



Pastoral Care and Welfare Policy

Category	Policy
Intended Audience	All staff, students and parents
Date of Issue:	2009
Last Update	2014
Author(s)	Deputy Principal
Pages	4

PASTORAL CARE AND WELFARE POLICY

Statement of Purpose

Each student and staff member is special and we aim to develop their full potential in a caring environment where they love to learn, enjoy challenges and contribute to the wider community. The partnership between staff, parents and the student encourages each student to grow intellectually, spiritually, morally, socially, emotionally, physically and creatively. Our holistic approach to education equips students to meet the challenges of change and grasp the opportunities it presents.

Pastoral Care at New England Girls' School and St John's Co-Educational Junior School (NEGS) is proactive in its approach to the welfare of all members within the school and our policy is based on the philosophy that everyone will feel they are an important member of our school family, focusing on the whole individual. The school operates within a Christian framework which values God and Christian principles, which are embraced by all members of the school community.

Objectives

Pastoral Care is the responsibility of all and calls for a whole school approach which supports the Strategic Plan and Mission Statement of the School, 2010 to 2014, through:

- Promoting a safe and secure environment.
- Fostering an environment where respect, co-operation, forgiveness and resilience are valued.
- Providing a network of relationships and practical assistance so that each individual has access to those who can support them.
- Providing opportunities for students to learn through the formal curriculum and also recognise the importance of on-going professional development in creating a supportive school environment.
- Developing self discipline and individual responsibility in all community members.
- Ensuring the child's social and emotional development is supported and taking action to protect all children from all forms of abuse and neglect.
- Respecting the rights of each individual and supporting the privacy and confidentiality of each individual.
- Ensuring that roles and responsibilities of all members of NEGS staff, in promoting pastoral care and welfare, are explicit and clearly understood.
- Regularly monitoring, reviewing and evaluating policies and programmes.

Practical Applications of The Pastoral Care and Welfare Policy:

The Pastoral Care and Welfare team

The NEGS Pastoral Care and Welfare Committee membership is as follows:

- The Principal or nominee (Chair).
- The School Chaplain.
- 1 Representative from St John's Co-Educational Junior School.

- 1 Representative of the Boarding Staff.
- 1 Representative of the Year Advisors Year 7 to Year 9.
- 1 Representative of the Year Advisors Year 10 to Year 12.

This committee, in consultation with colleagues, provides policies and structures, defines responsibilities and monitors the effectiveness of Pastoral Care and Welfare throughout the school.

Pastoral Care at St John's Co-Educational Junior School

At St John's Co-Educational Junior School, it is recognised that Pastoral Care is the responsibility of all classroom teachers. In the Junior School a holistic approach to learning to build resilience, independence and confidence in all students is practised. We implement a variety of professional development programmes and endeavour to educate parents in the importance of supporting the development of their child's independence. This is achieved by teachers implementing appropriate programmes, students displaying these skills and parents supporting the School's approach.

Pastoral Care in the Secondary School

Every Secondary teacher is involved in Pastoral Care and Welfare of students as a classroom teacher, as a member of a Tutor Group Support Team or Year Advisor and in the general school environment.

- Year Advisors:
Each Year has a Year Advisor who guides students on a day to day basis. Year Advisors have the responsibility of Pastoral Care and Well Being of all students in their Year. They support the students through positive reinforcement. They may refer students, or issues regarding students, to the appropriate Head of Department or Deputy Principal.
- Tutor teams:
Each Year Advisor is supported by Tutors who on average take 8-10 girls per tutor where they undertake a "Wellbeing" structured program 3 mornings per week at 15 minute blocks plus one year meeting of 45 minutes once per fortnight.

The School Chaplain

The primary role of the Chaplaincy programme at NEGS is to enhance the Christian ethos of the school. It does this by providing Pastoral Care and general Religious Instruction to both staff and students and the wider community including parents and citizens and the Old Girls' network.

Many of the demands for Chaplaincy at NEGS relate to the universal needs of children and teenagers, and more specifically to the needs of students in a country boarding school. The Chaplain works in conjunction with other support services in the school to provide specialised care and advice to students.

Curriculum

All members of staff at NEGS have a Pastoral Care responsibility, which goes beyond their teaching or support role. The combination of the formal Pastoral Care structure, the strong academic and extra curricular program, and the informal, ongoing support offered by all teachers ensure that each student is closely monitored and effectively supported.

The School curriculum is authentic, engaging and designed to meet the needs of the students.

Learning Support

The School is committed to exploring the most appropriate pathways of learning for each individual student, through effective classroom teaching and the Learning Support Program. Critical to the success of the Learning Support Program is the Support Network, based in the Library. The unique needs of students experiencing learning difficulties are part of the holistic philosophy of the School which encompasses both responsibility for the student's learning and care for the student's welfare.

The Boarding Community

Boarding staff provide an environment that enhances learning and provides opportunities to develop resilience, meaningful relationships and be responsible for themselves and others, in a safe, secure and caring environment.

The NEGS boarding community aims are to promote and develop:

- Commitment to fair play, sportsmanship and positive relationships.
- An appreciation and respect of NEGS' traditions.
- Courteous and tolerant attitudes toward others.
- High standards of conduct and self-discipline.
- Participation and awareness of the value of community service.
- Pride in ourselves and our achievements.
- Recognition, a sense of personal worth, curiosity and spontaneity.

NEGS boarding students are positive in outlook, co-operative in practice, friendly in nature, competitive in action and above all, family for each other throughout the years to come.

Students are encouraged to think in an intelligent and responsible manner with the aim of being attentive to the needs of others.

NEGS Family Handbook

This Pastoral Care and Welfare Policy is to be read in conjunction with the NEGS Family Handbook. The following topics can be found in the family handbook

- Learning Support Team – Refer to Family Handbook 2.4.
- Child Protection – Refer to Family Handbook Section 5.12.
- Bullying – Refer to Family Handbook 6.5 & 6.6.
- Discipline and Behaviour – Refer to Family Handbook 6.4.

- Health Centre – Refer to the Family Handbook 5.2.
- Medications Refer to Family Handbook 5.2.
- Drug and Alcohol Education – Refer to Family Handbook 5.9.
- Uniform – Refer to family Handbook Section 7.
- Attendance – Refer to Family Handbook Section 6.2.
- Code of Behaviour – Family Handbook Section 1.7.
- Curriculum – Family Handbook Section 2.
- Careers – Family Handbook Section 2.4.
- Leisure and Recreation Activities – Family Handbook Section 3 & 4.
- School Rules – Family Handbook Section 6.
- Leave - Family Handbook 8.4.
- Boarding – Family Handbook Section 8.

Evaluation and Review:

The NEGS Pastoral Care and Welfare Policy and associated procedures is reviewed annually.