



NEWMARKET ACADEMY

# Young Carers Policy

<b>Policy Title</b>	<b>Young Carers Policy</b>
<b>Policy Created / Amended</b>	<b>December 2019</b>
<b>Policy Ratified</b>	<b>At the LGB meeting 16<sup>th</sup> January 2020</b>
<b>Policy Review Date</b>	<b>Annual – December 2020</b>

## Key Roles in Young Carers Policy

<u>Name</u>	<u>Role</u>
Elaine Wilson	Young Carer School Lead (SLT)
Ceri Williams	Young Carer Lead
Carl Simmons	Young Carer Lead Assistant

# Newmarket 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 Newmarket 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** Young Carers Scheme, Child Protection Officer (when necessary) and to other agencies offering relevant support.
- Support Suffolk **Family Carers** Young 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 Principal**

The Principal will:

- Appoint a Young Carer Lead who will co-ordinate and manage visits from Suffolk **Family Carers** Young 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 Principal (Pastoral) and the Young Carer Lead make relevant referrals to supporting professionals when necessary.

## **Responsibility of the Deputy Principal and the Young Carer Lead**

The Deputy Principal (Pastoral) will:

- Ensure that all relevant referrals are made to supporting agencies and to the DSL within school when appropriate.
- Liaise with House Pastoral Officers as to the current students identified under their supervision and responsibility.
- 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”.
- Maintain the referral system within school.
- Meet with the Suffolk **Family Carers** Young 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 Principal, Designated Safeguarding Lead, Pastoral Officer, SENCO, Young Carer Lead and Attendance Officer on a regular basis.
- Maintain communication with House Leaders as to the current students identified under their supervision and responsibility.

- At the request of current Young Carers, apply an indicator on SIMS to ensure that Young Carers are identified to staff.

## **Policy Statement**

Newmarket 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 Child Protection Officer 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:**

- Cooks or prepares meals regularly for anyone in the family
- Takes or collects siblings to and from school
- Regularly makes feeds for baby siblings or changes their nappies
- Helps any family member to dress
- Helps any family member to feed
- Helps any family member to wash or with any other personal hygiene tasks
- Regularly washes and irons clothes for the rest of the family
- Regularly does the weekly shopping alone
- Assists a family member to take essential medication
- Baby sits for younger siblings regularly whilst parents are working
- Contributes financially to help support the family
- Gives regular emotional or physical support to a family member who may be suffering from an addiction, substance abuse or mental illness
- Gives regular emotional or physical support to a family member who may be involved in an abusive relationship, separation or divorce.
- Any other way in which the student feels that they may be supporting others in their family on a regular basis.

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

## 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** Young Carers Award accreditations.
- Link to Suffolk **Family Carers** Young Carers on Newmarket Academy Website.

Success will be reviewed annually by the Principal in liaison with the Deputy Principal (Pastoral), Young Carer Lead and Assistant Principal (Teaching and learning). The Local Governing Body will review and ratify the Policy on an annual basis.