

Young Carers Policy

Purpose

William Hulme's Grammar School is committed to supporting young carers in order to access all potential opportunities in education as reflected in the National inclusion strategies. The policy aims to ensure that young carers are identified within the school and are offered the appropriate support in accessing the education to which they are entitled.

Aims of the Young Carers Policy:

- To identify all young carers in the academy as early as possible
- To prevent inappropriate caring roles from impacting on children and young people's wellbeing
- To support young carers in making progress and achieving the best of their ability
- To monitor the effectiveness of intervention strategies put in place to support young carers in maximising progress and attainment
- To create links and work with outside supporting agencies to remove barriers to learning and attainment for students who are young carers.
- To ensure awareness is raised about young carers amongst staff, students, and the whole school community.
- To track the attendance, progress, and achievement of young carers so that effective intervention is put in place.

1. Definition

A **young carer** is someone under 18 years of age who provides or intends to provide care for another person. They may be looking after a parent, grandparent, sibling or other relative and the person they look after may have one or more of the following:

- A physical disability (including sensory disability)
- A Learning disability
- Mental health issues
- Chronic or terminal illness
- A substance misuse problem

A young carer typically takes on further responsibilities that are extra to those appropriate for their age and ability.

William Hulme's Grammar School recognises that children should not undertake inappropriate or excessive caring roles that may have an impact on their development. A child becomes vulnerable when their caring role risks impacting upon their emotional or physical wellbeing and their prospects in education and life.

2. A Young Carer's Responsibilities May Include:

- Physical care such as washing, toileting, dressing, feeding, help with mobility, administering medication and ensuring safety.
- Domestic help such as cleaning, cooking, washing up, washing clothes, ironing, shopping, carrying out repairs and gardening.
- Managing the family budget, collecting benefits, helping set up bank accounts or pay bills.

- Helping someone communicate.
- Looking after brothers and sisters such as putting to bed and taking to school
- Emotional support, including talking to someone who is distressed.

We acknowledge that there will be young carers amongst our student population; their welfare is of paramount importance, and they must be cared for and supported in the school community. We recognise that young carers are often proud of the work they do and want to contribute positively to their families, therefore, we will adopt a child centred approach treating all our young carers with the dignity they deserve.

3. Educational Effects

Due to the responsibilities a young carer can be required to fulfil at home, they may experience issues as a student related to:

- Punctuality and absence
- Difficulties with concentration, anxiety or worry
- Tiredness
- A lack of time or environment for homework and revision
- Poor attainment and progress
- Bullying
- Poor behaviour
- A lack of time for extra-curricular activities
- A lack of financial support for school trips and other events
- Feeling alone, unwanted or cared for

In addition, it may be difficult to engage parents of young carers due to the sensitive issues related to their situation or a fear of their children being taken into care. There are often a number of reasons why children do not identify themselves as young carers these include a sense of family loyalty, fear of stigma, fear of bullying and they do not recognise their circumstances as different or challenging.

4. Support Offered by WHGS

Whilst we appreciate that young carers may not wish to discuss their situation at home, our strategies for inclusion and safeguarding foster an environment of openness and a willingness to share information and access support. We aspire to treat young carers with compassion in acknowledging the important role they fulfil at home and caring for them in child-centred manner in the school environment.

Support delivered in a dignified manner is offered in the following ways:

- Access to homework clubs and extra-curricular activities.
- Negotiable start/finish times to the school day.
- Regular access to a telephone if contact with home is required during the school day.
- Regular meetings to review academic progress and home situation with pastoral staff.
- Track attainment, effort, behaviour, homework and attendance of young carers and implement suitable interventions.
- Links established and fostered with local community organisations who actively support young carers.
- The school is working towards Manchester's young carer award.
- Actively seek to apply for awards recognising the role and qualities of individual young carers.
- Provide CPD and information to staff in relation to the role of Young Carers and who the young carers are in our school so that staff can support appropriately.

- Provide opportunities for young carers who may not have the same opportunities as others outside school; to include reward/leisure activities and also visits to support aspiration and academic excellence.
- Develop a young carers student voice group who will help to drive activities and initiatives to support young carers in school.
- Support national media campaigns in relation to Young Carers.
- Share good practice with other schools.

At all times the needs of the young carer are at the forefront of the school's support strategies and, in consultation with all appropriate professionals, action planning will be regular and effective.

5. Responsibilities of Key Stakeholders

Local Governing Body

- The Local Governing Body will ensure implementation of this policy from date of its ratification.
- The LGB will delegate to the pastoral team to monitor particular performance of students considered to be young carers and challenge underperformance of any students within this micro-population.
- The pastoral team will feed back progress re impact of this policy to the LGB as appropriate.
- Ensure that the Senior Leadership Team respond appropriately to national/local advice/guidance issued in relation to maximising opportunity and performance of students considered to be young carers.
- Keith Platts is the named governor for young carers.

Strategic Leadership Team

- Plan to ensure that there are opportunities for staff development and sharing good practice in relation to performance and opportunities provided for students considered to be young carers.
- Support any appropriate opportunities for students considered to be young carers outside of the curriculum through a programme of enrichment or targeted activity.
- Ensure analysis of data in all areas of this micro-population (including but not exclusive to behaviour, attendance, progress, attainment) in order to celebrate success or put intervention in place and monitor the impact of this.
- The strategic and operational lead for young carers in the school is Ms Julie Moran.

Students and Parents

- Young carers themselves should make every effort to engage with opportunities available to them both inside and outside the curriculum and parents should encourage students to embrace this in any way they can.
- Parents and students (young carers) are encouraged to share information with the academy's pastoral teams which will enable the team to meet their needs more effectively.

6. Quality Assurance

Policy Planning and Development

- Views of stakeholders and changes in any guidance and legislation will be taken into consideration in the implementation of this policy.
- There will be a systematic review of the impact of policies within an appropriate time scale.

Monitoring and Quality Assurance

- Quality assurance procedures for monitoring will be in keeping with agreed systems and evidence of implementation will be found in school records and data collection systems.
- Data collected and analysis (including attendance/progress/attainment/behaviour) will be used to inform further school planning, action, target setting and decision making in relation to maximising opportunity and potential for students considered to be young carers.
- This process of developing provision for this micro-population will be continuously developed and monitored by the academy's strategic leadership team.

7. External Links

The external agency link at Manchester City Council Children's and Education Services is Kelly Hockaday, Young Carers Coordinator. Kelly can be contacted on 07971 487 587 or at k.hockaday@manchester.gov.uk

Policy Information and Review

Designated Lead Person/s	Mrs Likissa, Director of Young Carers and Safeguarding
Reviewed	Annually
Date of last review and by whom	December 2023
Nominated Governor	Keith Platts
Ratification by Local Governing Body	
Next Review Date	December 2024

