting Pupils with Medical Conditions Policy, Health, Hygiene and Safety Policy, Educational Visits Policy and Staff Code of Conduct.

3. Roles and responsibilities

The Directors of Harmony AE Ltd have overall responsibility for ensuring appropriate allergy arrangements are in place and reviewed.

All staff have a responsibility to follow this policy, know which pupils and staff they work with, who have significant allergies, follow individual plans and respond promptly to suspected anaphylaxis.

Parents/carers and staff are asked to provide accurate and up-to-date information about their child's or own allergies, symptoms, medication and emergency arrangements, and to inform Harmony AE Ltd promptly of any changes.

Where appropriate, pupils will be encouraged to understand and manage their own allergy safely, according to their age, understanding and individual needs.

4. Identifying and recording allergies

Allergy information will be gathered as part of admission/induction and updated when information changes.

Where a pupil has a significant allergy, Harmony AE Ltd will obtain appropriate medical information and an Individual Healthcare Plan and/or Allergy Action Plan where required.

Relevant staff will be informed of the pupil's known allergens, usual symptoms, medication and emergency procedure. Information will be shared only with those who need it for the pupil's safety.

5. Reducing the risk of exposure

Harmony AE Ltd will take reasonable steps to reduce accidental exposure to known allergens while recognising that it is not normally possible to guarantee an entirely allergen-free environment.

Risk controls will be appropriate to the individual pupil and may include arrangements for food, snacks, shared equipment, hand washing, cleaning, seating, cooking activities and communication with staff and families.

Pupils must not be encouraged to share food where this could create an allergy risk.

6. Food, cooking and life skills activities

Allergy information must be checked before cooking, food preparation or tasting activities.

Staff will check ingredients and labels carefully and consider risks from cross-contamination. Suitable alternatives will be provided where reasonably possible.

Any uncertainty about whether food is safe for a pupil with an allergy must be resolved before the pupil consumes or handles it.

7. Medication and adrenaline auto-injectors

Prescribed allergy medication, including adrenaline auto-injectors (AAIs), must be readily accessible when needed and stored in accordance with the pupil's healthcare or allergy plan and the manufacturer's instructions.

Staff must know where emergency medication is kept and must not delay emergency treatment while searching for medication or contacting parents/carers.

Where Harmony AE Ltd holds or is permitted to hold emergency medication, it will be managed and used in accordance with current legislation and guidance.

8. Recognising and responding to anaphylaxis

Anaphylaxis may develop rapidly. Symptoms can include difficulty breathing, wheezing, swelling of the tongue or throat, difficulty swallowing, collapse, dizziness or loss of consciousness. Skin symptoms may occur but are not always present.

If anaphylaxis is suspected, staff must treat it as a medical emergency, follow the pupil's emergency plan where available, administer adrenaline where indicated and call 999 without delay.

A pupil/ employee who has received adrenaline must be medically assessed. Parents/carers/next of kins will be contacted as soon as practicable, but emergency treatment must not be delayed while waiting for them.

9. Educational visits, transport and off-site activities

Allergy needs must be considered when planning educational visits, outdoor activities, transport, work experience and other off-site provision.

Required medication must accompany the pupil and remain readily accessible. The member of staff leading the activity must know the pupil's allergy arrangements and emergency procedure.

Food venues and activity providers should be informed of relevant allergy requirements where necessary and appropriate.

10. Staff training and awareness

All staff will receive appropriate allergy and anaphylaxis awareness information as part of induction and refresher arrangements.

Staff working directly with a pupil at risk of anaphylaxis will be given the information and training necessary to understand that pupil's individual arrangements.

Supply staff, volunteers and other adults will be given relevant information where this is necessary for pupil safety.

11. Incidents and near misses

All significant allergic reactions, use of adrenaline and relevant near misses will be recorded and reviewed.

Following an incident or significant near miss, Harmony AE Ltd will consider whether changes are required to the pupil's plan, risk controls, staff training or wider procedures.

12. Equality and inclusion

Harmony AE Ltd will take reasonable steps to ensure that pupils with allergies are not unnecessarily excluded from education, trips, activities or social opportunities because of their medical needs.

Reasonable adjustments and individual risk management will be used wherever appropriate to support safe participation.

13. Monitoring and review

This policy will be reviewed at least annually and sooner where legislation, statutory guidance, commissioning requirements, organisational arrangements or identified risks change. The next scheduled review is September 2027.

Signed: _____ Date: _____