



The Acorns School

Allergen Management and Allergy Safety Policy

Policy Statement

The Acorns School is committed to providing a safe, inclusive, and supportive environment for all pupils, staff, visitors, and contractors with food allergies and other allergic conditions. We recognise that allergies can be life-threatening and therefore take all reasonable steps to minimise risks and ensure effective emergency responses.

This policy complies with:

- The Food Information Regulations 2014
- Natasha's Law (Food Information (Amendment) (England) Regulations 2019), effective from 1 October 2021
- Benedict's Law (School Allergy Safety Requirements), effective from September 2026
- UK GDPR and Data Protection legislation
- Supporting Pupils with Medical Conditions statutory guidance
- Health and Safety at Work Act 1974

1. Objectives

The school aims to:

- Protect pupils and staff with allergies.
- Reduce the risk of accidental allergen exposure.
- Ensure all staff are trained to recognise and respond to allergic reactions and anaphylaxis.
- Maintain accurate allergy records and individual healthcare plans.
- Ensure compliance with food labelling legislation.
- Promote an allergy-aware culture across the school community.

2. Scope

This policy applies to:

- All pupils
- All employees
- Agency and supply staff
- Volunteers
- Contractors
- Visitors
- Catering providers

3. Definitions

Allergic Reaction

An adverse immune system response to a substance (allergen).

Anaphylaxis

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

PPDS Food

Food that is:

- Prepared on site
- Packaged before the customer selects it
- Offered for direct sale

Examples include:

- Sandwiches
- Wraps
- Salads
- Cakes
- Desserts prepared and packaged on site

4. Natasha's Law Requirements

All Prepacked for Direct Sale (PPDS) foods supplied by the school must display:

- Full ingredients list
- The 14 major allergens clearly emphasised

The 14 allergens are:

1. Celery
2. Cereals containing gluten
3. Crustaceans
4. Eggs
5. Fish
6. Lupin
7. Milk
8. Molluscs
9. Mustard
10. Peanuts
11. Sesame
12. Soya
13. Sulphur dioxide/sulphites
14. Tree nuts

The school catering provider must ensure all PPDS foods are appropriately labelled in accordance with Natasha's Law.

5. Benedict's Law Requirements

From September 2026, schools are expected to implement a whole-school allergy management approach that includes:

Whole School Allergy Policy

This policy will be:

- Published on the school website.

- Reviewed annually.
- Available to all stakeholders.

Staff Training

All staff will receive annual training covering:

- Allergy awareness.
- Identification of allergic reactions.
- Recognition of anaphylaxis.
- Emergency response procedures.
- Use of adrenaline auto-injectors.
- Incident reporting.

Spare Adrenaline Auto-Injectors

The school will maintain:

- Appropriate spare AAls.
- Clearly identified storage locations.
- Monthly checks of expiry dates.

Individual Healthcare Plans (IHPs)

Every pupil with a diagnosed allergy will have:

- An Individual Healthcare Plan.
- Emergency medication arrangements.
- Emergency contacts.
- Individual risk assessments where appropriate.

Communication Systems

The school will ensure:

- Effective communication between parents, catering staff, teachers, support staff and medical professionals.
- Allergy information remains accurate and up to date.

Incident and Near-Miss Reporting

All incidents and near misses will be:

- Recorded.
- Investigated.
- Reviewed to identify improvements.

6. Roles and Responsibilities

Governing Body

Responsible for:

- Ensuring legal compliance.
- Monitoring policy implementation.
- Promoting allergy safety throughout the school.

Headteacher

Responsible for:

- Implementation of this policy.
- Ensuring adequate staff training.
- Appointing a named Allergy Lead.

School Allergy Lead

Responsible for:

- Maintaining allergy registers.
- Coordinating Healthcare Plans.
- Monitoring training compliance.
- Reviewing incidents.

Catering Team

Responsible for:

- Accurate allergen information.
- Safe food preparation.
- Prevention of cross-contamination.
- Compliance with Natasha's Law.

Staff

Responsible for:

- Knowing pupils' allergy needs.
- Attending allergy training.
- Following emergency procedures.
- Reporting concerns and incidents immediately.

Parents/Carers

Responsible for:

- Informing school of allergies.
- Providing medical evidence where applicable.
- Supplying in-date prescribed medication.
- Updating the school regarding changes.

7. Allergy Register

The school will maintain a central allergy register that includes:

- Pupil name
- Known allergens
- Severity level
- Medication prescribed
- Location of medication
- Healthcare Plan review date

The register will be updated whenever information changes.

8. Risk Management

The school will:

In Classrooms

- Consider allergen risks during practical activities.
- Avoid the use of food allergens where possible.

In Food Technology

- Ensure allergen controls are in place.
- Provide alternative ingredients when required.

During Visits and Trips

- Conduct allergy risk assessments.
- Carry emergency medication.
- Ensure supervising staff know emergency procedures.

School Events

- Identify allergen-containing foods.
- Clearly label food where provided.
- Obtain allergen information from third-party suppliers.

9. Emergency Procedures

If a pupil shows signs of an allergic reaction:

Mild Reaction

- Monitor symptoms.
- Administer antihistamines if prescribed.
- Inform parents/carers.

Suspected Anaphylaxis

1. Administer adrenaline auto-injector immediately.
2. Call 999.
3. State "ANAPHYLAXIS".
4. Contact parents/carers.
5. Administer second AAI if symptoms persist and medical advice permits.
6. Record and review the incident.

No pupil who has received adrenaline should remain in school without medical assessment.

10. Training

Mandatory annual training will include:

- Allergy awareness.
- Food allergen management.
- Anaphylaxis recognition.
- AAI use.
- Emergency response.
- Record keeping.

Additional induction training will be provided to:

- New starters.
- Supply staff.
- Volunteers.

September 2026

Review Date September 2027