Kings Langley School
Unlocking Potential for Life

Young Carers Policy

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Character Development: Commitment to Equality and Diversity

This school is founded on a set of fundamental values designed to enable all students and adults connected with our community to flourish and succeed, regardless of background or circumstances. We are determined to be open to people, places, methods and ideas – and as such, equality and diversity are at the heart of everything we do. Our continued dedication to social justice and equality of opportunity is embodied in everything we do.

We are creating an inclusive school community where:

- People are treated with dignity and respect
- Inequalities are challenged
- We anticipate, and respond positively to, different needs and circumstances so that everyone can achieve their potential
- We value diversity and we recognise that different people bring different perspectives, ideas, knowledge and culture, and that this difference brings great strength
- We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; gender or gender identity; marriage and civil partnership status; political opinion; pregnancy and maternity; race, colour, caste, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background; trade union membership status or other distinctions, represents a waste of talent and a denial of opportunity for self-fulfilment
- We recognise that patterns of under achievement at any level and differences in outcomes can be challenged through positive intervention activities designed to bridge gaps
- We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be manifested in a way that is hostile or degrading to others
- We expect commitment and involvement from all our staff, students, partners and providers of goods and services in working towards the achievement of our vision

Rationale

This policy exists to provide a framework for supporting our stated aim of “ensuring the happiness of every individual in our community”, to promote a climate which enables all students to flourish, regardless of ability or special needs, and supports our desired outcomes of developing "strong character".

Purpose

At Kings Langley School we believe that all students have a right to an education, regardless of their circumstances. This policy sets out how we intend to relieve some of the worries that young carers may have about home and their school work.

Guidelines

Definition of a Young Carer

'A young carer is a person under 18 who regularly provides emotional and/or practical support and assistance for a family member who is disabled, physically or mentally unwell or who misuses substances. The Carers (Recognition and Services) Act 1995 defined young carers as "Children and young people (under 18) who provide or intend to provide a substantial amount of care on a regular basis".'

We will:

- Identify young carers during the enrolment process to ensure that we actively monitor attendance and attainment
- Designate a member of staff to have special responsibility for young carers and let all new pupils know who they are and what they can do to help
- Ensure that all students are aware of who is the designated person for young carers
- Give young carers support in getting in touch with the local Young Carer's Service and help young carers and their families to get in touch with other support services. See link below:

  https://www.carersinherts.org.uk/how-we-can-help/young-carers

- Liaise with relevant agencies e.g. Hertfordshire Young Carer's Service
- Allow Young Carers to telephone home during breaks and lunchtimes, if necessary
- Have regular assemblies to raise awareness of the theme of young carers
- Include a session on the challenges faced by young carers in PSHE lessons in KS3
- Respect the young carer's right to privacy and only share information about them or their family with people who need to know to help them

- Pass information to relevant colleagues e.g. Form Tutor, Pastoral leader, with the consent of the young carer

- Support young carers to attend out of school activities e.g. detentions, school prep sessions, PE activities, trips and concerts

- Consider alternatives if a young carer is unable to participate in an out of school activity due to their caring role (this will be discussed sensitively with the student and their parents)

- Use Pupil premium funding to minimise any barriers to education and learning experienced by eligible young carers

- Ensure that the school is accessible for parents who have mobility and communication difficulties and involve them in school events such as Parent Consultation Evenings

- Comply with the Equality Act 2010 by offering disabled parents support in maintaining their child's attendance and progress