

Education, Support and Reintegration of Pregnant Pupils and New Parents Policy



Approved by: Penny Harris (Director) Jane Cox (Director) **Date:** 1st September 2025

Last reviewed on: 1st September 2024

Next review due by: 1st September 2026

All policies are generated and reviewed with an awareness of equality and diversity in relation to pupils, staff and visitors. All policies are generated and reviewed placing safeguarding and wellbeing at the heart of all that we do.

1. Aims

This school aims to:

- Support those pupils who are facing complex situations and who have difficult choices to make
- Ensure a flexible, individualised and needs led approach is taken in all situations
- Support those pupils who become parents to reach their educational potential
- Support those pupils who become parents to avoid social exclusion

2. Disclosure of possible pregnancy

- The immediate responsibility of all staff is the welfare of the pupil.
- Staff should seek consent from the pupil about passing the information to others, although they cannot offer or guarantee pupils unconditional confidentiality
- A disclosure of a possible pregnancy should be passed as soon as possible to the School leader.
- The school leader should immediately assess potential safeguarding/child protection issues.
- The school leader is not legally bound to inform parents/carers, but a pupil who has disclosed that she is pregnant should be encouraged to tell her parents/carers.
- Staff need to be aware that the pupil may be experiencing emotional and physical stress on discovering she is pregnant.
- A designated member of staff should take on the role of advocate, assisting the pupil and encouraging their future education.
- Pupils considering abortion will need much support and encouragement to seek a referral from their GP as soon as possible.
- Those experiencing abortion or miscarriage should be encouraged to seek contraceptive advice.
- All interactions with staff should be entirely non-judgemental, whatever decision is being made by the pupil.
- The school leader should seek multi agency support for the pupil as appropriate.

3. Safeguarding – Child Protection

- A child protection issue arises when there has been non-consensual sex or if the pupil is in an exploitative relationship, particularly with an older person or someone in a position of trust.
- Children under 13 years old cannot consent to any sexual activity.
- Any child protection issues should be reported (See Safeguarding and Child Protection Policy)
- Child protection issues may relate to the pupil or to her unborn child.

4. Supporting pregnant pupils

- If a pupil has decided to continue with her pregnancy, arrangements must be made for her continuing education.
- The school will try to get consent from the pupil to inform and involve appropriate support agencies, if they are not already involved.
- A multi-agency meeting should be called with the aim of obtaining a full picture of the needs of the pupil and to begin planning for support through the pregnancy and reintegration into education after the birth.
- The designated member of staff should undertake risk assessment taking into account all information from the pupil, parents/carers and professionals working with the pupil. This can start as a general risk assessment around pregnancy, but should be added to in the light of risks for the individual young person and new information as it arises.
- It is important to remember that pregnancy is not an illness and changes only need to be made if problems occur.
- Pregnancy is a 'protected characteristic' under the Equality Act, 2010. (See Equality and Diversity Policy).
- The pupil should be encouraged to eat healthy, well balanced meals and snacks at the school.
- It is important to maintain continuity of learning, although there may be changes such as outreach and remote learning.
- If a pregnant pupil is medically advised to take time off, she will be supported and provided with a remote learning package.
- Absences for antenatal classes or illness of the baby should be classified as 'authorised'.
- A pupil is entitled to no more than 18 calendar weeks of authorised absence to cover the time immediately before and after the birth of her baby.
- Access to school work should still be provided during this maternity leave.
- The designated member of staff should keep in touch with the pupil during her maternity leave, through a weekly phone call.

5. Supporting young mothers

- Planning for the pupil's reintegration to the school should take place well in advance of her return.
- It may be appropriate for the pupil to return for half days before building to a fuller timetable.
- The pupil will require sensitive support to manage their changed perspectives and shifting priorities.
- There needs to be careful planning and genuine negotiation between the pupil and staff to optimise attendance and educational progress.
- There needs to be an acknowledgment of the dual role as a pupil within the school and as a new parent who is missing her baby during the school day.
- Schools will authorise time off to attend appointments to ensure the good health of her baby e.g. immunisation appointments, child development screens.

6. Supporting young fathers

- If a member of staff finds out that a pupil is a father or a father-to-be, they should follow the same procedures as when they discover that a pupil is pregnant.
- Young fathers may face threats of violence in the community, emotional distress about the relationship with their girlfriend or within their own family, anxiety about the future, feelings of loss if an abortion or miscarriage has occurred, or if access to their child has been denied.
- The level of involvement from external agencies will depend on the needs of the individual pupil.
- A designated member of staff should act as advocate for the pupil.
- Where young fathers wish to be involved and want to maintain the relationship with the mother, the school will support their attendance to antenatal classes, the birth of the baby, parenting classes etc. Such absences should be marked as authorised.
- Staff should remain non-judgemental of decisions made.

7. Related Policies

- Safeguarding and Child Protection Policy
- Equality and Diversity Policy
- Confidentiality Policy
- Anti-bullying Policy
- Relationship and Sex Education Policy

8. Review

In order to ensure that this policy is relevant, if you have any comments please email directors@ontrackededucation.com