



**Gildredge  
House**

## Young Carers Strategy Document

### Document Review and Approval

**Review interval:** 3 years

**Reviewed by:** Assistant Head Teacher for Inclusion

**Approved by:** Heads of School- Primary and Secondary

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## 1. Mission Statement

At Gildredge House we believe all young people have a right to an education, regardless of their situation at home. This strategy document outlines how we will seek to identify, raise awareness of and offer support to any student who looks after someone at home, as well as being used to inform staff, students and parents how we will work to support Young Carers to access education and achieve their potential.

We aim to:

- Recognise that young carers are not a homogeneous group, and the caring role will be different dependent on the parents' or siblings' circumstances;
- Identify young people who care for others in their household or immediate family.
- Provide channels through which staff, parents and young people can identify themselves or someone else as a Young Carer.
- Provide confidential 1:1 support and opportunities for drop-ins with the Pastoral Team within school hours.
- Provide suitable resources, information and guidance to support those identified.
- Make relevant referrals to East Sussex Young Carers and/or the Designated Safeguarding Lead (DSL) when necessary.
- Provide a member of staff who will act as Young Carers Champion.
- Have channels of communication open with young people and their families, where possible, to provide the best support we can within school.
- Provide suitable opportunities for Young Carers to check in with family during times of high pressure related to their caring role.

## 2. Definition and Challenges

We define a Young Carer as a young person who has caring responsibilities for a family member with a disability, health condition or substance misuse issue. This can include taking on greater responsibility for siblings or other family members. Young carers may provide physical care, personal care, help with medication or practical tasks, or provide emotional support.

Potential challenges at school for young carers include:

- Being bullied - young carers can be bullied because of their caring role. Reasons include presenting as withdrawn, not having as much of a social life as their peers, general appearance and/or jokes being made about the person they care for.
- Not getting homework done because of caring responsibilities - young carers may not be able to do homework after school because of their caring role. Deadlines for multiple pieces of work at the same time present a challenge and where young carers can do homework their time is often limited.
- Being worried because they cannot use their phone to check on the person they are caring for - we restrict phone use and for young carers this can present problems.
- Missing out on school trips or extra-curricular activities due to having to be at home to care or wanting to be at home due to worry about leaving the person they care for.

### **3. The Young Carers Champions**

The Young Carers Champions are members of staff in the school who have a designated role in supporting our Young Carers at school. The Young Carers Champions will:

- Develop appropriate methods of identifying students who are Young Carers.
- Complete referrals for Young Carers to be assessed by East Sussex Young Carers.
- Maintain communication with East Sussex Young Carers as appropriate.
- Meet with all young people identified as Young Carers.
- Develop and maintain supporting schemes such as drop-in sessions and 1:1 support.
- Liaise with the Classroom Teachers, Heads of Year, DSLs, SENDCOs, Pastoral Teams and the Attendance Officer on a regular basis.
- Maintain communication as appropriate with teachers and support staff as to the young people identified under their responsibility and supervision.
- Develop ways of identifying Young Carers on school systems so that it is readily available to staff.
- Be responsible for staff CPD and school assemblies with regards to raising awareness of Young Carers.
- Work closely with the Pastoral Team to deliver all the above, taking overall lead and oversight of the support in place across the school.
- Ensure the promotion of the strategy document throughout the school.

### **4. The Role of the Senior Leadership Team**

- Appoint an Operational Lead for Young Carers who will co-ordinate and manage support within school.
- Ensure that the bullying, harassment and discrimination of young carers by staff or other students is not tolerated.
- Provide opportunities for staff CPD to raise awareness and understanding of Young Carers and the impacts of caring on their ability to access education.

### **5. 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.

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 DSL or other statutory investigative organisations, this information will be shared.

Staff will be contacted by the Young Carer Champion, the Pastoral Team, and DSLs when necessary to make them aware of the needs of the individual concerned.

## **6. Key Indicators of Success:**

- Young Carers will be identified by the methods mentioned above.
- The attendance and punctuality of Young Carers will be above 95%.
- Young carers will make at least expected progress and attainment.
- The emotional and physical welfare of Young Carers will be supported to improve.
- The achievement of Young Carers in School Award by Gildredge House.
- Staff, parents and students are aware of how to identify themselves or someone else as a Young Carer and the channels through which to go.