



Allergy Safety and Anaphylaxis Policy

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Together, pursuing life in all its fullness

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V1	August 2026	Deb Bacon	Initial Issue

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Lead/owner	Head of Operation and Compliance
Target audience	Directors Trust Leadership Team AGC members Staff Parents Public
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The electronic version is the definitive version of this document.

1. Policy Statement

The Diocese of Coventry Multi Academy Trust ("the Trust") is committed to safeguarding and promoting the welfare of all pupils, staff, volunteers and visitors with allergies.

The Trust recognises that allergies affect a significant number of children and young people and that anaphylaxis is a potentially life-threatening medical emergency requiring an immediate response. The Trust is committed to creating a safe, inclusive and supportive environment in which children and young people with allergies can fully participate in all aspects of school life. The Trust acknowledges that severe allergic reactions can occur in individuals with no previous diagnosis and therefore adopts a whole-school approach to allergy safety.^{1 2}

This policy establishes a consistent framework across all Trust schools to ensure compliance with statutory duties and best practice relating to allergy management and anaphylaxis.

2. Aims

The Trust aims to:

- Protect pupils and staff with allergies.
 - Minimise the risk of accidental exposure to allergens.
 - Ensure prompt and effective management of allergic reactions.
 - Ensure compliance with Department for Education statutory guidance on Allergy Safety in Schools.
 - Meet the requirements introduced through Benedict's Law from September 2026.
 - Promote inclusion and equality of opportunity.
 - Ensure all staff understand their responsibilities.
 - Establish effective systems for identifying, managing and monitoring allergy risks.
 - Promote a culture of vigilance, learning and continuous improvement.^{3 4}
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¹[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

²[Guidance on the use of adrenaline auto-injectors in schools](#)

³[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

⁴[Allergy safety in schools - GOV.UK](#)

3. Legislative and Regulatory Framework

This policy has been developed in accordance with:

- Children and Families Act 2014
- Equality Act 2010
- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Human Medicines (Amendment) Regulations 2017
- Children's Wellbeing and Schools Act 2026
- Department for Education: *Supporting Pupils at School with Medical Conditions*
- Department for Education: *Allergy Safety in Schools Statutory Guidance* (July 2026) ⁵

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4. Benedict's Law and Allergy Safety Requirements

From September 2026, all state-funded schools in England are required to implement the statutory allergy safety arrangements introduced through the Children's Wellbeing and Schools Act 2026 and DfE Allergy Safety in Schools Guidance, commonly referred to as "Benedict's Law". ^{7 8}

Key requirements include:

- A published standalone Allergy Safety Policy.
- A designated senior leader responsible for allergy safety.
- Allergy awareness and anaphylaxis training for all staff.
- Individual Healthcare Plans for pupils where appropriate.
- Availability of spare Adrenaline Auto-Injectors (AAIs).
- Incident and near-miss recording procedures.
- Measures to support inclusion and participation for pupils with allergies. ^{9 10 11}

⁵[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

⁶[Benedict's Law: Mandatory Allergy Safety Guidance in Schools](#)

⁷[Benedict's Law: Mandatory Allergy Safety Guidance in Schools](#)

⁸[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

⁹[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

¹⁰[Allergy safety in schools - GOV.UK](#)

¹¹[Guidance on the use of adrenaline auto-injectors in schools](#)

5. Definitions

Allergy

An adverse immune response to a normally harmless substance.

Allergen

A substance capable of triggering an allergic reaction.

Anaphylaxis

A severe and potentially life-threatening allergic reaction requiring immediate medical intervention.

Adrenaline Auto-Injector (AAI)

A device used to administer adrenaline in an emergency, including EpiPen®, Jext® and Emerade®.

Individual Healthcare Plan (IHP)

A documented plan identifying a pupil's allergy, treatment requirements and emergency procedures.

6. Roles and Responsibilities

Directors

Directors will:

- Approve and review this policy.
- Monitor compliance through Trust assurance processes.
- Ensure appropriate resourcing.
- Receive annual reports on allergy management and incidents.

Chief Executive Officer

The CEO will ensure effective implementation across the Trust.

Headteachers

Headteachers will:

- Implement this policy.
- Ensure staff are appropriately trained.
- Maintain effective allergy management systems.
- Ensure annual policy review.

Designated Allergy Lead

Each school must appoint a member of the Senior Leadership Team as an Allergy Lead. ^{12 13}

The Trust Board shall appoint a named Director with strategic responsibility for allergy safety and medical conditions. Academy Governance Committees may similarly appoint a link governor to oversee implementation and assurance.

The Allergy Lead will:

- Oversee policy implementation.
- Maintain the allergy register.
- Coordinate staff training.
- Monitor medication arrangements.
- Review incidents and near misses.
- Liaise with families and healthcare professionals.

Staff

All staff must:

- Complete required training.
 - Follow Individual Healthcare Plans.
 - Know how to recognise an allergic reaction.
 - Respond appropriately in an emergency.
 - Report incidents and concerns immediately.
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7. Identification of Pupils with Allergies

Academies will:

- Seek allergy information during admission processes.
- Review medical information annually.
- Update records whenever circumstances change.
- Obtain relevant medical evidence where necessary.
- Develop appropriate Individual Healthcare Plans.

Allergy Register

Each academy shall maintain a central Allergy Register including:

- Pupil name.

¹²[Benedict's Law - Benedict Blythe Foundation](#)

¹³[Benedict's Law: Mandatory Allergy Safety Guidance in Schools](#)

- Photograph where appropriate.
- Allergy details.
- Risk level.
- Medication requirements.
- Emergency contacts.
- Healthcare Plan status.

The register shall be reviewed termly and be accessible to relevant staff whilst complying with data protection requirements. ¹⁴

8. Individual Healthcare Plans (IHPs)

An IHP will be developed for pupils whose allergies require management in school.

Plans will include:

- Allergy diagnosis.
- Known triggers.
- Signs and symptoms.
- Medication requirements.
- Storage arrangements.
- Emergency procedures.
- Educational visits arrangements.
- Contact details.

Plans must be reviewed:

- Annually.
- Following allergic reactions.
- Following changes in medical advice.
- Following any significant change in circumstances.

Staff providing direct support to pupils with allergy-related healthcare plans will receive role-specific training. Refresher training will be provided whenever concerns arise, or healthcare plans are amended.

9. Transition Arrangements

Academies will establish robust arrangements for:

¹⁴[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

- New admissions.
- Nursery to Reception transition.
- Primary to secondary transition.
- Mid-year transfers.

Where reasonably practicable, healthcare information, emergency arrangements and medication provision shall be established before the pupil starts attending school. ¹⁵

10. Staff Training

In accordance with statutory guidance, all staff likely to be present when pupils are on site must receive allergy and anaphylaxis awareness training. ^{16 17 18}

Training applies to:

- Teachers.
- Teaching assistants.
- Supply staff.
- Office staff.
- Midday supervisors.
- Catering staff.
- Site staff.
- Wrap around care staff, e.g. breakfast and after school.
- Third party providers.
- Sports coaches.
- Club leaders.
- Appropriate volunteers.

Academies will ensure that third-party providers, breakfast clubs, wraparound provision, lettings users and after-school activity providers receive relevant allergy information and have appropriately trained staff.

Temporary, agency and supply staff will receive allergy safety information and emergency procedure on arrival at the school.

Training shall include:

¹⁵[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

¹⁶[Benedict's Law - Benedict Blythe Foundation](#)

¹⁷[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

¹⁸[Allergy safety in schools - GOV.UK](#)

Awareness

- Understanding allergies.
- Common allergens.
- Risk reduction measures.

Recognition

- Signs and symptoms of allergic reactions.
- Signs and symptoms of anaphylaxis.

Emergency Response

- Emergency procedures.
- Calling emergency services.
- Use of AAI's.

Practical Training

- Demonstration of AAI use.
- Scenario-based exercises.

Training shall be completed:

- On induction.
- Annually thereafter.
- Following significant policy changes.
- Where specialist training is identified as necessary.

Training records will be retained in each academy.

11. Medication Management

Prescribed Medication

Parents/carers are responsible for providing prescribed emergency medication and ensuring it remains in date.

Schools will ensure medication is:

- Readily available.
- Clearly labelled.
- Stored appropriately.
- Accessible during all activities, including off-site visits.

Medication Monitoring

The designated Allergy Lead shall:

- Check medication monthly.
 - Monitor expiry dates.
 - Notify parents regarding replacements.
 - Maintain monitoring records.
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12. Adrenaline Auto-Injectors (AAIs)

Pupil AAIs

Pupils with prescribed AAIs should have access to their medication at all times.

Where appropriate:

- Primary-aged pupils will normally have medication held by staff.
- Secondary-aged pupils may carry their own medication if agreed through the IHP.

Spare AAIs

Every Trust school shall maintain spare AAIs for emergency use. ^{19 20 21}

Schools will:

- Maintain adequate stock levels.
- Store devices appropriately.
- Undertake monthly checks.
- Replace expired devices promptly.

Risk assessments shall determine the number and location of spare devices.

Locations should provide access within five minutes and may include:

- Main offices.
- Dining areas.
- Sports facilities.
- Separate school buildings.
- Medical rooms.

¹⁹[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

²⁰[Allergy safety in schools - GOV.UK](#)

²¹[Guidance on the use of adrenaline auto-injectors in schools](#)

13. Prevention and Risk Reduction

The Trust does not generally support blanket allergen bans unless supported by specific risk assessments.

Schools will instead:

- Undertake individual risk assessments.
 - Promote handwashing.
 - Discourage food sharing.
 - Implement effective cleaning arrangements.
 - Promote staff awareness.
 - Apply reasonable adjustments where necessary.
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14. Catering and Food Provision

The Trust recognises that food provision forms an important part of allergy management.

Schools and catering providers must:

- Operate effective allergen management systems.
- Minimise cross-contamination risks.
- Ensure relevant staff understand allergy risks.
- Work closely with parents and carers.
- Follow Individual Healthcare Plans.
- Participate in allergy risk assessments where required.

The Trust will take a proportionate and evidence-based approach to allergen management that balances safety, inclusion and operational practicality.

15. Curriculum Activities

Staff planning activities involving:

- Food preparation.

²²[Stronger protections for children with allergies in school](#)

²³[Department of Education publishes new statutory guidance on allergies ...](#)

- Science experiments.
- Animals.
- Horticulture and gardening.
- Art materials.
- Sensory activities.

must consider allergy risks during planning and undertake additional risk assessments where required.

16. Educational Visits and Residential Activities

Prior to visits, schools shall:

- Review allergy risks.
- Ensure emergency medication is available.
- Confirm trained staff attendance.
- Liaise with venue providers where appropriate.
- Complete visit-specific risk assessments.

Residential visits require enhanced assessment and planning.

No pupil should be excluded from educational visits solely because of an allergy unless there is no reasonably practicable means of managing the risk safely.

17. Primary School Arrangements

Primary schools should ensure:

- Close supervision during eating activities.
 - Safe storage and accessibility of medication.
 - Staff awareness of pupils' healthcare arrangements.
 - Age-appropriate allergy education.
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18. Secondary School Arrangements

Secondary schools should:

- Encourage appropriate self-management.
- Support competent pupils to carry AAIs where appropriate.
- Ensure subject specialists understand allergy risks.

- Promote pupil responsibility while maintaining safeguarding arrangements.
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19. Parents and Carers

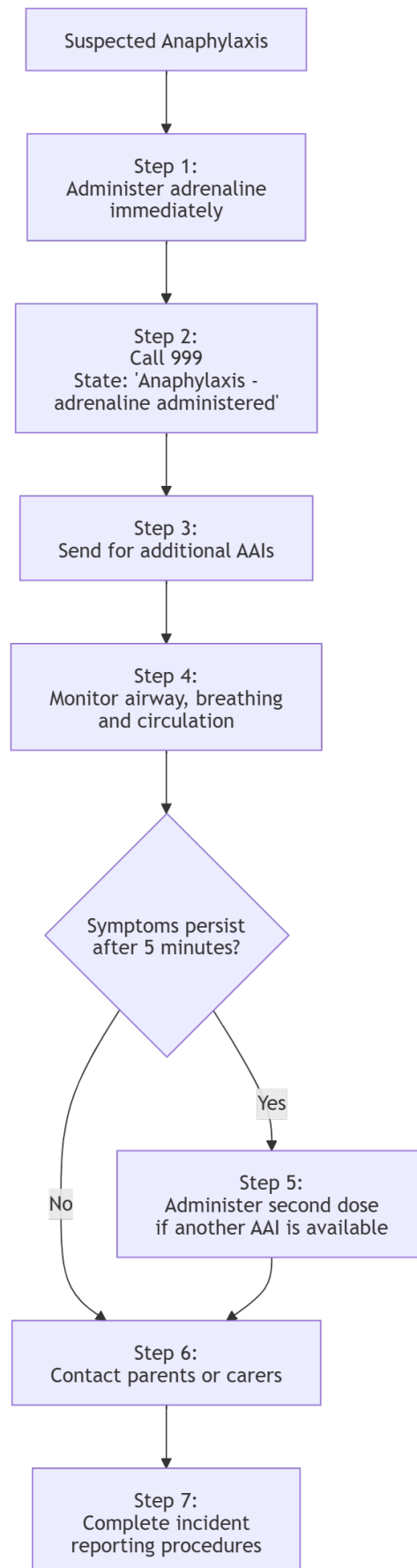
Parents and carers must:

- Inform the school of allergies.
 - Provide accurate medical information.
 - Supply required medication.
 - Ensure medication remains in date.
 - Participate in reviews of Healthcare Plans.
 - Inform the school of any changes in medical circumstances.
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20. Emergency Procedures

Anaphylaxis is a medical emergency.

Where anaphylaxis is suspected:



21. Unexpected Allergic Reactions

The Trust recognises that severe allergic reactions may occur in individuals who have not previously been diagnosed with an allergy. ^{25 26}

Where anaphylaxis is suspected:

- Emergency services must be contacted immediately.
 - Available spare AAls should be used where appropriate.
 - The incident must be fully recorded and reviewed.
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22. Inclusion, Equality and Wellbeing

The Trust is committed to ensuring that pupils with allergies:

- Are not disadvantaged.
- Receive reasonable adjustments where required.
- Participate fully in school life.
- Receive emotional wellbeing support.
- Are supported with anxiety associated with allergies.
- Are supported with confidence building and self-management.
- Contribute to the pupil voice.
- Are included in educational visits, clubs and enrichment activities.

Allergy-related bullying, teasing or discrimination will be addressed through the school's Behaviour and Anti-Bullying Policies.

23. Incident and Near-Miss Reporting

All allergic reactions, medication errors and near misses must be recorded.

Examples of near misses include:

²⁴[Stronger protections for children with allergies in school](#)

²⁵[Guidance on the use of adrenaline auto-injectors in schools](#)

²⁶[Department of Education publishes new statutory guidance on allergies ...](#)

- Incorrect food issued but not consumed.
- Potential allergen identified before exposure.
- Missing medication identified before use was required.
- Incorrect information communicated to staff.

All incidents and near misses shall be reviewed by the Allergy Lead.

Where appropriate, lessons learned shall be shared across the Trust. ^{27 28}

24. Monitoring and Governance

Schools shall complete an annual allergy self-assessment and report outcomes through governance structures.

Trustees and Local Governing Bodies shall receive assurance regarding:

- Compliance with the policy.
- Staff training completion.
- AAI availability and monitoring.
- Incident and near-miss reporting.
- Healthcare Plan reviews.
- Audit outcomes.

This policy will be published on each academy's website and made available to parents on request.

25. Concerns and Complaints

Parents, carers or pupils may raise concerns through the academy's normal complaints procedures. Concerns relating to healthcare plans or allergy management should initially be directed to the Allergy Lead and Headteacher before escalation through formal complaints arrangements.

Appendix 1 – September 2026 Compliance Checklist

- Published standalone Allergy Safety Policy.
- Named Allergy Lead appointed.
- Allergy Register maintained.
- Individual Healthcare Plans in place.

²⁷[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

²⁸[Benedict's Law: Mandatory Allergy Safety Guidance in Schools](#)

- Annual staff allergy training completed.
- Induction training arrangements established.
- Spare AAIs available and monitored.
- Monthly medication checks completed.
- Emergency procedures displayed.
- Educational visit arrangements implemented.
- Incident reporting procedures operating.
- Near-miss reporting system in place.
- Annual allergy audit completed.
- Governance oversight documented.

Appendix 2 – Allergy Risk Assessment Template

Risk assessment templates should be downloaded from the Plumsun H&S platform.

Associated Policies

- Supporting Pupils with Medical Conditions Policy
- First Aid Policy
- Health and Safety Policy
- Educational Visits Policy
- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- Equality and Inclusion Policy

This policy reflects the requirements of the Department for Education's Allergy Safety in Schools Statutory Guidance (July 2026) and the allergy safety provisions introduced through Benedict's Law for implementation from September 2026. ^{29 30 31}

²⁹[Natasha's Law UK: Complete PPDS Allergen Labelling Guide for Food ...](#)

³⁰[Benedict's Law: Mandatory Allergy Safety Guidance in Schools](#)

³¹[Guidance on the use of adrenaline auto-injectors in schools](#)

