

HOLY CROSS

PROVERTY PROOFING POLICY

December 2020

*The world exists for everyone, because all of us were born with the same dignity. Differences of colour, religion, talent, place of birth or residence, and so many others, cannot be used to justify the privileges of some over the rights of all. As a community, we have an obligation to ensure that every person lives with dignity and has sufficient opportunities for his or her integral development.* Para 118 Frattelli Tutti, Encyclical Letter on Fraternity and Social Friendship, Pope Francis, 2020.

**National context**

The Child Poverty (Scotland) Act 2017 sets out targets to reduce child poverty and its effects by 2030 to 10% in relative poverty and 5% living in severe poverty.

The Act states Child poverty can have negative effects on health, wellbeing and educational attainment of the children who experience it. In 2019 over a quarter of all children aged 0-12 yrs were living in relative poverty (below 60% of the UK median income) and just under a fifth were living in severe poverty (below 50% of the UK median income)

**Our Rationale**

Keeping Christ at the heart of everything we do translates in practice to no child or family being excluded from participation in school life or wider school activity because of cost. With child poverty affecting a quarter of children in Scotland we have a moral duty to ensure we tackle all aspects of poverty which prohibit participation and attainment. The way in which we do so must also protect the dignity (UNCRC Article 3) and privacy (UNCRC, Article 16) of the children and families we support.

Our policy covers three main areas;

Support during the school/nursery day

Supporting wider involvement

Emergency response

**Our Aims**

We will ensure;

All children are treated with dignity and respect.

Staff will ensure all information regarding poverty is dealt with timeously and discreetly.

Continue to develop links with parish and community organisations to support families in crisis.

Continue to develop positive links with Social Work and Health to ensure all children receive the support they need.

Staff have a shared understanding of what impacts on child poverty and make effective use current available data on levels of child poverty apply this to ensure equity at all times.\*

Staff have an appropriate shared understanding of Getting it Right for Every Child (GIRFEC) and use these approaches to meet the needs of families.\*

Family learning is supporting families to minimise the impact of poverty on learning and achievement.\*

All staff engage in regular professional learning to ensure they are fully up-to-date with local, national and, where appropriate, international legislation affecting the rights, wellbeing and inclusion of all children and young people.\*

\*(How Good is Our School 4, Education Scotland)

**Support during the school/nursery day**

**Learning and Teaching**

In order to break cycles of poverty and inequality, all children will take part in lessons promoting good financial management provided through our partnership with the Yorkshire Building Society.

Developing the Young workforce learning takes place in all classes.

All children take part in Enterprise learning at various point of the year.

Our expensive Careers events involving Parents/Carers, professionals from various walks of life who started their education in Holy Cross are invited to share their experiences and career journeys.

**Uniform**

Families are signposted to Clothing Grant applications through Transition meetings, school newsletters and twitter (@HolyCrossNLC @Holy CrossNLCNC ) and offered help to complete forms from members of the school leadership team. Parents can also use a designated computer with access to the internet should they wish to complete applications online.

Our school website also has a direct link to North Lanarkshire’s application forms for Clothing Grant School.

Good quality used uniform is forwarded to the Cumbernauld Uniform bank for redistribution.

Good quality used uniform is sent to the Holy Cross Parish ‘Tuesday Tea and Toast Club’ where grandparents/older neighbours etc can give these to family or friends. No donation required.

During Parent/Carer Consultation unclaimed lost property is left out for families. P7 pupils attending encourage the reuse of uniform in the context of environmental responsibility and waste reduction.

**PE kit**

Children can wear their own shorts/t shirt for indoor PE. For outdoor PE they can wear appropriate warmer clothing.

The Cumbernauld uniform/clothing bank and school staff ensure every child is appropriately dressed.

**Nursery outdoor clothing**

The Nursery has an ample supply or outdoor waterproof clothing for all children. They also have sunhats for the summer months.

**Sunscreen and hats**

Holy Cross encourages all families to ensure their children are protected from strong sun by promoting the use of sunscreen. Staff will support individual families where the cost of sunscreen/hats are prohibitive.

**Food**

Our school website also has a direct link to North Lanarkshire’s application forms for School Meal Entitlement.

P1-3 Free School Meal entitlement is regularly promoted through our newsletters, texts, Twitter account and during Nursery to P1 Transition events for Parents and Carers.

Correspondence from NLC regarding Meal Entitlement and the promotion of Club 365 is sent regularly to parents. This information is also sent to our partners in Social Work who are supporting specific families to encourage participation in the scheme.

All parents are reminded that regardless of the amount of money on their child’s account their child will be fed.

SLT contact families to offer support to families where children’s lunch accounts are in arrears. SLT work closely with the Catering Manager to support all families timeously.

In discussion with Parents/Carers relevant applications to Cumbernauld Community Uniform/Clothing Ban are made. Personal information of Parents/Carers is not shared and the clothing is brought to school where SLT forward this directly to Parents/Carers.

**Resources**

The school provides all learning resources and stationary needed. All children are given their own resources at the start of term and encouraged to demonstrate respect by looking after them and not being wasteful.

Children are encouraged to take home stationery if needed to complete home learning tasks.

An annual survey (digital and paper copy) is carried out to identify any family requiring a digital device to support learning or where a dongle many be required to access online learning either for homework or remote learning.

Deployment of digital resources is supported with one to one learning sessions with a children and or their Parent/Carer. Follow up support can be accessed by phone, email or conversation with SLT before 9am or after 3pm

**Pupil Equity Funding**

PEF is targeted to provide curricular support for those children living in SIMD (Scottish Index of Multiple Deprivation) 1-2.

**Educational visits/Trips**

All school trips are capped at £5. The only exception is the P7 outdoor trip.

The P7 outdoor trip is subsidised by P7 Enterprise activities where families and the wider community can offer financial support.

Teaching staff and clerical staff actively source funding streams to cover transport costs, subsidise trips and find free educational visits.

The Holy Cross Parish contribute to an annual onsite pantomime/theatre production. The remainder of the cost is covered by Parent Teacher Group/Parent Council Funds.

Where a families has more than two children the cost of the trips for the family is subsidised.

Families is receipt of School Meal Entitlement or Clothing Grant are not required to pay for educational visits. Donations from local St Vincent De Paul group and Holy Cross Parish Acoustic Events further support educational visits/trips for families.

**Period poverty**

NLC provide free sanitary products are available in upper school classes.

Holy Cross ensure there is a supply of new underwear for use as appropriate.

Required sanitary products are provided in a sensitive and dignified way.

Consideration has been made to allow girls to take sanitary products home for use during weekends and holidays

The available of sanitary products is promoted at assemblies and in senior classes to ensure girls can confidently ask questions and ask for support.

All staff are aware of the central resource and access additional sanitary products and/or fresh underwear for girls as appropriate.

**Supporting wider involvement**

**Fund raising**

All fund raising events are planned at the start of the school year to ensure there are no clashes with other events or which could cause potential ‘pinch points’ in finance for families.

We support three charities across the school year; Children in Need in November, MISSIO during advent and SCIAF during Lent.

Dress down days/crazy hair day are spread across the year. A suggested donation of £1 can be contributed through the school’s ipay system. Children are not required to bring their £1 to school unless they wish to.

**Sacramental events**

There is no requirement to purchase particular clothes to take part in Reconciliation, First Holy Communion or Confirmation.

The SLT (Senior Leadership Team) make parents aware that there is a wide selection of Holy Communion dresses and accessorises available. These are offered and delivered discreetly to families and ensure we are promoting our wider reduce, reuse and recycle efforts.

**Extra-curricular activities**

There is no charge to attend any club at Holy Cross.

Where clubs are oversubscribed SIMD and family circumstance are taken into account when allocating places.

Chess sets can be provided to any child who wishes to join the chess club.

Attendance at sporting events (athletics, cross country, Gaelic football of football) across the authority is supported by school budget allocation and the school fund as appropriate. All kits and transport are provided.

School disco; the cost is £1 per child. Any child arriving at the disco will be allowed in.

School shows tickets cost £2.50 per person. The dress rehearsal is free to older members of families and the Holy Cross/Croy community.

School Christmas/Summer Fayre entry to these is free for all families. Raffle tickets can be purchased as appropriate.

**North Lanarkshire Financial Inclusion Team**

The team are invited to our Parent/Carer consultation once a year to promote their service.

Regular newsletter include information on this service.

To make a referral to the Financial Inclusion Team we will follow this process:

Email: FIT@northlan.gov.uk

Alternatively, if a parent or carer wishes to self-refer they can call 01698 332551 or email the above address.

**Emergency or adverse event response**

Holy Cross will access resource from local partners and individuals as appropriate.

St Vincent De Paul charity can be accessed to provide immediate financial assistance and material resources.

The school can support applications to the Scottish Welfare fund.

Working with our partners in Social Work we can facilitate emergency funding.

Local charities and donations received from the community and staff for Christmas ensuring that no child is left without presents. Parents can either discuss this with the HT or DHT. SLT may also contact parents where a need has been identified or a resource has become available.

**The wider effects of poverty**

On Poverty *"People who do not feel in control over their lives struggle because the system does things to them – it doesn't work with them and help them create 'wellness' for themselves … when things happen that alienate people, they lose that sense of control and a whole range of biological, as well as psychological, things occur."* Harry Burns, former Chief Medical Officer, Scotland.

Holy Cross is committed to ensuring our Parent Council and Pupil Council ensure representation of our diverse school community.

Holy Cross is committed to ensuring dialogue with all stake holders in the community it serves to ensure equity for all children.

Holy Cross understands Adverse Childhood experiences can be caused directly or made worse by experiences of poverty. Staff training for teaching and support staff involves Nurture Principals and understanding of Adverse Childhood experiences annually.

Information on the causes, effects and impact of Addiction is also reviewed triennially.

**Pandemic response**

It is anticipated that some families who may never have experienced financial poverty may now find themselves struggling. Our policy outlined above applies to all families. We would urge anyone affected by poverty to contact the Financial Inclusion Team at NLC for benefits checks or financial advice. The Head Teacher and Depute Head Teacher can signpost or access some supports directly.

*‘Overcoming poverty is not an act of charity, it’s an act of justice’*

Nelson Mandela