

Pastoral Care Policy

At Wynstones School we have a responsibility for the care, wellbeing, safety and therefore the learning environment of all our pupils. The school's ethos provides the basis for this policy. The promotion of our agreed values and beliefs means a pupil centred approach. Teachers, non-teaching staff, welfare-staff and other adults all are part of a network. This network acts to ensure pupils are happy and secure in whatever activity or study they are taking part in, whether personal, social, physical, emotional or intellectual. We have a caring commitment to guide and advise our pupils, equipping them with the skills needed to face the outside world. All staff are expected to approach the care of our children in a positive way.

Aims

The Pastoral Care Team aim to support all staff to:

1. create and maintain an atmosphere where pupils feel they are well known, safe, valued, respected and happy
2. work with the principles of Steiner Waldorf pedagogy at Wynstones school
3. create an environment where pupils feel safely able to discuss their feelings and concerns
4. build an atmosphere and ethos of trust and to help pupils value and respect the views of others
5. support pupils in developing healthy lifestyles and relationships
6. encourage pupils to show respect and understanding of those whose culture, beliefs or lifestyle may be different from their own

Specific Areas

1. Ethos

The ethos of the school will be reflected in the moral, intellectual, personal and social development of our pupils. This development is achieved by a staff curriculum which promotes and facilitates an atmosphere of care and respect within the formal and informal life of the school community.

2. Relationships

Good relationships between pupils and staff are paramount to generating a climate of positivity within the school community where every individual feels valued and cared for at all times. Good relationships will be nurtured between staff and pupils and within pupil peer groups. Children will be encouraged to develop respect for themselves and others. Healthy relationships will be fostered between members of staff, and between members of the College of Teachers and Council members.

3. Values

Teachers will share their values and beliefs with each other and with the pupils, in a developmentally appropriate manner. Promoting skill in positive ways of relating to one another is central to the ethos of the school.

4. Self Esteem

We believe that healthy self-esteem and self-respect are qualities which are central to the development of the whole child and that these qualities promote learning.

5. Personal Safety

We encourage children to be responsible for their own personal safety and help them to acquire skills enabling them to do so. We inform them of where they can get help when confronted with danger. The entire school community is informed and aware of specifically designated teachers who are responsible for dealing with child protection issues and pastoral needs which may arise. The school community is informed and aware of specifically designated teachers who are responsible for first aid and pastoral care. Children are aware that they can seek the assistance of their class teacher, guardian or any teachers, should they need assistance. They are also introduced to members of the wider community who can offer support, eg police officers, religious leaders and service providers.

The Pastoral Care Team

The team consists of our Safeguarding officer, a Pastoral Care Co-ordinator with two members of Pastoral Care dedicated to the Upper School and two members to the Lower School. They meet weekly and their mandate is three-fold:

- 1) To ensure that PSHE curriculum is addressed through both our regular curriculum and is also enriched with talks on various issues such as Internet safety, drugs, sexual health, depression and eating disorders. These talks will be given as age appropriate, linking with the Middle School as needed, and will provide literature where helpful, they will also connect with the parents to provide information and support.
- 2) To care for the individual pupils in our school and in discussion with teachers / pupils ensure that any child can reach out to receive help and understanding. To provide training as necessary for staff in Pastoral Care Roles and to give pupils advice if needed of how to seek outside professional help.
- 3) Safeguarding. The pastoral care team work together with the Designated Safeguarding Lead (DSL) in monitoring and supporting pupils' wellbeing. Where appropriate, information is shared and care plans are developed and applied in conjunction with parents and teachers. The DSL makes decisions requiring further action needed, in line with the Safeguarding and Child Protection Policy.

Implementation

1. Roles and Responsibilities

College will have overall responsibility for the implementation of the curriculum including monitoring the safety of each child in the school. College will ensure that pastoral care is given a high profile in the school development plan. The mandate holder for pastoral care will monitor and evaluate the implementation of the pastoral care policy. The mandate holder for pastoral care will ensure that staff are properly trained and that resources are updated. Each member of staff will work to develop the pupils' self esteem and encourage pupils to be assertive and to resist negative peer pressure and inform teachers should this occur. Each member of staff will help the pupils to celebrate success and develop the ability to make moral decisions and to know the difference between right and wrong.

The mandate holder for pastoral care will:

- Ensure that the mandate is reviewed each year

- Ensure that all aspects of the pastoral care policy are implemented
- Ensure that all necessary administration is completed, including facilitating communication, training, note taking at meetings and appropriate filing
- Link with Class teachers/guardians, SEN teachers and therapists and/or child protection officer to create a "joined up" approach to pastoral care needs
- Be available on site to meet with parents and offer support to children
- Complete administrative tasks including posting photographs of the 2 key pastoral care persons in each of the Upper and Lower school to help children who may need to seek their help, inform children at assemblies about how to seek pastoral care and making pastoral care policy available to parents.
- Feedback to College

2. Monitoring and Evaluation

Parents are always welcomed and are encouraged to contact their child's class teacher, guardian and/or the College of Teachers with concerns or problems. Urgent concerns will be addressed immediately. We encourage parents to share concerns regarding home circumstances or medical matters which may affect their child's work or behaviour in school. Any information disclosed will be treated as confidential. Record keeping regarding meetings and children's progress will be kept up to date and remain confidential.

All policies & procedures are available from the School receptionist.

Reviewed: June 2016 – CT/JL