PENK VALLEY
ACADEMY TRUST

Allergy Management Strategy

Adopted by Trustees:	
Signed:	
Date:	**Autumn 2026**
This policy is reviewed annually by the Audit Finance and Risk Committee.	
Review date:	**Autumn 2027**

COLLABORATION CHALLENGE CURIOSITY CARE

POLICY INFORMATION

Date of last review:	Autumn 2026	**Review period:**	1 year
Date ratified by Trustees:	Autumn 2026	**Trustee committee responsible:**	Audit Finance and Risk
Policy owner:	Chief Operations Officer	**Executive team member responsible:**	Chief Operations Officer

Reviews/revisions

Review date	Changes made	By whom
Summer 2026	Policy created.	LMC

Equality and GDPR

All Penk Valley Academy Trust policies should be read in conjunction with our Equal Opportunities and GDPR policies.

Statement of principle – Equality

We will take all possible steps to ensure that this policy does not discriminate, either directly or indirectly against any individual or group of individuals. When compiling, monitoring and reviewing the policy we will consider the likely impact on the promotion of all aspects of equality as described in the Equality Act 2010.

Statement of principle – GDPR

Penk Valley Academy Trust recognises the serious issues that can occur as a consequence in failing to protect an individual adult's or child's personal and sensitive data. These include emotional distress, physical safety, child protection, loss of assets, fraud and other criminal acts.

Penk Valley Academy Trust is therefore committed to the protection of all personal and sensitive data for which it holds responsibility as the Data Controller and the handling of such data in line with the data protection principles and the Data Protection Act (DPA)/GDPR.

Penk Valley Academy Trust will be referred to as **PVAT** for the remainder of the document which includes all schools who are members of PVAT, business operations and centralised services.

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1. Strategic Intent and Ethos

Across the Trust, we recognise that allergies are a routine part of school life, but for some pupils they present a significant and potentially life-threatening risk. Our strategic intent is to ensure that every school provides a consistently safe, inclusive, and confident environment where allergies are understood, risks are well managed, and pupils are not excluded from everyday experiences.

This strategy sits firmly within the Trust's wider Risk Management Strategy, where pupil health and safety risks are identified as a core operational priority. Allergy management is therefore not treated as a standalone issue, but as part of our broader approach to risk identification, mitigation, and responsive control measures across all settings.

We are clear that effective allergy management is not about eliminating all risk, which is neither realistic nor sustainable, but about ensuring that we are prepared, informed, and consistent in how risks are reduced, monitored, and responded to.

2. Alignment with the Trust Risk Management Framework

The Trust Risk Management Strategy sets out a structured approach to managing risk through identification, assessment, control, monitoring, and review. This Allergy Strategy directly reflects those principles in practice.

At Trust level, allergy risks are recognised as:

- High-impact, low-frequency risks (e.g. anaphylaxis incidents)
- Operational risks that require consistent daily controls
- Safeguarding-adjacent risks, given the potential for harm if not effectively managed

The Whole School Allergy Policy provides the operational controls that mitigate these risks, including registers, action plans, training, and emergency response procedures.

Schools are expected to demonstrate that these controls are:

- Clearly implemented
- Regularly reviewed
- Embedded into routine practice

This ensures a clear line of sight from Trust risk appetite and framework through to frontline practice in classrooms, kitchens, and playgrounds.

3. A Consistent Framework with Local Risk Ownership

The Trust operates a "common framework, local risk ownership" model. While the Trust defines the expectations and control environment, each school retains responsibility for identifying and managing risk within its own setting.

Each school tailors the Whole School Allergy Policy to reflect its context, but must do so within the boundaries of the Trust's risk management expectations. This includes demonstrating:

- Awareness of allergy-related risks within their setting
- Appropriate and proportionate control measures
- Clear escalation routes in the event of incidents

This approach ensures that risk is actively owned at school level, rather than passively managed through policy alone, while maintaining consistency across the Trust.

4. Leadership, Governance and Risk Oversight

The Trust Board retains oversight of significant risks through its established risk reporting mechanisms, including the Trust risk register. Allergy management contributes to this through:

- Reporting of serious incidents or trends
- Thematic reviews where appropriate
- Assurance that key controls are effective

At Executive level, the Chief Operating Officer and central teams ensure alignment between this strategy and the wider Risk Management Strategy, supporting schools while maintaining appropriate challenge.

Headteachers are accountable for managing allergy risks within their school, supported by an Allergy Lead role as described in the policy. These roles ensure that risk management is not theoretical but actively coordinated, monitored, and improved in practice.

5. Embedding a Risk-Aware Culture

A key principle of the Trust Risk Management Strategy is the development of a risk-aware culture, where staff understand both the risks they manage and their role in controlling them.

In the context of allergy management, this means:

- Staff understand that allergic reactions can escalate quickly and require decisive action
- They recognise early warning signs and act without hesitation
- They consistently follow routines that reduce risk (e.g. supervision, avoiding cross-contamination)

Our focus is therefore not solely on compliance, but on ensuring that staff are confident, vigilant, and responsive, which is critical in managing dynamic, real-world risk.

6. Risk Controls in Practice

The Trust's approach to risk control is delivered through the operational expectations set out in the Whole School Allergy Policy, which provides the definitive guidance for day-to-day practice.

- Maintaining accurate allergy registers and clinician-led action plans
- Implementing consistent supervision and food management routines
- Ensuring medication is accessible at all times
- Planning effectively for higher-risk scenarios such as trips and events These controls are designed to be practical and repeatable, reducing reliance on individual judgement alone and strengthening system reliability.

Importantly, the Trust does not rely on single-point controls (such as blanket bans), but instead promotes layered risk mitigation, which is more robust and aligned to good risk management practice.

7. Incident Management and Organisational Learning

Consistent with the Trust Risk Management Strategy, all allergy incidents are treated as opportunities for review and learning, not simply compliance.

The policy requirement that every reaction is recorded and followed up supports this approach by ensuring:

- Root causes are understood
- Control measures are reviewed and strengthened
- Learning is shared within and across schools

Where appropriate, themes and trends are escalated to Trust level to inform wider improvements, ensuring that learning is not isolated to individual settings.

8. Inclusion, Safeguarding and Risk Balance

The Trust's risk management approach recognises the need to balance risk reduction with quality of experience. In allergy management, this is particularly important.

Consistent with the policy, we do not support overly restrictive approaches that create a false sense of security or inadvertently exclude pupils. Instead, we take a proportionate approach that:

- Maintains safety through effective controls
- Ensures pupils remain included in all aspects of school life
- Recognises allergy-related bullying as a safeguarding concern
- This reflects a mature risk position, where decisions are informed, balanced, and centred on pupil wellbeing.

9. Assurance, Monitoring and Continuous Improvement

The Trust will assure itself that allergy risks are being effectively managed through established risk management processes, including:

- Policy review cycles
- Internal audits or thematic reviews
- Incident monitoring and reporting
- Cross-school sharing of effective practice

This ensures that allergy management remains dynamic, evidence-informed, and aligned with the Trust's evolving risk profile, rather than static or reactive.

10. Conclusion

This strategy ensures that allergy management is fully integrated into the Trust's Risk Management Strategy, providing a clear, consistent, and proportionate approach across all seven schools.

By aligning strategic oversight with strong operational practice, we ensure that allergy risks are:

- Clearly understood
- Effectively controlled
- Continuously reviewed

Ultimately, this enables every school to deliver on a shared commitment: that all pupils are safe, supported, and fully included, with risk managed confidently and responsibly at every level of the organisation.