All of Brighton Grammar School’s policies are intended to be up to date and be consistent with all relevant laws.

Employees and Contractors are expected to comply with all applicable policies.

Various parts of the policies require managers and staff to exercise discretion and the policies are not intended to be applied in a legalistic or prescriptive manner.

These policies may be varied by Brighton Grammar School from time to time, in its absolute discretion.

The policies do not form part of an employee’s contract of employment.

Asthma Policy

It is the intention of Brighton Grammar School to provide information to staff, parents and students regarding the nature of asthma management in an educational environment, so that all parties can contribute positively to a safe and supportive environment for students and staff with asthma.

It is expected that staff will act within the scope of their training and experience to manage the safety of students who have been diagnosed with this condition; that parents and students will support the School’s efforts by providing all relevant medical and other information relating to the condition and that students will comply with medical advice relating to management of their condition and cooperate with staff in this regard. Parents/carers shall be responsible for ensuring that students who are scheduled to attend camps, day excursions or overnight excursions have an adequate supply of the appropriate medication and that it is labelled with the name of the student and parent/carer contact details.

The School is responsible for issuing parent consent forms which seek information regarding existing medical conditions, then reviewing and acting appropriately in response to information provided by parents and students regarding asthma management.

Parents are responsible for ensuring that such forms are completed and returned in a timely manner and that any changes in management of a student’s asthma are communicated to the School without delay.

An individual asthma management plan shall be created for each student who has been diagnosed with asthma. This document is to be collated by parents/carers and treating medical practitioners and provided to the School.

When students attend camps or excursions they are required to provide a parent consent form. It is the policy of the School that a student scheduled to participate in camp, excursion or similar event who has not returned a completed parent consent form including relevant medical details may not participate until the School is satisfied that the required consent has been obtained and the medical information and arrangements are satisfactory.

It is expected that staff, as part of their duty of care, will assist students with asthma, where appropriate, to take their medication.

The overarching principles articulated here in reference to students with asthma will also apply to the School’s management of staff with asthma. In accordance with contractual requirements, staff must advise the School of health issues such as asthma which may impact on their ability to fulfil the inherent requirements of their role. They must also comply with reporting and incident management guidelines as set out in the ‘Asthma Management Plan and Procedures’ in circumstances where they suffer an asthma attack at work.
The School reserves the right to require a staff member to undergo a medical check where required to identify any restrictions that may need to be considered by the School in assigning their duties.