



**Bilborough College
Young Carers Policy**

Prepared by:	Helen Ginns-Farrow
Job Title / Role:	Welfare Officer and DDSL Safeguarding Lead
Ref. No.:	Date of this version: May 2025 (subject to any legislative change)
Approved by:	Michelle Harvey, Assistant Principal Community, DSL
Date of Approval:	May 2025

1. Introduction

1.1 This policy outlines the support Bilborough College offers to students who have a caring responsibility. It also explains how the college provides a culture and environment which is inclusive and responsive to their needs. Finally, it demonstrates how the college helps them balance their study and caring commitments, as well as access emotional and practical support, to enable them to make the most of their time at college.

1.2 Bilborough College is committed to removing barriers to education for Young Carers to access education. College aims to ensure Young Carers at college are identified at an early stage and offered appropriate support to access the education to which they are entitled.

1.3 Nationally, many Young Carers are not known to be carers by teachers, tutors and other school and college staff, so being a Young Carer can be a hidden cause of poor attendance, under-achievement and bullying, with many Young Carers dropping out of education or achieving no qualification.

1.4 A Young Carer is young person aged 16-25 who is helping to look after someone who could not cope without their support. Most are caring for a parent, but some may be taking responsibility for a sibling, grandparent or other relative. In some instances, a young carer may care for more than one family member.

1.5 The person they look after will have one or more of the following:

- Physical disability (including sensory disability)
- Learning disability
- Mental health problem
- Chronic illness
- Substance misuse problem

2. Policy Statement/Scope

2.1 At Bilborough College, we believe that all young people have the right to an education, regardless of what is happening at home.

2.2 When a young person looks after someone who has a serious illness, disability, a mental health issue, or substance misuse, they may need extra support to help them get the most out of college. Our Young Person Carers Policy states how we will support any learner who has a caring commitment.

3. Policy Objectives

3.1 Bilborough College is committed to:

- i. Promoting the education and welfare of 'Young Person Carers'
- ii. Ensuring that 'Young Person Carers' have a voice in issues relating to their education
- iii. Challenging negative stereotyping and promoting inclusion
- iv. Targeting support appropriately
- v. Ensuring appropriate level of support for parents/carers

4. Policy Implementation

4.1 Every opportunity will be taken to identify young people with a caring role, pre-entry/enrolment/induction and at 1:1 meetings and reviews throughout the year.

4.2 The College recognises that students may not be carers upon joining the College but may become carers at some point during their time at college. Student Carers may be directed to the Young Person Carer Lead at any stage.

4.3 On disclosure, staff will ensure that the Young Person Carer lead is made aware in order to enable targeted communications and support throughout their time as a student.

4.4 Students known to have caring responsibilities will be highlighted using a flag on their CEDAR profile. This enables staff to provide tailored support during guidance sessions, identify issues that may arise in a timely manner and arrange a referral for extra support, if appropriate. SP teachers are informed automatically if a student with this flag is deemed an attendance risk.

5. Roles and responsibilities

5.1 Oversight

5.1.1 Designated members of staff with responsibility for Young Person Carers are the Assistant Principal and DSL, Michelle Harvey, and the Welfare Officer and DDSL, Helen Ginns-Farrow who is the Young Person Carer Champion.

5.1.2 The Principal will approve the policy

5.1.3 Governors will monitor the processes and ensure the policy is being adhered to.

5.2.1 It is important that all staff who are in contact with a young person are aware that they are a Young Carer. However, it is important that information around the reasons for the young person being a carer is shared on a need-to-know basis and in accordance with the wishes of the young person. It will also recognise that flexibility may be needed when responding to the needs of the young carer. Available provision includes (but is not limited to):

- a. automatic referral to the Welfare Officer for assessment and possible financial support
- b. access to telephone, to phone home,
- c. negotiable deadlines for homework/coursework (when needed),
- d. arrangements for college work to be sent home (when there is a genuine crisis),
- e. access for parents with impaired mobility,
- f. alternative communication options for parents who are sensory impaired or housebound

5.2.2 Staff will ensure that the attendance of Young Person Carers is regularly monitored. Any issues with regards to absence from college or particular lessons are addressed by their personal SP teacher in liaison with the Welfare Officer. The Young Carer flag settings (CEDAR) are set so that SP teachers are alerted to any Young Carer who is an attendance risk.

5.2.3 Staff will give consideration to alternatives if a Young Carer is unable to attend college due to their caring commitments,

5.2.4 Staff will ensure the college is accessible to parents who have mobility and communication difficulties and involves them in consultation evenings,

5.1.5 Staff will follow child protection procedures regarding any Young Carer (under the age of 18) at risk of significant harm due to inappropriate levels of caring

5.2 Designated Member of Staff

5.3.1 The Assistant Principal, Michelle Harvey and Welfare Officer, Helen Ginns-Farrow have been designated to be responsible to the Principal and Governors for the implementation and conduct of this policy and will:

- act as a contact point for all relevant agencies, the Local Authority, Social Care, Health and other voluntary agencies involved in supporting the young person,
- promote understanding and development of policies and resources to support and include Young Person Carers,

- promote awareness amongst staff of the difficulties and educational disadvantages of young people who are carers,
- ensure that educational information required for the care planning process/court proceedings and Statutory Reviews is available as required and that, if asked, the education perspective can be given at such meetings by the designated member of staff or an appropriate college representative,
- ensure the college through the designated member of staff, puts in place arrangements to promote effective communication between all those involved with a Young Carer
- ensure through the designated member of staff that all staff have access to training and information to enable them to recognise the indications that a young person has a caring responsibility, as well as increasing their understanding of such responsibilities,
- invite Young Person Carer support services to attend events held at the college and promote their services
- monitor withdrawals / retention of vulnerable groups
- provide data to ensure identified vulnerable groups are reviewed and monitored

5.3.2 The Welfare Officer will act as advocate for Young Person Carers and refer for further support to the local Young Person Carers Services, who can also put families in touch with other support services.

5.3 The Young Person

5.4.1 It is important that a young person is aware that information is being recorded regarding their personal circumstances. It should be explained that the college, the Social Worker, designated member of staff and the child/young person's parent/carer are working together to promote their education.

5.4.2 It is important to establish the young person's view of their circumstances and identify what they want others to know.

6 Related Policies and Procedures, Statements, Guidelines and Legislation

6.1 The Care Act 2014

6.2 The National Carers Strategy 2008

6.3 Carers Action Plan 2018-2020

6.4 UN Convention on the Rights of the Child Articles 28 and 29

- 6.5 The Children and Families Act 2014
- 6.6 Bilborough College Safeguarding Policy September 2022
- 6.7 Equality, Diversity and Inclusion Objectives 2021

7 Implications

7.1 A Young Carer will take on 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:

- a. Nursing care
- b. Personal intimate care
- c. Emotional care
- d. Domestic care
- e. Financial care
- f. Child care

7.2 Bilborough College acknowledges that there are likely to be Young Person Carers among its learners, and that being a Young Carer can have an adverse effect on a young person's education.

7.3 Because of their responsibilities at home, a Young Carer might experience:

- a. Being late or absent due to responsibilities at home
- b. Concentration problems, anxiety or worry in college
- c. Emotional distress
- d. Tiredness in college
- e. Lack of time for homework
- f. Poor attainment
- g. Physical problems such as back pain from lifting
- h. False signs of maturity, as a result of assuming adult roles
- i. Behavioural problems (taking out their anger or frustration)
- j. Lack of time for extra-curricular activities

- k. Isolation, embarrassed to take friends home
- l. Limited social skills
- m. Bullying
- n. Feeling that no one understands and that no support is available
- o. Low self esteem

7.4 It also might be difficult to engage their parents/carers (due to fears about the young person being taken into care, fears about their condition being misunderstood or their parenting skills being called into question). They may be unable to attend consultation evenings.