

# ENFIELD GRAMMAR SCHOOL



## LOOKED AFTER / POST LOOKED AFTER CHILDREN POLICY

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## **Aims**

Enfield Grammar School is committed to providing quality education for all its pupils, based on equality of opportunity, access and outcomes. The school recognises that, nationally, there is considerable educational underachievement of Looked After and Previously Looked After Children, when compared with their peers, and is committed to implementing the principles and practice, as outlined in DfEE Circular 0269/2000 and DfEE/DOH Guidance 2000 and the Children Act (2004). The Children Act places a duty to safeguard looked after children, to promote their educational achievements and to ensure that they are able to “achieve to and reach their full potential”. Many Looked After Children (LAC) & Previously Looked After Children (PLAC) will have experienced disrupted schooling and gaps in learning. In addition, a significant proportion of LAC & PLAC have some form of Special Educational Needs (SEN) and/or have been excluded from school. This has resulted in the attainment of this group not being in line with their peers nationally.

At Enfield Grammar School we will address this by:

- Providing a safe environment for all LAC & PLAC where their educational experience is valued, high aspirations are encouraged and belief in the potential of all children is held.
- Ensuring that all LAC & PLAC are provided with, and have access to, support to enable them to have every opportunity to enjoy, learn and achieve in line with their peers.
- Ensuring that our policies and procedures for LAC & PLAC meet the requirements outlined within ‘The designated teacher for looked after and previously looked-after children, Statutory guidance on their roles and responsibilities, DFE Feb 2018.’
- Ensuring that there is a Designated Teacher for LAC & PLAC

## **Definitions**

LAC or Children in Care (CIC) refers to a child ‘looked after by a local authority as outlined by section 22 of the Children Act 1989 or Part 6 of the Social Services and Well-being (Wales) Act 2014

LAC/CIC are children who are in the care of the Local Authority for more than 24 hours and include children who are:

- Living with foster parents;
- Living in a residential children’s home; or
- Living in residential settings like schools or secure units.

Previously Looked After Children (PLAC) refers to children who are ‘...no longer looked after in England and Wales because s/he is the subject of an adoption, special guardianship or child arrangements order which includes arrangements relating to with whom the child is to live, or when the child is to live with any persons, or has been adopted from ‘state care’ outside England and Wales.’

## **Responsibilities**

### **The Governors**

The Governors have appointed Mrs E Underwood as the named Governor responsible for championing the needs of LAC & PLAC at Enfield Grammar School.

The named governor will ensure that:

- The needs of LAC & PLAC are considered, reflected and supported within all relevant school policies.
- Governors and Senior Leaders are aware of the legal responsibilities and guidance with regard to LAC & PLAC in education.
- The school's admissions practises continue to give LAC & PLAC the highest priority admission to the school, as outlined with 'School Admissions' DfE Guidance 2014.
- The annual LAC & PLAC monitoring report is scrutinised to ensure that the academic progress of LAC & PLAC pupils is effectively being tracked and challenged.
- Pupil Premium Plus spending is scrutinised ensuring that it is used appropriately and effectively.
- Resources are available to address the needs specific to LAC & PLAC, and that disparity in academic progress in comparison to their peers in school, including patterns of attendance and exclusion and provision for gifted and talented pupils are highlighted and swiftly addressed.
- An appropriate member of staff is appointed as Designated Teacher, who has access to training and resources (including time) to undertake their responsibilities and has the seniority to influence SLT, to meet and champion the needs of LAC and PLAC throughout the school.
- All staff are supported in recognising and meeting the needs of LAC/PLAC.

**The Headteacher** is responsible for ensuring that:

- The role of the Designated Teacher (DT) is filled by an appropriate member of staff at all times (including arrangements to allow for staff absences and resignation). The DT should have the seniority to work with Senior Leadership, Governors and all staff to provide information, advice and champion the achievement and needs of LAC & PLAC pupils.
- The DT is provided with the time to fulfil their role and completes the Designated Teacher Training every two years as well as any other training to assist with the fulfilment of their duties.
- Policies and procedures to monitor and address the needs of, and support for LAC & PLAC pupils are in place and adhered to, with reference to academic progress, admission, attendance, safeguarding and exclusions, and that swift action is taken when concerns arise.

- The School reports on the progress, attendance and conduct of Looked After Children to Governors, the Department for Education, Ofsted and the Local Authority as required.
- The School works proactively with the Local Authority to provide support and address the needs of LAC & PLAC.
- All school staff receive relevant training and are aware of their responsibilities in regards to LAC & PLAC as detailed within this policy and related guidance.
- LAC Pupil Premium is used 'to the benefit of the looked after child's educational needs as described in their Personal Education Plan (PEP)'.
- Allocation of PPG funding for PLAC pupils is informed by the Education Endowment Fund guidance, is outlined within the schools online pupil premium statement and the school's Pupil Premium Strategy, and is spent appropriately and to benefit the needs of PLAC at the School.
- All staff are aware of 'Keeping Children Safe in Education' guidance, particularly in relation to vulnerable groups and their propensity towards being both the victims and perpetrator of Criminal and Child Sexual Exploitation and abuse.
- The Local Authority (Social Workers and the Virtual School) are informed of the exclusion from school of any LAC.
- An anti-bullying policy is in place and stringently followed which recognises that a significant proportion of LAC have experienced bullying at some point (see school's Behaviour Policy).
- The exclusion of LAC & PLAC is avoided, alternatives to exclusion are considered and additional support is put in place to support those pupils at risk of exclusion.
- LAC & PLAC are encouraged and supported to continue engaging and achieving post 16.
- Information in regards to LAC & PLAC is treated confidentially, but also provided swiftly to relevant agencies and new schools.
- That LAC & PLAC students moving into Sixth Form automatically receive their vulnerable group allowance/bursary and that education is included within their pathway plan.
- The SENDCo is aware of those LAC/PLAC children in school and prioritises their access to additional support both internally and externally (including EP assessment).

### **The Designated Teacher (DT) for LAC & PLAC**

The Designated Teacher, Mrs R Ladas , is responsible for and committed to championing the needs and attainment of LAC & PLAC pupils (up to the age of 18), in an effort to bridge the gap and raise their attainment so that it is in-line with their peers.

The DT is a qualified teacher and "someone with sufficient authority to make things happen (who) should be an advocate for Looked After Children, assessing services and support, and ensuring that the school shares and supports high expectations for them." Or The Headteacher or Assistant Headteacher, as stipulated by Designated Teacher (Looked-After Pupils etc.) England) Regulations 2009.

The designated teacher is responsible for:

- Being an advocate for LAC & PLAC
- Coordinating support for LAC & PLAC in school and providing information, advice and training for staff and governors to raise awareness of their needs. For example raising awareness of possible Mental Health needs and the impact of poor attachment and trauma on behaviour and learning.
- Being the first point of contact for the Local Authority, LAC & PLAC, their carers and associated professionals, ensuring that a member of staff represents the school at all relevant meetings.
- Ensuring that all staff trained on Trauma & Attachment.
- Liaising with the Virtual School, Social Workers, Carers and other relevant professionals when LAC & PLAC are experiencing difficulties and or at risk of exclusion, arranging meetings to share concerns and plan interventions.
- Ensuring that all LAC & PLAC (and their carers) have an identified member of staff that they can approach in school.
- Monitoring the progress of LAC & PLAC throughout the school year culminating in an annual progress report to Governors.
- Coordinating and planning smooth LAC & PLAC educational transitions, including starting school, changing Key Stage etc. keeping in mind their needs, in conjunction with the carers, parents, Virtual School and other professionals.
- Swiftly identifying possible learning needs, safeguarding and mental health concerns to the Safeguarding Lead where appropriate and jointly planning interventions to address these concerns.
- Encouraging LAC & PLAC pupils to take part in extracurricular activities and trips, and removing any hidden barriers to their involvement.
- Ensuring instances of bullying affecting LAC & PLAC pupils is acted upon swiftly and that appropriate support is put in place.
- Maintaining the confidentiality of LAC & PLAC, sharing personal information on a need to know basis only.
- Using the PLAC PP+ appropriately and creatively to address the needs of PLAC pupils in school.
- Ensuring that LAC & PLAC have access to appropriate ongoing careers advice at the earliest opportunity and that they are encouraged to engage with post 16 education.
- Making sure that LAC & PLAC automatically receive their 'vulnerable group Bursary' and that it is allocated appropriately.
- PEP's (Personal Education Plans)
- Ensuring that PEP's for LAC are accurate, effective, relevant and completed within the identified timescales with the child, social worker, carers and any other relevant professionals.
- PEP's for LAC children with ECHP's complement rather than mirror the EHCP.

- Advising relevant staff for PEP targets, making sure that staff works with pupils to meet their targets
- Ensuring that the Pupil Premium for LAC is used appropriately to support the child in meeting targets outlined within the PEP.

### **All Staff**

- Have high expectations in regard to the achievement of LAC & PLAC pupils.
- Ensure that the individual needs of LAC & PLAC are met through quality, scaffolded teaching.
- Are aware that LAC and PLAC have high rates of SEN and flag concerns regarding learning with the SENDCo/DT.
- Are aware of the specific needs of LAC & PLAC in relation to Attachment and Trauma and make appropriate adjustment to teaching and classroom management to meet these needs.
- Are aware of prevalence of LAC & PLAC mental health needs, and flag concerns to the DT and Mental Health lead.
- Work proactively with the DT to ensure that LAC & PLAC meet their targets and achieve, highlighting any barriers to learning and inclusion at the earliest opportunity.
- Work to ensure the inclusion of LAC & PLAC within the school community, maintaining their confidentiality while also providing support with raising their self-esteem, and supporting their relationships with peers in line with the school's Behaviour Policy.

### **PLAC**

The experiences and outcomes of PLAC can be very similar to those of LAC, PLAC educational needs are unlikely to have changed just because their care status has. To address this, the needs of LAC and PLAC are prioritised and addressed in a similar way. The progress of PLAC pupils is reviewed termly and we work proactively with parents, carers and other professionals to address any areas of concern and put in place support as appropriate.

Parents and Carers of PLAC are encouraged to identify their child's previously looked after status on entry to the school and are required to produce documentation to support this. Any information will be treated confidentially.

LAC & PLAC pupils receive a similar level of support from the school. The attainment of PLAC pupils is monitored on a termly basis by the Designated Teacher and funding for additional support (over and above the support available for any other pupil) is funded by the annual PP+ of £2345, some of which is allocated within the SEND departmental budget.

Concerns regarding the progress of PLAC pupils are highlighted to parents, carers and the Permanence Educational Development Office at the Virtual School (with parental consent) in a timely fashion so that support can be put in place swiftly. Parents/Guardians are directed to the Adoption fund via LA Social Work assessment where necessary.

## **Admissions (See Admissions Policy for detail)**

Enfield Grammar School acknowledges and ensures that LAC & PLAC pupils are given priority for School Admissions as outlined in DfE School Admissions Code Guidance 2014. We work collaboratively with the Virtual School regarding any concerns that we might have in relation to the admission of LAC & PLAC pupils. The Designated Teacher attends LAC & PLAC admissions meetings and works closely alongside the Virtual School, Social Worker, Carers and any other professionals to ensure that pupils feel supported, and have a successful smooth transition in to school life.

## **Inclusion**

LAC & PLAC pupils are encouraged to take part in all aspects of school life. Through effective communication with carers, professionals and staff, as well as the appropriate use of pupil premium and PPG, we work to remove the barriers to LAC & PLAC pupils having a robust, enjoyable and valuable school experience.

The experiences of LAC & PLAC has resulted in disproportionate levels of Special Educational Needs (SEN) within these groups. Nationally 70% of LAC have some form of SEN. In acknowledgement of this, individual attainment is monitored closely by the Designated Teacher via the PEP process and any concerns are identified and highlighted to the Virtual School. Concerns raised by Carers, Social Workers and the Virtual School are welcomed and swiftly acted upon. Where it is felt that further assessment may be needed, LAC & PLAC access to the SEN assessment process and interventions are prioritised.

A significant proportion of LAC (and therefore PLAC) have undiagnosed Speech and Language needs with impacts on educational outcomes. In recognition of this, all LAC & PLAC (with the consent of parents & carers) are screened on entry for Speech, Language and Communication Needs. The outcome of LAC screening is communicated to the Virtual School and areas of concern are addressed swiftly with in-school support. Significant or continuing concerns are referred to specialist support from Speech and Language services.

## **Pupil Premium Grant & Pupil Premium Plus**

A Pupil Premium Grant of £500 per term is provided by the Local Authority to assist the School with ensuring that pupils meet the targets outlined within their PEP. In line with Local Authority policy, pupil premium for each LAC is used to support:

- Academic achievement and progress
- Wider achievement e.g. in an area in which the child is gifted and talented
- Attendance
- Inclusion (by reducing internal and external exclusion)
- Social skills
- Transition into the next key stage and/or a new learning provider

In instances where further funding is need for support, advice from the Virtual School will be sought.



## **Pupil Premium Plus (PP+)**

While the PP+ for PLAC is not a 'personal budget' should a PLAC require support over and above that which is provided for any other pupil, the PP+ will be used to fund this.

PP+ for PLAC is also 'pooled' and used to provide additional support and services to raise the attainment of PLAC within school as outlined by our online Pupil Premium Strategy Statement as part of a 3 year Pupil Premium Strategy.

## **Attendance**

The attendance of LAC is carefully monitored and reported daily to Welfare Call. Carers and Parents of LAC & PLAC will be contacted regarding unauthorised absences daily. Concerns regarding attendance including identified patterns of absence will be raised with parents, carers, social workers and professionals.

## **Exclusions**

LAC and PLAC have disproportionately high levels of exclusions from schools nationally, placing them at a further educational disadvantage.

In line with Local Authority and DfE Guidance, Enfield Grammar School do not permanently exclude LAC & PLAC. In addition, we work closely with the Local Authority to avoid the fixed term exclusion of both groups.

Advice and support from the Local authority (Social Workers, the Virtual School or the Permanence Educational Support Officer) will be sought where it is felt that a LAC or PLAC may become at risk of exclusion. Support and alternatives to exclusion will be considered.

Alternatives to exclusion may include:

- Internal exclusions
- Restorative Justice
- Managed Moves (through the Headteacher of the Virtual School)
- CAMHs support
- Additional therapeutic intervention via the Adoption Fund (PLAC only)

Where suspension of LAC is unavoidable, parents, carers and the Virtual School will be contacted prior to the pupil leaving the school site and work will be provided to avoid further gaps in education. Plans and support will be put in place to avoid further suspension on the child's return to school.