



POLICY:

Allergy Safety Policy

FAO: Staff / Volunteers / Participants / Visitors

This document outlines Sirona's Allergy Safety Policy, in line with the statutory guidance and Section 34 of the Children's Wellbeing and Schools Act 2026.

The Health & Safety Lead will oversee allergy safety, including the implementation of the allergy safety policy and contributing to or leading review of the policy.

This Allergy Safety Policy will be reviewed at least annually or more frequently, particularly where incidents or "near misses" suggest areas for improvement.

This Allergy Safety Policy is available on the Sirona Therapeutic Horsemanship website www.sirona.equine.org.uk/healthandsafety and will be made available in hard copy on request.

Awareness training

Practitioners will be trained in emergency first aid at work blended with Paediatric first aid and refresher training carried out as required.

Staff will be trained in allergy awareness and emergency response as part of the induction process and annually thereafter. This will include;

- Have an awareness of allergies, the risks they pose, how allergic reactions can occur and how to manage them;
- Understand that 'allergy' includes multiple conditions (food allergy, asthma, eczema, hay fever, others), which can co-exist;
- Understand the difference between food allergy, coeliac disease and food intolerance;
- Know where to find information on allergy triggers;
- Can identify the range of symptoms of allergic reactions;
- Understand and can recognise anaphylaxis;
- Know how to respond in an emergency, including calling emergency services and informing parents;

IMPORTANT NOTE:

Sirona staff do not store or administer ANY allergy medication for participants (this includes but is not limited to inhalers, anti-histamines, adrenaline devices and Epi pens). If risk assessments / enquiries reveal known allergies then a parent / carer / allocated trained and responsible adult for the young person must be present for all sessions and in the case of allergic reaction must administer any medication themselves. Sirona staff will support with any emergency first aid.



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- Understand the impact allergy can have on a child or young person's wellbeing;
- Understand the Sirona Allergy Safety Policy;
- Know how to check whether an individual is on the record of those with known allergy and how to use an Allergy or Asthma Action Plan;
- Understand their responsibilities in reducing the risk of individuals with known allergy coming into contact with their known allergens;
- Understand how to report an allergic reaction or case of anaphylaxis (whether an incident or a "near miss").

Training under this guidance will be understood as allergy awareness and emergency response training. It does not replace any separate clinical governance, competency or delegation arrangements that may be needed where a child or young person requires individual healthcare support beyond Sirona's allergy safety arrangements.

Wellbeing

Participants, staff and volunteers will be encouraged to participate as fully and safely as possible with any reasonable adjustments in place. Discussions around allergies with participants may be linked with animal care during sessions (e.g seasonal pollen allergy management for horses).

Bullying of participants (young people and adults with an allergy) will be addressed and avoided in line with Sirona's Anti-Bullying Policy (SP040) and Code of Conduct Policy (SP005).

Minimising risk

Sirona will minimise the risk of individuals (whether children, young people, staff or visitors) coming into contact with their known allergens. This includes:

- Requesting information about medical conditions and allergies at referral, employment or volunteer application or course booking.
- Providing alternative foods to staff / volunteers where possible (e.g replacement of dairy with vegan alternatives) or removal of known allergens where possible.
- Participants are requested to bring their own snacks if needed. Drinks provided if no risks are identified.
- Exposure to environmental or animal allergens will be managed in accordance with individual participant risk assessments, Sirona health & safety policy (SP056) and activity risk assessments.



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- Where food is available at public events e.g open days and training courses (cake sales etc), clear allergen advice / disclaimers will be displayed and relevant staff members will be trained in food hygiene and allergen awareness.

Identification

Participants will have Individual Risk Assessment and Support Plans (referred to as Individual Healthcare Plans in educational settings) which include information gathered from referral application forms, additional information provided by other professionals associated with the participant (Allergy Action Plan and/or Asthma Action Plan issued by a healthcare professional) and parents / carers / referrers.

The Individual Risk Assessment and Support Plan will set out the additional and/or different arrangements that will be in place for supporting the participant with their medical condition or allergy, including in emergency situations. Healthcare considerations for individuals may be discussed in morning meetings, pre-brief sessions, appraisals, reviews or supervision as necessary.

Participant, staff and volunteer files will have a medical sticker on the front of the file drawing attention to allergy awareness. Medical identification bracelets must be worn if issued.

If a participant receives medication for an allergy during the session this will be discussed in the session de-brief, recorded in the session notes, and reviewed with the parent / carer / referrer, school lead or social worker as appropriate to review the risk assessment and session plans going forward.

Medication Storage

Sirona does not store any medications on behalf of participants, staff or volunteers.

Visits and trips

Participants only attend sessions at the Buckhams Stables site.

Information sharing

A child or young person's health information is considered special category data under UK GDPR, which means it is highly sensitive and has additional legal protections. Medical information will be held on a lawful basis, only used and shared as special category health data when this is necessary, and always be done in a controlled and respectful way to maintain the participant's confidence in practitioners and if appropriate other members of their group.

Most participant sessions are carried out on a 1:1 basis. However, if a participant with an allergy is part of a small group session then only information relevant to keeping the participant safe will be shared, on a need-to-know basis, with the participants and parent / carer permission. Practitioners will facilitate a group discussion in a safe and inclusive way. Confidentiality statements are signed by staff, volunteers and participants sign a behaviour and confidentiality agreement.

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August 2027

Authorised:
Diane Cleave
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Awareness of the allergy safety policy

This allergy safety policy will be published on the health and safety page of the Sirona website. It will be readily available in the Sirona policies and procedures folder which staff and volunteers review at induction, annually, during training and if circulated due to policy change. The policy will also be references on the 'Starting Information for Participants' document.