

Young Carers Policy



Policy Title	Young Carers Policy
Policy Created / Amended	September 2022
Policy Ratified	October 2022
Policy Review Date	September 2023
Summary of changes	Principle changed to headteacher, change of deputy headteacher name

Key Roles in Young Carers Policy

<u>Name</u>	<u>Role</u>
Harrison Ruffell	Deputy Headteacher (Pastoral)
Kirsten Putt	Young Carer Lead
Kimberley Robertson	Young Carer Lead Assistant

Sybil Andrews Academy Young Carers Policy

This Young Carers policy has been developed to recognise, promote and support students, who in whatever manner, offer care and support for family members. This policy is endorsed and fully supported by the Governors.

In accordance with our vision and values, it is acknowledged that the recognition and support of our "Young Carers" is of paramount importance. Students will often have poor attendance, have low attainment and have a reduced chance of accessing further education or employment and therefore this is an issue for us as an organisation.

This policy is designed to guide staff in the recognition and methods of support available to those identified as Young Carers within Sybil Andrews Academy. It will outline the methods of identification, the support available in school and how students can be referred to supporting outside agencies.

We aim to:

- Identify all students who are caring for others in whatever capacity.
- Provide confidential mentoring and counselling for students when required.
- Provide suitable resources, information advice and guidance to support those identified.
- Make relevant referrals to the Suffolk Family Carers, Designated Safeguarding Lead (when necessary) and to other agencies offering relevant support.
- Support Suffolk Family Carers to make contact with the parents and families of those identified as Young Carers and to keep them informed of the activities offered.
- Provide a member of staff who will act as the Young Carer Lead.

Definition – both categories of Young Carer are covered by this policy

A Young Carer has been defined as any child under the age of 16 who cares for or are affected by a family member who has a physical or mental illness or misuses drugs or alcohol.

A Sibling Carer is a young person who is affected by a brother or sister's disability, illness or additional needs.

A Young Adult Carer is someone who is between the ages of 16 and 24 who cares for or are affected by a family member who has a physical or mental illness or misuses drugs or alcohol.

Responsibility of the Headteacher

The Headteacher will:

- Appoint a Young Carer Lead who will co-ordinate and manage visits from Suffolk Family Carers within school.
- Ensure the promotion of the policy throughout the organisation.
- Provide the availability for support and guidance for identified individuals.
- Ensure that the bullying, harassment and discrimination of Young Carers by staff or other students is not tolerated.
- Ensure that the Deputy Headteacher (Pastoral) and the Young Carer Lead make relevant referrals to supporting professionals when necessary.

Responsibility of the Deputy Headteacher and the Young Carer Lead

The Deputy Headteacher (Pastoral) will:

- Ensure that all relevant referrals are made to supporting agencies and to the DSL (Designated Safeguarding Lead) within school when appropriate.
- Meet regularly with the Young Carer Lead to discuss any issues arising

The Young Carer Lead will:

- Develop appropriate methods of identifying students in school who are "Young Carers".
- Liaise with Heads of Year as to the current students identified under their supervision and responsibility.
- Maintain the referral system within school.
- Meet with the Suffolk Family Carers representative on a regular basis.
- Meet with all students referred as Young Carers.
- Develop and maintain supporting schemes such as home-work clubs and Student drop in sessions supported by the Young Carer volunteer team.
- Liaise with the Deputy Headteacher, Designated Safeguarding Lead, Heads of Year, SENCO, Young Carer Lead and Attendance Officer on a regular basis.
- Maintain communication with Heads of Year and Pastoral Officers as to the current students identified under their supervision and responsibility.
- With the permission of current Young Carers, apply an indicator on SIMS, Go4Schools and CPOMS to ensure that Young Carers are identified to staff.

Policy Statement

Sybil Andrews Academy recognises that there are many students across all year groups who are performing a caring role within their own family units. This policy supports all those students who have been identified as Young Carers and Young Adult Carers.

The purpose of the Policy:

- To identify all those who are performing a Young Carer role.
- To ensure appropriate recognition and support is offered within school by all staff.
- To ensure that the appropriate referrals are made in compliance with legislation, Codes of Practice and School Policy.

Confidentiality

It is imperative that those identified as Young Carers can be confident of staff confidentiality. Information shared may be of a very personal or sensitive nature emanating from different sources. Young Carers can expect that privacy and confidentiality will be maintained.

Young Carers will also be informed that where information has been gained which relates to incidents or situations that require immediate notification to the Designated Safeguarding Lead or other Statutory Investigative Organisations, this information will be shared. Confidentiality will be maintained between those organisations which have a duty to act on the information shared.

The Young Carer may have to perform any of the tasks mentioned below:

A Young Carer will take on additional responsibilities to those appropriate to their age and development. A Young Carer might be providing the main care or share responsibilities with another family member. The caring tasks that a Young Carer has to deal with can range from:

- **Nursing care** - giving medication, injections, changing dressings, assisting with mobility.
- **Personal intimate care** - washing, dressing, feeding and helping with toilet requirements.
- **Emotional care** - being compliant, monitoring the emotional state of the person cared for, listening, being a shoulder to cry on, supporting a parent through depression and trying to cheer them up.
- **Domestic care** - doing a substantial amount of housework, cooking, shopping, cleaning, laundry.
- **Financial care** - running the household, bill paying, benefit collection.
- **Child care** - taking responsibility for younger siblings in addition to their other caring responsibilities.

Staff will be contacted by the Young Carer Lead and the Headteacher (Pastoral) to make them aware of the needs of the individuals concerned.

Indicators of a caring role

Identifying a Young Carer (unless the school is advised about a student's home circumstances) can first be identified by negative aspects of their behavior or work in school. Some Young Carers worry about appearing different to their peers due to bullying or interference in their family life and may seek support to conceal their role from their peers and from teachers.

Some of the signs that a student is in a caring role are:

- Regular lateness, or unauthorised absence, possibly increasing periodically.
- Tiredness during the school day
- Lack of homework completed or poor quality
- Lack of concentration
- Emotional stress- self harm, anxiety
- Under-achievement for potential capability
- Behavioural problems

- Lack of interest in extra-curricular activities, especially after school
- Apparent parental disinterest, delays in response, non-attendance to parents evenings/information evenings.
- Poor hygiene/physical appearance
- Being the victim of bullying
- False signs of maturity, because of assuming adult roles
- Isolation, embarrassed to take friends home
- Limited social skills
- Physical problems such as back pain from lifting

SAA offer of Support

At Sybil Andrews Academy we recognise that Young Carers may need extra support to ensure they feel supported and have equal access to education. As part of our duty of care and commitment to Young Carers we will;

- Provide Young Carers with opportunities to speak with the Young Carers Lead or trusted adult.
- Treat Young Carers in a sensitive manner.
- Uphold confidentiality
- Ensure Young Carers can access all available support services in the academy.
- Follow child protection procedures regarding any Young Carer at risk of significant harm due to inappropriate levels of caring.
- Promote discussion and learning in all areas of the curriculum to facilitate an understanding, acceptance of and respect for, the issues surrounding illness, disability and caring.
- Time to talk to Careers Adviser

We also recognise that flexibility may be needed when responding to the needs of Young Carers. Available provision includes (but is not limited to):

- Access to a telephone during breaks and lunchtime, to phone home.
- Negotiable deadlines for homework/coursework (when needed).
- Support with organisation/ managing time/ creating homework timetable.
- Access to homework clubs.
- Weekly Young Carer drop-ins run by our YC Leads- to provide a safe, friendly place for Young Carers.
- Opportunity to register with Suffolk Young Carers so they can attend clubs and other activities and support they offer as they wish.
- Access to Suffolk Young Carers drop half termly with Suffolk Young Carers advisor- Keiron Whall.
- Sign post to other agencies if and where possible
- Provide Extra-curricular activities to engage with other Young Carers.

Referring or raising a concern about a Young Carer

If you believe someone may have a caring role at home or any concerns regarding the wellbeing of a Young Carer please refer them using the cause for concern referral on CPOMS or speak to any of the named Young Carer leads who will then be able to provide you with a Young Carer Referral Form. If you would like any further information, please speak to our Deputy Headteacher Pastoral Mr Harrison Ruffell or Miss Kirsten Putt (Welfare and Safeguarding Officer).

See referral in Appendix A

Key Indicators of Success

- Students will be identified by the methods discussed above.
- The attendance and punctuality of the Young Carers will show signs of improvement.
- The attainment grades of the Young Carer will show marginal improvement.
- The general emotional and physical welfare of those identified will show signs of improvement.
- The achievement of the Suffolk Family Carers Award accreditations.
- Link to Suffolk Family Carers on Sybil Andrews Academy Website.

Success will be reviewed annually by the Headteacher in liaison with the Deputy Headteacher (Pastoral), Young Carer Lead and Deputy Headteacher (Quality of Education). The Local Governing Body will review and ratify the Policy on an annual basis.

Young Carers Referral Form

Name of Young Person: _____ Tutor Group: _____

Staff Member : _____ Date: _____

Name of the person being cared for:	
Relationship to young person:	
Illness/disability/ condition of person(s) being cared for:	
What are the impacts and needs resulting from the illness/disability/condition?	

Impact on Young person: (e.g. impacts on education, health and well-being, family/peer relationships etc)

Please tick the support below you think would be beneficial to the young person.

Support offered	Tick Box
Access to telephone at lunch or break	
Support with organisation/ managing time/ creating a homework timetable	
Support with homework	
Weekly Young Carer drop ins at school	
Time to talk to Young Carers Lead or trusted member of staff	
Time to talk to Suffolk Young Carers advisor	
To access Suffolk Young Carer trips and clubs	
Support with mental health	
Time to talk to Careers Adviser	

Is the young person registered as a Young Carer with Suffolk Family Young Carers? Yes No Would

the young person like staff to know that they are a Young Carer? Yes

No

Please return completed form to Young Carers Lead Miss Kirsten Putt (kputt@sybilandrewsacademy.co.uk) or Mr Harrison Ruffell (hruffell@sybilandrewsacademy.co.uk)