



Guidance on the Education of Pregnant Schoolgirls and School Age Parents in Gloucestershire.

This guidance has been written as a result of collaboration between Gloucestershire Teenage Pregnancy Partnership Board (GTPPB) and Gloucestershire County Council Education Inclusion Service.

Date: September 2020
Policy Owner: Beth Warren.

Introduction.

These guidelines have been written for anyone who is involved with the education of pregnant schoolgirls, school age fathers to be and school age parents. It reflects government guidance on the education of school age parents and has been developed to support school age parents to continue their education, allowing them to reach their full potential. This guidance outlines the responsibilities of Gloucestershire County Council and schools. It is essential that all agencies/services work together to provide a co-ordinated approach to assessment and support in order to maximise the school age parents' life chances through appropriate education provision, health support, childcare and other necessary services.

It is essential this guidance is read in conjunction with the Department for Education statutory guidance – Keeping children safe in education. Part one and appendix A.
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

It is recommended this guidance is read in conjunction with the Department for education guidance – school attendance: guidance for schools.
<https://www.gov.uk/government/publications/school-attendance>

Contents:

- Safeguarding
- The pregnant schoolgirl and maternity leave
- The school age father to be and paternity leave
- Responsibilities of Gloucestershire County Council
- Responsibilities of schools
- Appendix A – School Action Pathway
- Appendix B – Pregnancy Education Plan example
- Appendix C – School risk assessment example
- Appendix D – Attendance code guidance
- Appendix E – Quick reference contacts – for schools

Safeguarding.

With all children and young people safeguarding must be our first priority and is **everyone's** responsibility.

All education staff are required to be familiar with Part 1 and Appendix A of the Department for Education document, Keeping Children Safe in Education 2020. Any of the safeguarding issues raised may apply to pregnant schoolgirls and school age mothers - <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Gloucestershire safeguarding Children's Board - <https://www.gscb.org.uk/>

The Multi-Agency Safeguarding Hub (MASH) - <https://www.gloucestershire.gov.uk/gsce/safeguarding-child-protection-arrangements/the-mash/>

Serious Case Review for 'Lucy', a pregnant schoolgirl who died, as did her baby, in Gloucestershire in 2014 due to teenage relationship abuse - https://www.gscb.org.uk/media/1606/scr_0114_lucy_final_010616-66831.pdf

The Pregnant Schoolgirl and Maternity Leave.

Throughout pregnancy and maternity leave, a multi-agency approach should be taken to provide a rounded package of care to the pregnant schoolgirl ensuring she stays safe at school, she starts maternity leave at an appropriate time and reintegrates back into school as smoothly as possible.

Pregnant schoolgirls who become mothers are entitled to take up to 18 weeks maternity leave from school. Maternity leave is calculated in school weeks, school holidays are excluded from the 18 weeks of leave and maternity leave ceases at the end of year 11 regardless of how much has been taken. Specialist Midwives for Young Parents recommend that maternity leave begins by 37 weeks gestation at the latest, for some pregnant schoolgirls it is appropriate to begin their maternity leave much earlier.

During maternity leave pupils are not expected to attend their mainstream school, will be dual registered with Gloucestershire Hospital Education Service and can receive online tuition in core subjects as appropriate.

If a school age mother's baby is taken into the care of Gloucestershire County Council then maternity leave ceases once she is medically well enough to attend school.

Childcare planning should form part of the education planning and review process. Funding is available through the Care to Learn scheme which will contribute to childcare costs whilst the mother is in education.

Either side of maternity leave pregnant schoolgirls and school age mothers will have an increased number of medical appointments for themselves and their baby which they should be encouraged and supported to attend.

A phased reintegration to school should be planned ensuring that the needs of the school age mother and those of her baby are being met.

The School Age Father to be and Paternity Leave.

When appropriate, school age fathers to be should be encouraged and supported to attend antenatal and postnatal courses and appointments.

It is best practice for schools to consider what degree of flexibility they can offer to the timetable and curriculum to accommodate up to 10 days authorised absence for school age fathers to take as paternity leave. Consideration needs to be given to the father's stage of education, overall attendance, whether the father has been involved in supporting the mother during pregnancy and whether the father is able to spend the absences with his child. The school needs to ensure that the school age father is not discriminated against under the Equalities Act 2010.

Attendance code guidance can be found in Appendix D.

Responsibilities of Gloucestershire County Council.

The local authority has a statutory duty to provide suitable education for all pupils for whom it is responsible. The officer with responsibility for children with medical needs is Beth Warren, Head of Service for Gloucestershire Hospital Education Service, and can be contacted through GHES@gloucestershire.gov.uk or 01242 532363.

Gloucestershire County Council fulfils their responsibility for pregnant schoolgirls through dual registration between schools and Gloucestershire Hospital Education Service (GHES).

GHES works alongside schools to provide support whilst the pregnant schoolgirl is in school; provides online tuition in core subjects during the 18 weeks maternity leave; and facilitates reintegration back to mainstream education in partnership with the mainstream school.

If the pregnant schoolgirl is in the care of Gloucestershire County Council, or becomes a Looked After Child once their baby is born then the Virtual School will also provide support and guidance to school and GHES to ensure continuity of educational provision regardless of their physical location within the county.

In circumstances where a medical need prevents the pregnant schoolgirl from travelling to school, Gloucestershire County Council will consider providing assistance with transport to and from school to facilitate safe attendance.

Responsibilities of schools.

The previous Department for Education and Skills publication - Guidance on the Education of School Age Parents is clear on the role and responsibility of the school if a schoolgirl on their roll becomes pregnant. When this occurs the school must, in line with their agreed confidentiality policy, *“ensure that the pupil receives full information about services in her local area, knows how to access them and has the opportunity to talk through the options available to her.”*

Schools should refer to the School Action Pathway in Appendix A and ensure it is implemented.

Pregnant schoolgirls will each have a unique combination of needs which may change as the pregnancy progresses. A multi-agency approach should be taken to complete, and regularly review, a pregnancy plan. An example pregnancy plan can be found in Appendix B.

During the pregnancy, schools must complete and regularly update risk assessments to ensure the pregnant schoolgirl remains safe in school and her needs are accommodated. An example risk assessment can be found in Appendix C.

Schools should be aware that pregnancy and maternity discrimination is unlawful under the equality Act 2010.

The Department for Education and Appendix D offers guidance on school attendance. School should use this guidance to appropriately code absence for school age parents.

Schools should maintain links with the school age mother during maternity leave to increase the feeling of inclusion in their mainstream school, even if they are not physically attending at that time. Examples may include having a designated member of staff call her each week or complete home visits so the mother still feels connected and school has an understanding of what the mother is experiencing during her absence from school. Ensure the mother is invited to special assemblies, extra curricular trips, activities and similar, to promote inclusion.

Understand that whilst academic achievement is a priority within school, the pupil is now a parent and must be encouraged and supported to prioritise their child's needs. It may be tempting to send work home during maternity leave for the mother to complete independently but careful consideration must be given to determine if this is an appropriate action given the additional pressures the school age mother is adjusting to.

The school should be flexible during reintegration to accommodate the concerns and needs of the school age mother where possible. This may include considering a change in tutor group, reducing timetable to allow homework and coursework to be completed during the school day, allowing rest breaks, providing space for expressing milk or allowing the mother off site to breastfeed, and similar.

Understand that the Care to Learn scheme does not cover full time childcare and so it can not be expected that the mother accesses a full time timetable after maternity leave finishes. In some cases family may be able to provide childcare or top up childcare costs in addition to Care to Learn but this should not be an expectation on the family to be able to provide this.

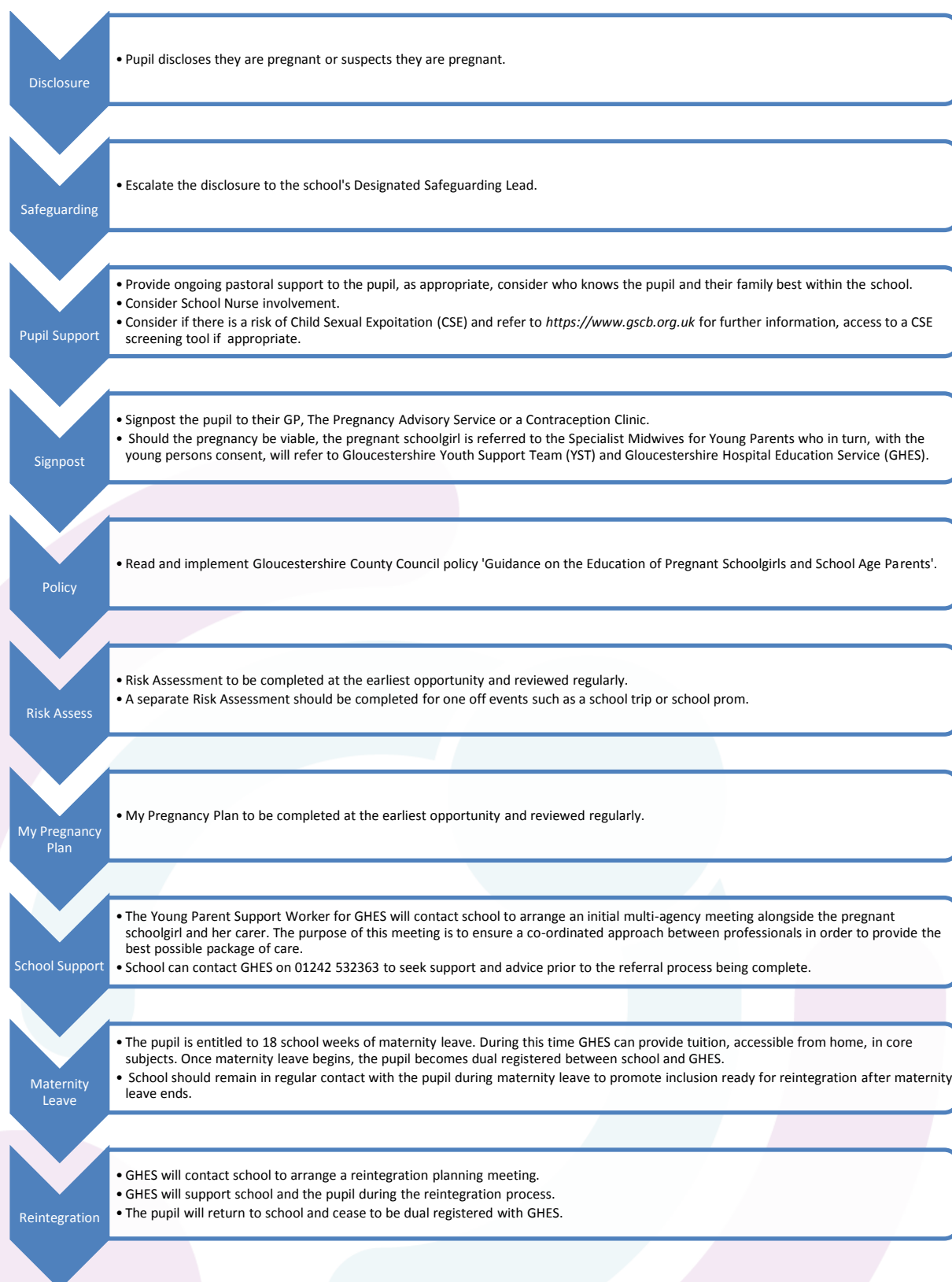
Appropriate reasonable adjustments should be made for both school age parents to attend appointments and young parent support groups as these are important in developing good parenting skills. The Graduated Pathway may be an appropriate tool for ensuring the needs of the parents are met.

There is currently no system in place to identify fathers to be in order for support to be offered. If schools identify a father to be, then it is their responsibility to ensure they pursue appropriate support. A referral to Youth Support Team may be appropriate and is encouraged. Ensuring access to the school nurse, a counselling service and to a sexual health clinic is also encouraged. Identifying a trusted member of staff to regularly meet with the father to be could also be beneficial. A list of useful contacts can be found in Appendix E. Schools should acknowledge the additional needs that fathers to be and school age fathers may have. In some cases both partners may be attending the same school which may cause difficulties if the relationship has ended and the pupil has rejected his responsibilities or been excluded from his parenting role.

Schools should understand that being a school age parent is challenging and so provide encouragement, motivation and support to help the school age parent achieve to their fullest potential.



Appendix A School Action Pathway Pregnant schoolgirl–up to & including Year 11





Appendix B My Pregnancy Education Plan - Example

Multi-agency education planning document

Preparation
for Parenthood

Young Parent Name: Lily Simpson	Parent/Guardian name: Anne Simpson - Mum	Estimated Date of Delivery: 03.11.2020
Consent to share plan: L. Simpson A. Simpson	Plan Holder: GHES	Key Contributors to plan: Pregnant Schoolgirl Parent/Guardian School Glos Hospital Education Service Midwives for Young Parents Youth Support Team (YST)
Pregnancy Plan Created Date: 12.05.2020	Review Date: September 2020	
<p>Young Parent looking forward to/concerned about...</p> <ul style="list-style-type: none"> - Excited to become a Mum and to meet my baby. - Looking forward to choosing a name, I have a few I like already. - Nervous about peers and teachers finding out about pregnancy and how they will respond. - GCSE's coming up, I was going to go to college but I don't know if I can now. - I walk to school up a hill and I'm already feeling out of breath. - I need the toilet more but teachers make me wait until break. 		
<p>Parent/Guardian looking forward to/concerned about...</p> <ul style="list-style-type: none"> - I can't afford to stop working, how will we cope when my daughter goes back to school, will I have to stop working to look after baby. - I am worried about how my daughter will manage at school during her pregnancy, she has been really sick and is already exhausted 		
<p>School...</p> <ul style="list-style-type: none"> - Already completed risk assessment and will review regularly. - We haven't done this before, is there something we should be doing that we haven't thought of. - We are dedicated to doing all we can to support the pregnant schoolgirl. - What about PE? Should the Schoolgirl sit out 		
<p>Key Professionals...</p> <ul style="list-style-type: none"> - Midwives & YST able to offer young parent antenatal classes. - GHES able to offer tuition during maternity leave. 		
<p>Additional Notes...</p> <ul style="list-style-type: none"> - Maternity discussion – school feels schoolgirl should leave at around 25 weeks so that they can be comfortable at home. Midwives suggest there's no reason why she should need to leave that early and may want to save more of her 18 weeks maternity leave for after baby is born. Schoolgirl not sure what she would like but doesn't want to be really big and uncomfortable at school, would like to see how things go. - Care to Learn discussion, YST explained how childcare may be able to work once maternity leave ends. - Little Bundles discussion, YST explained how equipment is available so that not everything needs to be bought. 		

My Needs	Actions & Resources	Responsibility	Achieved
To maintain attendance and engage with education before and after my maternity leave	<ul style="list-style-type: none"> - Regular reviews of pregnancy education plan to include all relevant professionals involved in my care. (school to arrange every 4-8 weeks dependent on need). - School risk assessment to be completed between school staff and myself. - Appropriate adjustments to timetable as needed. - Pregnancy pass or similar to be issued so I can have greater flexibility within school to accommodate my needs. - Agree contact arrangements between school and pupil during maternity leave. - There will be an identified member of staff or team who I feel comfortable to go to if I need help and support. - Appropriate adjustments to uniform so I feel able to wear comfortable clothes, ideally in school colours. 	<ul style="list-style-type: none"> - School - GHES 	
To understand the stages of my pregnancy and be prepared for experiencing them.	<ul style="list-style-type: none"> - Attend antenatal appointments - Access young parent antenatal classes through YST and Midwives. - Access mentoring sessions through YST and GHES. 	<ul style="list-style-type: none"> - Young parent - Midwives for Young Parents - Community midwife - YST - GHES - School nurse 	
To feel prepared for the practical aspects of parenthood and know where to access support.	<ul style="list-style-type: none"> - Attend antenatal appointments - Access young parent antenatal classes through YST and Midwives. - Access mentoring sessions through YST and GHES. - Liaise with YST and Gloucestershire Bundles regarding equipment needed. - Start considering childcare options and learning about the Care to Learn scheme. 	<ul style="list-style-type: none"> - Young parent - Midwives for Young Parents - Community midwife - YST - GHES - School nurse 	

My Needs	Actions & Resources	Responsibility	Achieved
To feel supported and for my changing emotional needs to be met.	<ul style="list-style-type: none"> - To have an identified person or team within school I can go to for support. - To know how to contact professionals involved with my care. - To access sessions with a mental health nurse during pregnancy and maternity leave 	<ul style="list-style-type: none"> - School - All involved professionals - GHES mental health nurse 	
To feel safe and happy in school and on my journeys to and from school.	<ul style="list-style-type: none"> - To have an identified person or team within school who I can go to for support and who acts upon my concerns in a sensitive, appropriate and efficient manner. 	<ul style="list-style-type: none"> - School 	
To feel comfortable and supported to continue breastfeeding, should I choose to, upon my return to school.	<ul style="list-style-type: none"> - To have an identified quiet and discrete place where I can breastfeed or express milk. - To have a fridge available to store expressed milk. 	<ul style="list-style-type: none"> - School 	



Appendix C School Risk Assessment - Example

To be completed by schools educating a pregnant schoolgirl

Extra curricular school visits and events necessitate a separate risk assessment

Young parent name:	Tutor group:	Estimated date of delivery:
Young parent lead:	Risk assessment lead:	Current planned maternity leave date:
Risk assessment date:	Review date:	Review date:
<p>Emergency contact numbers:</p> <p>Gloucestershire Maternity Advice Line, 24/7 support - 0300 422 5541</p> <p>Parent/Guardian emergency contact number 1 – Parent/guardian emergency contact number 2 –</p>		
<p>Pregnancy and coronavirus guidance:</p> <p>The coronavirus environment and official guidance is constantly evolving. Please see the latest NHS pregnancy and coronavirus guidance to inform your risk assessing.</p> <p>https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/pregnancy-and-coronavirus/</p> <p>The Midwives for Young Parents are able to offer schools further guidance and support in this area. Please contact: Jo Daubeney - 07884 260352 Jo.daubeney@nhs.net Vicki Pirie - 07917085157 Vicki.pirie1@nhs.net</p>		
<p>Additional Notes...</p>		

Activity or Risk	Hazard	Control Measures in Place	Further Controls Measures required Y/N
Manual handling of equipment and school books/bag.	Excessive manual handling increases the potential for postural issues to arise. Risk may increase as the pregnancy progresses.	<ul style="list-style-type: none"> - Pregnant schoolgirl should take particular care when moving or carrying any loads and should not presume that she is capable of moving equipment "as normal". - Reduce manual handling tasks where possible and alter the way the task is done to minimise fatigue and reduce physical stress. - Provide a locker to reduce the need to carry heavy loads. - These measures are especially important from the 28th week of pregnancy onwards. 	N
<p>Exposure to shocks, vibration, sudden movements.</p> <p>Risk of impact injuries, falls and being knocked over.</p>	<p>Regular exposure to shocks and vibrations can lead to health complications for the unborn child.</p> <p>Impact injuries, falls and being knocked over can lead to health issues for the pregnant schoolgirl and her unborn child.</p>	<ul style="list-style-type: none"> - Workstations to be assessed taking the schoolgirl's need for more space into account. - Pregnancy pass (or similar more discrete pass if appropriate) issued permitting schoolgirl to leave class five minutes early to avoid congestion in corridors and to avoid queueing for lunch. - Agreed quiet space can be accessed during break and lunch to avoid congested social areas. - Contact sports ceased. No new sports, not already undertaken before pregnancy, to be started in PE. 	N

School activities causing physical fatigue.	<p>Fatigue caused by excessive physical exertion can lead to significant health issues for the unborn child.</p> <p>Fatigue caused by over exerting during P.E lessons or walking around a large school site with urgency and multiple flights of stairs.</p>	<ul style="list-style-type: none"> - In discussion with the schoolgirl, adjustments to the length of school day and lessons undertaken should be under regular review. - Seating to be provided where possible and additional rest breaks should be considered. - Access to food and drink between lessons for regular snacking, a bottle of water accessible during lessons. - The amount and type of exercise a pregnant schoolgirl is able to undertake within P.E. lessons to be determined by the schoolgirl in collaboration with her P.E. teacher or identified mentor. - Pregnancy pass (or similar) issued to allow schoolgirl to leave class five minutes early so she can take her time and not rush around the school site. - Consider if a lift pass would be appropriate. 	N
Using chemical agents during science lessons.	Use of chemical substances may cause ill-health to the pregnant schoolgirl and her unborn child.	<ul style="list-style-type: none"> - Normal safety practices which apply to all students will protect the pregnant schoolgirl and her unborn child. - Consider seating plan to allow the schoolgirl to be sat in a well ventilated part of the classroom to minimise exposure to smoke and fumes. 	N
Ingesting harmful foods during food	Ingesting foods the NHS recommends	<ul style="list-style-type: none"> - Food technology teacher should be aware of the 	N

technology lessons.	avoiding in pregnancy may lead to health issues.	<p>pregnancy and educated on which foods pregnant women should avoid.</p> <ul style="list-style-type: none"> - Particular care is taken to ensure the pregnant schoolgirl avoids food the NHS has recommended pregnant women avoid. 	
Extended use of computer equipment during lessons.	Postural issues may occur through being seated for extended periods of time.	<ul style="list-style-type: none"> - Workstations assessed taking into account additional needs such as more space needed and postural support. - Sufficient rest breaks to be taken away from the screen. 	N
Working in extremes of hot and cold.	Pregnant schoolgirls may be more susceptible to heat stress and may generally feel more uncomfortable in extreme conditions.	<ul style="list-style-type: none"> - Pregnant schoolgirl not to be in areas where temperatures are especially hot or cold. - Consider additional rest and refreshment breaks. 	N
Evacuation in an emergency.	Pregnant schoolgirl may be injured through impact with other evacuees during evacuation.	<ul style="list-style-type: none"> - Personal Emergency Evacuation Plan (PEEP) put into place, schoolgirl fully informed of plan in case of emergency. - Key staff informed of pregnancy. 	N
Access Arrangements to and from school.	Fatigue through travelling and risk of knocks and bumps from travelling in crowded areas.	<ul style="list-style-type: none"> - Schoolgirl to allow adequate travel time so no need to rush. - Consider using alternative modes of transport if appropriate. - Consider travelling and arriving/leaving school before it becomes crowded. 	N
Poorly fitting school uniform due to an inevitable increase in size during pregnancy.	Severe discomfort leading to adverse effects. Difficulty wearing school uniform.	<ul style="list-style-type: none"> - Allow comfortable clothing, ideally in school colours. - Consider if some uniform, such as a blazer, could be comfortably worn in a larger size. 	N

First aid needs to be administered.	Pregnancy not taken into account during administration of first aid.	<ul style="list-style-type: none"> - First Aiders are discretely familiar with the pregnant schoolgirl. - First Aiders and team responsible for calling an ambulance have quick access to Maternity Advice Line and emergency contact details. The expectation is that the First Aider will liaise with the Maternity Advice Line – 0300 422 5541. - Pregnant schoolgirl to keep maternity notes with her throughout the school day. 	N
Sitting exams.	<p>Increased stress and anxiety potentially causing health complications.</p> <p>Postural issues from being seated for long periods.</p>	<ul style="list-style-type: none"> - Pregnant schoolgirl to be assessed for Exam access arrangement needs and necessary provision made. - Postural support should be provided. - Emotional support provided through a mentor or through mental health services. 	N



Appendix D Attendance Code guidance

Code B – Off-site education activity:

- When work is sent home for the young person to complete and school is satisfied that the study is being supervised by an appropriate adult.

Code C – Leave of absence authorised by the school:

- Paternity leave.
- Illness of baby.
- Baby medical appointments.
- Lack of childcare due to unforeseen circumstances.
- Agreed part-time timetable.
- When work is sent home for the young person to complete and school is NOT satisfied that the study is being supervised by an appropriate adult.
- Absence during the 18 weeks maternity leave if the young person chooses NOT to access GHES provision and therefore does not become dual registered.

Code D – Dual registered at another educational establishment:

- Absence during the 18 weeks maternity leave when the young person accesses GHES provision whilst dual registered with GHES.

Code I – Illness (not medical or dental appointments):

- Illness during pregnancy.

Code M – Medical or dental appointments:

- Ante-natal appointments.
- Parent medical appointments.

Code O – Absent from school without authorisation:

- Failure to organise childcare for foreseeable circumstances.
- Absence beyond the 18 weeks maternity leave once dual registration with GHES has ceased, unless there is a legitimate alternative reason.

Code V – Educational visit or trip.

- Access to strictly educational support and provision supervised by outside agencies such as antenatal support through GHES, Youth Support Team and Midwifery Services.

For further guidance please refer to the Department of Education – School attendance: guidance for schools.

<https://www.gov.uk/government/publications/school-attendance>

Appendix E Quick reference contacts – for schools

Contacts for the early stages of pregnancy

Hope House - The Pregnancy Advisory Service is based at Hope House in Gloucester Royal Hospital and offers support for women throughout the county who have become pregnant and are unsure of what to do. We offer confidential, non-judgemental, non-directive support.	Call 0300 421 6532. Mon-Fri 8am-4pm with 24 hour answer machine.
School Nurse – The school nurse text service provides confidential advice for young people across Gloucestershire.	Text 07507 333 351 Mon-Fri 9am-4:30pm.

Contacts once referral to Midwives for Young Parents has been made

Midwives for Young Parents	Jo Daubeney – 07884260352 Vicki Pirie – 07917085157
Sexual Health & teenage Pregnancy - Youth Support Team (YST)	CJ Phelps – 07949 541595
Young Parent Support Worker – Gloucestershire Hospital education Service (GHES)	Ruth Britten – 07789 270984
CAMHS Mental Health Practitioner for pregnant schoolgirls.	Christine drew – 01242 532363

Sexual Health Services

Hope House – Sexual health services	0300 421 6500 http://www.hopehouse.nhs.uk/
School Nurse – The school nurse text service provides confidential advice for young people across Gloucestershire.	Text 07507 333 351 Mon-Fri 9am-4:30pm.