

POLICY / PROCEDURE TITLE		DATE OF APPROVAL
Care Experienced Student Policy		June 2025
APPROVED BY	VERSION NO.	VALID UNTIL
Executive Board	2	June 2028

OWNER	Assistant Director, Curriculum (PS Quality Team)		
GROUP EXECUTIVE LEAD	Executive Director Quality		
DOCUMENT TYPE	Policy <input checked="" type="checkbox"/>	Group Procedure <input type="checkbox"/>	Local Procedure <input type="checkbox"/>
PURPOSE	The purpose of this policy is to set out the commitments that NCG makes to working with our community of Care Experienced students across our colleges to promote positive outcomes. It also reconfirms our commitment to the Care Leaver Covenant and their Employer Charter.		
APPLICABLE TO	All NCG employees, as well as consultants, vendors, agency workers, contractors, service users, trainees/students, volunteers and/or any other parties who have a business relationship with NCG.		
EQUALITY ANALYSIS COMPLETED [POLICIES ONLY]	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
	(If EA not applicable, please explain)		
KEY THINGS TO KNOW ABOUT THIS POLICY	<ol style="list-style-type: none"> 1. NCG's commitment includes being signatories of the Care Leaver Covenant, working towards their Employer Charter and continued participation in the National Network for the Education of Care Leavers (NNECL) Quality Mark 2. This Policy is owned and monitored by the NCG Care and Connect Working Group. 3. Our CES definition is informed by NNECL and the Care Leaver Covenant. 		
EXPECTED OUTCOME	Readers are expected to understand the organisational position on the NCG commitment to our Care Experienced students and how we define this cohort, to know their responsibilities in relation to the policy and comply with the terms of the policy.		

MISCELLANEOUS	
LINKED DOCUMENTS	<ul style="list-style-type: none"> • Apprenticeships Policy • Attendance Management Policy*

	<ul style="list-style-type: none"> • Careers education, information advice and guidance framework Policy • Data Protection Policy • Equality, Diversity, Inclusion and Belonging Policy • FE Admissions Policy* • HE admissions policy • HE Tutorial Policy • Learner Support Fund Policy * • Recruitment Policy* • Safeguarding Policy* • Student Positive Behaviour Policy* • Tutorial, Progress and Attainment Policy*
KEYWORDS	<ul style="list-style-type: none"> • Care Experienced • In Care • Left Care • Care Leaver Covenant • National Network for the Education of Care Leavers (NNECL)

Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT			
	Yes	No	Explanatory Note if required
EIA 1 - Does the proposed policy/procedure align with the intention of the NCG Mission and EDIB Intent Statement in Section 2?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The answer to this must be YES
EIA 2 - Does the proposed policy/procedure in any way impact unfairly on any protected characteristics below?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Disability / Difficulty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Marriage and Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
EIA3 - Does the proposed policy/processes contain any language/terms/references/ phrasing that could cause offence to any specific groups of people or individuals?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
EIA4 - Does the policy/process discriminate or victimise any groups or individuals?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
EIA 5 - Does this policy/process positively discriminate against any group of people, or individuals?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The answer to this must be NO
EIA 5 - Does this policy/process include any positive action to support underrepresented groups of people, or individuals?	<input type="checkbox"/>	<input type="checkbox"/>	The policy focuses on how we improve the experience of our Care Experienced students. A number of key policies have been updated as a result. (denoted with * where CES are now specifically referenced)
EIA 6 - How do you know that the above is correct?	This policy has been reviewed by the NCG Care and Connect Working Group which includes Care Leaver Covenant Colleagues and NCG Policy Review Council.		

1. POLICY STATEMENT

Promoting Positive Outcomes for Care Experienced Students

NCG's staff are committed to ensuring that students who are or have experience of being in care can achieve social and economic prosperity through the exceptional education and support we offer. We will do this by taking a whole-institution approach, working with a wide range of internal and external partners, while fully engaging our Care Experienced students in how we develop and adapt our services.

2. PURPOSE AND SCOPE

The purpose of the policy is to set out the commitments that NCG makes to working with our community of Care Experienced students across our colleges. This policy statement covers the work of colleagues across all our colleges and will also impact on the work of our professional services.

3. DEFINITION

At NCG we define a Care Experienced student as:

Any student who is or has ever been in the care of the Local Authority and would therefore classify themselves as Care Experienced.

This term refers to anyone who has been, or is currently, in (Local Authority) care. This care may have been provided in many different settings, including living with foster carers; living in a residential children's home; being looked after at home under a supervision order; living with friends or relatives in kinship care.

4. COMMITMENT

At NCG we are dedicated to continuously improving our practices to ensure that Care Experienced students receive the best possible support and opportunities during their time with us. As part of this commitment, we are:

- a. Signatories to the Care Leaver Covenant in partnership with DfE and Spectra and fully committed to the objectives of the Covenant.

- b. Committed to working towards the Care Leaver Friendly Employment Charter to ensure Care Experienced people are supported to apply, gain and sustain employment with NCG.
- c. Participating in the National Network for the Education of Care Leavers (NNECL) Quality Mark for the Inclusion and Success of Care Experienced students.

In line with the NNECL Quality Mark, we aim to:

- Maintain an inclusive culture that is championed by senior leaders across all our colleges.
- Understand the volume of learners in this cohort, recording their status in Unit e, and in which curriculum areas they are studying or training, to better target opportunities and support.
- Understand the barriers and disadvantage Care Experienced students have encountered and play our part to try to counter this.
- Actively listen to our Care Experienced students and related key stakeholders so that their views shape the decisions that affect them.
- Proactively monitor our performance so we can continue to improve outcomes for our Care Experienced students.
- Engage with potential students and anticipate their needs before they arrive.
- Promote the physical, emotional, and mental wellbeing of our Care Experienced students.
- Maintain high individual expectations for their academic, personal, and professional development and support structures that reflect this through liaison with key stakeholders.
- Collaborate effectively with relevant partners to promote the interests, progress, and attainment of our Care Experienced students, including transition to employment or further study.
- Support progression of Care Experienced students to positive destinations both inside and outside the organisation

5. SUPPORT FOR CARE EXPERIENCED STUDENTS

We will ensure that Care Experienced Students receive the appropriate information, guidance and signposting at each stage of their journey in an NCG College. This will include (but is not limited to):

- Early identification of Care Experienced students during our application process and for students when they are unsure whether they meet the definition.
- Engagement with Local Authority Virtual Heads to support transition arrangements for school leavers.
- Tailored support via a named College contact and specialist Covenant Participation Coordinator
- Provision of specific information, key staff, useful contacts and a dedicated webpage on all college websites, which includes a Care Experience student Guide developed in collaboration with the Covenant.
- Access to student support services (e.g., financial, mental health and wellbeing, academic, employability support, Students' Union, childcare) in their college.
- Participation in the Personal Education Plan (PEP) process and engagement in other relevant meetings, including reviews.
- Signposting to CES advocacy services.

6. STATEMENT ON IMPLEMENTATION

Upon approval, this policy will be uploaded to the policy portal and communicated to staff via The Business Round-Up and [insert any additional measures of communication if relevant].

List any additional measures needed to ensure the policy is implemented and any training that may be available.

7. STATEMENT ON EQUALITY AND DIVERSITY

NCG is committed to providing equality of opportunity. Further details of our aims and objectives are outlined in our [Equality Diversity Inclusion and Belonging Strategy](#).

This policy has been assessed to identify any potential for adverse or positive impact on specific groups of people protected by the Equality Act 2010 and does not discriminate either directly or indirectly. In applying this policy, we have considered eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people from diverse groups.

8. STATEMENT ON FREEDOM OF SPEECH

NCG is committed to upholding the principles of freedom of speech as enshrined in UK law. This policy is designed to ensure that all members of our college community, including students, staff, and visitors, can express their views and ideas freely and without fear of censorship or reprisal, provided that such expressions are within the law.

We affirm that this policy does not, in any way, diminish or undermine the rights of individuals under existing Freedom of Speech legislation.

9. STATEMENT ON CONSULTATION

This policy / procedure has been reviewed in consultation with operational and senior representatives from the NCG Care and Connect Working Group, The Covenant, Professional Services and NCG Executive.

VERSION CONTROL				
Version No.	Documentation Section/Page No.	Description of Change and Rationale	Author/Reviewer	Date Revised
1	New Policy	New Policy	C Payne	June 2022
2	Updated Policy	Transferred to new template.	W Higgin / S Wallis	April 2025
	Page 1	Change of Executive lead to Steve Wallis	W Higgin / S Wallis	April 2025
	Section 2/Page No 5	Policy statement amended to reflect NCG mission statement	W Higgin / S Wallis	April 2025
	Section 5/Page No 7	Minor wording amends and additional bullets added to reflect established practice in supporting CES.	W Higgin / S Wallis	April 2025