



The Leys Primary & Nursery School

Learning TodayLeading Tomorrow

Policy for All Children with a Social Worker: Children Looked After, Previously Looked After or in Kinship Care

DOCUMENT DETAILS	
Approving Body	SIC Committee
Author	Herts Model Policy adapted/ policy updated
Scheduled Review	Annual
Date of Policy	December 2025
Next Review	December 2026

Content:

Policy Objective

Intention

Implementation

Impact

Role and Responsibilities

Policy Objective

To implement the guidance for all children with a social worker.

That is:

- the statutory guidance to promote the educational achievement and welfare of all Children Looked After (CLA) and Children Previously Looked After (CPLA) on the roll of our school.
- to outline how our school will implement the non-statutory guidance that is the 'duty to promote the education of children with a social worker in the last 6 years.

Name of the Designated Teacher for CLA and PLA

Alison Barr (Deputy Headteacher)

Name of the Designated School Governor for CLA and PLA

Phil Bibby

Name of the Designated Safeguarding Leads with responsibility for children with a Social Worker

Davinder Khangura (Headteacher) and Sally Clibbon (Family Liaison Worker)

At The Leys Primary School we will ensure that children looked after (CLA) and children previously looked after (CPLA) have access to excellent educational provision and are prioritised for additional support through school-based interventions to achieve as well as possible, in accordance with the [DfE guidance](#).

Intention

As a school, we acknowledge and understand the intention of the [revised guidance implemented in Sept 2024](#), by the DfE to local authorities, that **extends** the role of the Virtual School Head to use strategic influence with **schools and social care** to improve the educational outcomes for all children known to a social worker including those in kinship care arrangements.

We understand that this new guidance includes all children who are most vulnerable and educationally disadvantaged, including those with special educational needs and disabilities (SEND) and in care or previously in care.

We recognise that our school plays a vital role in providing a supportive and stable base for all children known to a social worker including CLA, and in promoting their academic, social, and emotional development. We understand the need for whole school staff training on trauma informed and attachment aware practice in the school, so that all adults, both non-teaching and teaching, fully understand and are sensitive to the barriers to learning that children can experience.

We aim to create an environment in which all children feel valued, nurtured and that they belong.

Our aim is to establish a safe and inclusive culture within the school that supports the well-being of both staff and pupils through an informed understanding of the inter-relationship between learning, well-being, and safeguarding.

We will use our school policies and practice to create a *'calm, safe and supportive environment where children and young people want to attend and where they can learn and thrive'*.

We know that it is likely that children have experienced loss and educational damage as a result of the pandemic and as a school, we see each academic year as an opportunity to develop our school staff to engage in positive relational practice to enable all to achieve the best possible outcomes and standards.

All new staff are required to complete 'Adverse Childhood Experiences: Trauma Informed Approach' and 'Equality and Inclusion' training on the National College website. We also deliver Positive Regard and Herts Therapeutic Thinking training annually and our staff are confident in de-escalation and restorative practices. This professional learning for all staff helps to create an ethos where all of those working within the school feel confident in reporting and evidencing issues relating to equality and diversity. Promoting an inclusive environment is key to the well-being of all pupils and our Behaviour Policy is for staff and pupils alike. We understand that positive behaviour management is completely influenced by the relationships we foster between all adults and children who are part of this school, and that learning is taught as part of our Behaviour Curriculum.

Our school's culture and values are manifested through the behaviour of all members of the school community - parents and carers, teachers, ancillary staff, visiting

specialists and pupils. Our expectation is that everyone within the school will interact with respect, kindness, appropriate boundaries and integrity.

Equality and Diversity:

The implementation of this Policy requires a reflection on those vulnerable learners who have many overlapping needs: discrimination because of a protective characteristic, SEND, poverty or other adverse childhood experience. Supporting these learners to achieve will raise achievement for all. The expectation is that all learners receive a high-quality, ambitious education; that is inclusive of all learners. All schools and other education providers must meet their statutory duties, including those under the Equality Act 2010. We acknowledge that we should train all staff to reflect on their professional responses to children and to prevent unconscious bias to enable opportunity for all.

Impact

This section sets out the expected impact to be achieved through the implementation of the policy in school

- § A safe and secure environment is provided where educational progress and stability is always central to the planning.
- § Adults are equipped with the understanding of the impact that the experience of Trauma and Neglect can have on the way children form relationships and learn.
- § Staff feel confident to work within a relational approach to behaviour management or regulation strategies that take into consideration what has been learnt from recent research on the effect of trauma on the brain and the potential long-term impact of Adverse Childhood Experiences (ACEs).
- § Where possible, the gap between the attainment of children with a social worker and their peers is narrowed, **accelerated** and **rapid** progress is made.
- § Where possible, school based interventions are accessed and PP+ funding is used to ensure effective impact.
- § All CLA to have at least termly Personal Education Planning (ePEP) meetings each academic year and for the joint planning and quality first teaching to have measurable impact on each child's learning on a daily basis.
- § All adults provide sensitive, child-led support, adopting a relationship-based approach and there will be at least one key adult with whom the child or young

person has a trusted relationship and who will act as an advocate for them and take a special interest in their progress in all school activities.

- S School systems facilitate discrete support, that includes a strong relationship between school staff, parents or carers and children with a social worker on roll.
- S Children with a social worker are positively identified within school policies and procedures, with their needs explicitly considered and provided for.
- S The Behaviour Policy maintains clear boundaries and expectations about behaviour, and it is understood that all behaviour is communication and staff respond with compassion and care. An inclusive culture and positive school ethos is created for every pupil.
- S All children and their families feel part of the school community; they will be actively welcomed, involved and engaged in the school community.
- S Links to other relevant school policies that reference CLA and CPLA or Children with a Social Worker or Children in Kinship Care may be found on the school website: Behaviour Policy, Child Protection Policy, Mental Health and Wellbeing Policy, Anti-bullying Policy, Suspension and Permanent Exclusion policy and Equality information and objectives.

Statutory Educational Planning for all Children Looked After

Statutory Personal Education Plans (ePEP)

The school will ensure that every CLA on roll has a Personal Education Planning (ePEP) meeting that is reviewed termly, within the statutory care planning framework, and in collaboration with the social worker, carer and other relevant professionals. In any one school year there will be at least 3 PEP meetings for each CLA.

Roles and Responsibilities: Education planning for all children with a Social Worker

The Headteacher and Governing Body are committed to promoting improved educational life chances for all children through high quality learning and teaching and a drive to best possible outcomes for each and every child.

The Headteacher and Governing Body

- will ensure that the Designated Teacher for Children Looked After has qualified teacher status, appropriate seniority in the leadership team and time and experience

to fulfil this statutory role and have at least 2 days per year training to remain fully informed.

- will monitor the role of the Designated Teacher to ensure that all CLA and CPLA make accelerated and rapid progress and that the whole school staff receive appropriate training.
- will also ensure that there is an expectation of significant communication, joint planning, and training with the Designated Safeguarding Lead for the school so that there is a full and informed response to understanding the needs of children with a Social Worker within the school and a collaborative approach with Social Care.
- will complete both sections of the Report to Governors, to share their plan for improvement and development in school for disadvantaged children and also to inform the Hertfordshire Virtual School of the school's developing policy and practice, and to account for the efficient and effective spend of the PP+ funding for CLA and to inform the school Governing Body in an annual report.

The Designated Teacher for Children Looked After and Children Previously Looked After is a Statutory Post and in 2025-2026 is Mrs Alison Barr.

He/she is a qualified teacher, and will promote improved educational life chances for CLA and CPLA by:

- ensuring that the CLA or CPLA has access to quality first teaching
- tracking the progress of CLA and CPLA across the curriculum using data, teacher reports and book looks
- ensuring that the PP+ is used effectively and efficiently
- performing a coordinating role with school staff and outside agencies
- ensuring effective communication with the school's assigned Education Adviser from the Virtual School
- developing expertise in the field of CLA, including attachment theory and trauma-informed practice
- delivering Positive Regard and Therapeutic Thinking to the whole school
- providing and attending training and offering advice to the whole school staff

- promoting a school culture which is supportive, relationship-based and has high expectations for CLA and CPLA
- regularly reporting to the Head and Governing Body on the attainment of CLA and PLA and school resource and staff training needs for working with this group
- working alongside the Designated Safeguarding Lead to support and promote the education of children with a Social Worker and in Kinship Care
- prioritising CLA and CPLA for school-based additional support
- ensuring that CLA and CPLA are not overlooked for positions of student responsibility within the school because of their care status
- completing the annual Strengths and Difficulties questionnaire required for each Herts CLA child or as requested

All staff will promote improved educational life chances for all Children with a Social Worker and those in Kinship Care by:

- complete/attend relevant training, including 'Adverse Childhood Experiences: Trauma Informed Approach' and 'Equality and Inclusion' training on the National College website, annual Therapeutic Thinking and Positive Regard
- providing accurate information and data when asked by the Designated Teacher or DSL
- referring to the Designated Teacher/SENCo/DSL for advice
- developing skills to be able to work in a relational way
- promoting a relational culture to help fully re-engage children to make rapid progress through access to any additional school-based support available and from quality first teaching.
- be aware of the existence of potential unconscious-bias about children with a social worker and will mitigate against such a situation through careful reflection and ensuring that all decisions about these children are justifiable, equitable and fair.

Attendance:

School attendance procedures will reflect the specific needs of all children with a Social Worker to ensure that they have good school attendance and punctuality.

Securing good attendance cannot be seen in isolation, and effective practices for improvement will involve close interaction with schools, the local authority and other local partners.

Where there is a concern about attendance or punctuality, the school will contact the social worker, and other professionals (including the Virtual School for children who are looked after), promptly to seek advice and support.

Admissions/ Transitions:

School procedures to support CLA and CPLA during admission and transition are enshrined in the statutory codes of practice for admission:

- prioritising CLA and CPLA at the point of admission

However, it is recommended that for all children known to a social worker who are in the process of admission to the school or transition from school elsewhere:

- there is a swift transfer of information between schools that may include school visits and at times of transition, teaching at the previous school
- early identification of staff mentor and peer buddy
- additional support and planning at times of transition
- structured activities to 'say goodbye', in recognition of the impact of broken attachments and loss

Additional Educational Needs:

All staff will work creatively to secure accelerated and rapid progress for all CLA, PCLA, children with a Social Worker, Children in Kinship Care who have additional educational needs by ensuring:

Special Educational Needs & Disabilities:

All staff will work creatively to secure accelerated and rapid progress for all Children with a Social Worker who have special educational needs & disabilities by ensuring:

- that all plans are coordinated, appropriate interventions identified, and teaching to the plan is systematic

- that they are accessing school-based targeted support which is 'additional to and different from' the universal and additional needs provision
- that progress is regularly monitored and reviewed, in line with the SEND Code of Practice
- that any work undertaken by non-teaching staff has teacher over-sight
- alongside the school SENCO, the EHCP review is held in a timely way with all relevant professionals invited and their views obtained.

Safeguarding:

School staff will be vigilant for any safeguarding issues which can impact particularly on any child with a Social Worker by: familiarising themselves with the school's Child Protection policy and the current KCSIE (September 2025) guidance if there are any safeguarding concerns.

Suspensions and Exclusion:

We have reviewed the school behaviour policy (2025) alongside the [Behaviour in Schools Guidance 2024](#) and the new [Suspension and Permanent Exclusion from Maintained Schools, Academies and Pupil Referral Units in England, Including Pupil Movement, guidance \(2024\)](#).

. We understand that our policy on behaviour concerns the conduct of staff and children alike. We understand that behaviour management is influenced by the relationships we foster between all adults and children who are part of this school, and that learning about behaviour regulation is taught through the Behaviour Curriculum.

. We understand that the purpose of our Behaviour Policy is to provide all adults and children in our school with a safe, inclusive, learning environment in which everybody is respected.

. We will make every effort to avoid suspending a Child Looked After or Child Previously Looked After, in recognition of the increased risk this poses in terms of them quickly disengaging from the school, due to their early experience of broken attachments and loss.

. Where a Child Looked After is at risk of suspension or exclusion, the designated teacher will contact the linked Virtual School Education Adviser as soon as possible so they can help the school decide how to support the child to improve their behaviour and avoid exclusion becoming necessary.

- . Where a Child Previously Looked After is at risk of exclusion, the designated teacher will talk to the child's parents or guardians before seeking the advice of the Virtual School on avoiding exclusion.
- . We will explore alternative positive options which prioritise the young person's learning.
- . We will keep the number of days out of the in-school routine to a strict minimum.
- . We will always contact The Virtual School for support to find an effective solution which best meets the needs of the Child Looked After.
- . We understand that 'where a looked-after child (CLA) is likely to be subject to a suspension or permanent exclusion, the Designated Teacher (DT) should contact the local authority's VSH as soon as possible to discuss support for the individual child to reduce harm to the child's future education and to plan the best way to resolve the situation'. (Section 60: School suspensions and permanent exclusions - GOV.UK (www.gov.uk))
- . We will use the following methods to avoid suspending or excluding a child known to a Social Worker or a child in Kinship Care; soft start, more structured break/lunchtime, additional adult time or attention, SEMH provisions, therapy, nurture room support, Positive Regard principles, Predict and prevent, Therapeutic Thinking risk assessment, or a short term reduced hours timetable.

We understand that the Equality Act 2010 requires schools to make reasonable adjustments for disabled pupils. This duty can, in principle, apply both to the suspensions and permanent exclusions process and to the disciplinary sanctions imposed. Under the Children and Families Act 2014, governing boards of relevant settings must use their 'best endeavours' to ensure the appropriate special educational provision is made for pupils with SEN, which will include any support in relation to behaviour management that they need because of their SEN. Our school procedures are in place to reduce the risk of exclusion of children with special educational needs.

The Headteacher, Designated Teacher, Designated Safeguarding Lead and Governing Body will ensure that all staff are briefed on the Statutory Guidance and practice outlined in this policy.

The Hertfordshire Virtual School for Children Looked After

Website: www.hertfordshire.gov.uk/virtualschool

- . Email: virtualschool@hertfordshire.gov.uk

- *Phone:* 01992 556915