



YOUNG CARERS POLICY

VERSION 1

24/01/2018

Young Carers Policy

We believe this policy should be a working document that is fit for purpose, represents the academy ethos and enables consistency and quality across the Trust.

This policy applies to all members of the school community and relates to the following legislation:

- Children Act 1989
- Education Act 1996
- Standards and Framework Act 1998
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Education & Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- Children and Families Act 2014
- Special Educational Needs and Disability (Detained Persons) Regulations 2015
- UN Convention on the Rights of the Child Articles 28 and 29

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE)
- Special Educational Needs and Disability Code of Practice: 0 to 25 Years. Statutory Guidance for Organisations Who Work With and Support Children and Young People with Special Educational Needs and Disabilities (DfE) and (DoH)
- Working Together to Safeguard Children: A Guide to Inter-agency Working to Safeguard and Promote the Welfare of Children

We are committed to supporting young carers whose lives are affected by the role they play in looking after a parent or another family member. We respect them for what they do and we will work hard to ensure they have full access to education and will provide pastoral support in order to relieve them of some of the emotional worries they may have as they perform tasks and responsibilities beyond their age.

We believe young carers are children or young people who help to look after a family member or members that may suffer from one or more of the following: physical disability, sensory disability, learning disability, mental health problem, chronic illness, substance misuse, alcohol misuse or long-term illness.

We acknowledge and endorse articles 28 and 29 of the UN Convention on the Rights of the Child which clearly state that children and young people have the right to the best available education and to opportunities to develop their personality, mental and physical ability to their fullest potential.

Within this trust, regardless of what is happening at home, we will provide for all children and young people, equal access to education but will ensure that young carers are not carrying out inappropriate levels or excessive caring responsibilities. It is appropriate to have in place close working links with outside agencies in order to support young carers who undertake practical household tasks, physical care, personal care, administering medication, household

mismanagement, looking after younger siblings, providing emotional support and interpreting for the people they look after.

We realise young carers may feel tired, worried and in some cases isolated from other children who enjoy and experience a variety of social activities.

We are committed to supporting and meeting the needs of young carers enabling them to have equal access to education and encouraging them to attend and enjoy everything that the academy has to offer.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To provide support for young carers whose lives are affected by the role they play in looking after a parent or another family member.
- To respect young carers for what they do and to work hard to ensure they have full access to education and pastoral support.
- To share good practice within the academy and with other academies within the Trust.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other academies and the local authority to share good practice in order to improve this policy.

Responsibilities

The **Trust Board** has:

- delegated powers and responsibilities to the Headteacher and Local Governing Body to ensure all academy personnel and stakeholders are aware of and comply with this policy
- responsibility for ensuring full compliance with all statutory responsibilities including equalities legislation
- responsibility for ensuring funding is in place to support this policy
- responsibility for ensuring this policy and all policies are maintained and updated regularly
- responsibility for the effective implementation, monitoring and evaluation of this policy

The **Headteacher** and Senior Leadership Team will:

- appoint a team of two members of the academy personnel who have specific responsibilities for supporting young carers
- ensure all academy personnel and stakeholders are aware of and comply with this policy
- ensure all academy personnel are aware of the role of the designated academy personnel with responsibility for supporting young carers
- acknowledge and respect the role of young carers
- ensure all academy personnel treat young carers in a sensitive manner and uphold confidentiality
- monitor the levels of caring undertaken by a young carer
- follow child protection procedures if it is felt a young carer is at risk from undertaking inappropriate levels of caring
- provide extra support for young carers to ensure they have equal access to education
- ensure students are aware of the role and responsibilities of young carers
- ensure young carers have access to all available support within the academy and from outside agencies
- endeavour to identify students who may be young carers when enrolling new students to the academy
- regularly discuss with the designated person(s) the circumstances and progress of young carers
- have plans in place for each individual young carer
- provide guidance, support and training to all staff
- evaluate the implementation of this policy annually, reporting to the Local Governing Body.

The **Designated Support Person** will:

- lead the development of this policy throughout the academy
- treat young carers sensitively
- liaise with all young carers and respond to their needs
- establish what caring role they undertake
- provide relevant support
- ensure confidentiality at all times
- liaise with relevant colleagues within the academy
- liaise with the local Young Carers Agency and relevant external agencies with the permission of the young carers family
- ensure young carers have full access to the curriculum
- monitor their progress by analysing data
- work closely with the Headteacher/Senior Leadership Team
- provide guidance and support to all staff to identify those students who may be undertaking a caring role such as:

- known illness or disability in family

- being persistently late or absent
 - demonstrating poor concentration
 - often tired and worn out
 - displays anxiety, looks worried or is distressed
 - demonstrates low self-esteem
 - academic performance below potential
 - homework often uncompleted
 - behavioural problems
 - lack of social skills
 - bullies others
 - feels isolated from peers
 - lack of participation in extra-curricular activities
 - looks in discomfort
 - poor attendance of parents at parents evenings
- share information agreed with the young carers family to the new school that a young carer may be transferring to
 - provide time and the use of a telephone for young carers to phone home
 - ensure young carers have adequate time to complete homework or coursework
 - ensure the parents of young carers are kept well informed of their child's progress
 - provide training for all staff on induction and when the need arises
 - keep up to date with new developments and resources
 - undertake risk assessments when required
 - review and monitor

Academy personnel will:

- comply with all aspects of this policy
- ensure young carers have full access to the curriculum
- monitor their progress by analysing data
- treat young carers sensitively
- ensure confidentiality at all times
- always speak to a young carer in private regarding personal issues and not in front of their peers
- ensure young carers have adequate time to complete homework or coursework
- ensure the parents of young carers are kept well informed of their child's education

Young Carers will:

- be aware of the designated support person(s)
- be encouraged to go to them when they feel they need support
- have access to a telephone during break times and lunchtime to phone home
- be encouraged to attend extra-curricular activities
- be made aware of the local Young Carers Service

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any student and it helps to promote equality within this trust.

Linked Policies

<ul style="list-style-type: none"> ▪ Safeguarding and Child Protection 	<ul style="list-style-type: none"> ▪ Troubled and Vulnerable Children (policy under review)
<ul style="list-style-type: none"> ▪ SEN 	<ul style="list-style-type: none"> ▪ Anti-bullying (policy under review)
<ul style="list-style-type: none"> ▪ Student Behaviour and Discipline 	<ul style="list-style-type: none"> ▪ Attendance and Truancy (policy under review)
<ul style="list-style-type: none"> ▪ Inclusion (policy under review) 	<ul style="list-style-type: none"> ▪ Pastoral Care (policy under review)
<ul style="list-style-type: none"> ▪ Homework (policy under review) 	

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