

# Policy and Procedure on Health

## Tyldesley School

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## 1. Monitoring and Review

- 1.1.** The Proprietor will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than three years from the date of approval shown above, or

earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

- 1.2. The local content of this document will be subject to continuous monitoring, refinement and audit by the Head of Service.

Signed:



[insert signature]

John Ivers  
Proprietor, Cambian Group  
May 2016

Jemma Westby  
Headteacher  
September 2022

## 2. Terminology

- 2.1. Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

<b>‘Establishment’ or ‘Location’</b>	this is a generic term which means the Children’s Home/school/college Tyldesley School is a School
<b>Individual</b>	means any child or young person under the age of 18 or young adult between the ages of 18 and 25. At Tyldesley School we have children attending and/or residing between the ages of 11-16.
<b>Service Head</b>	This is the senior person with overall responsibility for the School at Tyldesley this is the Headteacher who is Jemma Westby..* <i>dual registered locations need to include Service Head and Registered Manager if they are not the same person.</i>
<b>Key Worker</b>	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
<b>Parent, Carer, Guardian</b>	means parent or person with Parental Responsibility
<b>Regulatory Authority</b>	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services. At Tyldesley this is Ofsted.
<b>Social Worker</b>	This means the worker allocated to the child/family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
<b>Placing Authority</b>	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
<b>Staff</b>	Means full or part-time employees of Cambian, agency workers, bank workers, contract workers and volunteers.

## 3. Legislation

- 3.1. To ensure that Cambian complies with legislation / regulations and requirements under
  - the Quality Standards 2015 Social Care, England Children and Young Persons, England.
  - The Children’s Homes (England) Regulations 2015.

- The Health and Social Care Act 2008 (Regulated Activities) Regulations 2015.
- Care Home (Wales) Regulation 2002 (Miscellaneous Amendments) Regulations 2007
- Essential Standards of Quality and Safety
- The Nursing and Midwifery Council (2008).
- Royal College of Psychiatrists “Fair Deal” (2009).
- The College of Occupational Therapists “delivering health promotion within the profession (2008), Choosing Health (2006).
- The White Paper.
- The World Health Organisation (2004).
- General Medical Council.
- Health and Safety (First-Aid) Regulations 1981.

## 4. Purpose

- 4.1. Multi-Agency working is seen as a positive and will improve support and increase the knowledge of both staff and Individuals alike
- 4.2. To ensure that the state of health of all Individuals is kept under observation at all times.
- 4.3. To ensure that prompt and effective treatment of all health care is provided for all Individuals.
- 4.4. Individuals will be encouraged to take responsibility for their own health & well-being
- 4.5. To ensure that the duties of staff in relation to reporting and dealing with Individual’s health care are properly assigned and that the staff concerned are made and kept aware of their duties in this regard.
- 4.6. To ensure that all necessary systems for dealing with all aspects of health care involving Individuals are in place and operating effectively.
- 4.7. To ensure that all records are accurately maintained in relation to Individual’s health care.

## 5. Policy

- 5.1. Cambian has a duty of care to ensure all individuals in its location have their physical health needs met as per good practice guidance.
- 5.2. All Individuals in Group Services shall have access to appropriate treatment for illness, injury, accidents, emergency first aid and primary health care facilities, including dealing with emergency health needs and the provision of relevant health services, including specialist medical services, where necessary, in order that any health problems are dealt with quickly and efficiently.
- 5.3. Cambian is committed to health promotion within its locations. As an organisation Cambian will provide health promotion and education and identify risk factors to the individual’s physical ill health. There will be a positive drive

from staff as health promotion is a process that is primarily concerned with assessing a health related activity against a person's values and their goals in a way that will contribute to any future decision they make with regard to their health.

- 5.4. All staff in regular contact with Individuals shall receive guidance on how most effectively to monitor individuals' health, deal with injuries, accidents and emergencies taking into account the nature of their disabilities and special educational needs.
- 5.5. Health records will be held in the Individual's Medical File and all staff in regular contact with Individuals shall receive guidance on how to correctly complete these.
- 5.6. All locations shall have in place Individuals' medical files that are accurate and contain up to date information on his/her medical history and current state of health.
- 5.7. The medical files will be accessible to staff and all health professionals as required
- 5.8. The health promotion pathway within Cambian will encourage and empower individuals to make informed decisions with regard to their health. Staff will also act as an advocate to assist the individual to engage with external services.
- 5.9. To ensure that the health of all individual is monitored to ensure that prompt and effective treatment is provided for all individuals.
- 5.10. Heads of Service will be responsible for ensuring that first aid arrangements are in place.
- 5.11. The Medical Lead, in consultation with the Head of Service, shall ensure that only suitably trained and competent staff are allowed to administer first aid or any other forms of treatment to students/residents.

## 6. Procedures - Promoting Good Health & Well-Being –

- 59.01 PROCEDURE Children's Homes
  - 59.01 b PROCEDURE Residential Education (RSS and dual registered)
  - 59.01 c PROCEDURE CAMHS
- 6.1. An Individual's health plan will include planning around all aspects of their physical health and mental wellbeing and include information on their routine health appointments; it should also include the following:
- Meals
  - Activities
  - Sexual Health
  - Hygiene
  - Emotional Support

## 7. Accountability

- 7.1. All staff have responsibility to provide unconditional, non-judgemental, sympathetic and confidential support to Individuals in their care (subject to Safeguarding / Child Protection issues)
- 7.2. The Board shall be responsible for ensuring that arrangements for the health care of students/residents are kept under regular review, their effectiveness monitored and action taken to remedy any deficiencies.

## 8. Standard Forms, Relevant Documents, Letters & References

### This policy

- 8.1. Health Procedures
  - Children's Homes

- Schools and Colleges
- CAMHS Hospital

**8.2.** Health Plans / Booklets

**8.3.** Health Care Action Plans

**8.4.** Getting a good Night's Sleep Poster

**8.5.** Oral Hygiene Poster

**Other Cambian Policy**

**8.6.** Safeguarding Policy

**8.7.** Alcohol, Drugs and Substance Misuse Policy

**8.8.** Anti-Bullying Policy

**8.9.** Self-Harm Policy

**8.10.** Health, Nutrition & Eating Disorders Training

**8.11.** HIV/AIDS policy

**8.12.** Health and Safety Policy

**8.13.** Infection Control Policy