**BROWNLOW INTEGRATED COLLEGE**

**Pastoral Care Policy**

**PASTORAL CARE POLICY**

**2019 - 2020**

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**Rationale**

We define Pastoral Care as the created ethos through which our pupils develop and learn to their optimum potential. We provide the opportunity for **every** pupil to develop into responsible, self-aware, confident, and capable young people equipped to cope with the challenges of the 21st century.

Our school accepts that Pastoral Care must form the basis of, and permeate, all aspects of the curriculum.

**Vision and Values**

Our school subscribes to the view that every pupil has a right to feel safe and secure on all levels. We will actively promote a Pastoral Care ethos which allows for the development of the whole person, and which leads to **every** pupil making good choices which will form the basis for a healthy and positive lifestyle.

Pastoral Care will be the setting where our young people will acquire values and standards on the basis of observing these at work at every level.

It is also important to remember that schools are centres of *education* and we therefore accept the validity of a personal development approach rather than a delivery which is service driven.

**Ethos**

Ethos is an intangible concept with a tangible effect. The ethos of the school is firmly based in the belief that every child, independent of academic ability, background, race, religion, gender or sexuality is of equal value**.** It is our intention to establish an ethos which may be detected in the feelings of security at every level within our school.

This may be achieved through:

* creating a sense of belonging amongst all strands of our school community
* developing an atmosphere of mutual respect and caring
* creating an explicit Pastoral Care programme which allows for a fair and equitable exchange of views/ideas/attitudes, etc. in an atmosphere of trust
* implementation of a Behaviour Management policy which creates a full sense of justice and fair play amongst our school community and which rewards good behaviour amongst our pupils.
* providing opportunities for **every** person to succeed and to be affirmed in their self-worth
* promoting positive relationships at every level
* working with parents for the mutual benefit of all
* establishing and maintaining links with the wider community
* affirming and actively promoting staff to develop positive attitudes towards themselves and to the pupils in our care
* creating a sense of self-worth at every level.

**The Aims of Pastoral Care in Brownlow Integrated College**

**1.** To provide a safe and caring learning environment for pupils of all genders, sexuality, religions, colour, creed and from whatever cultural background.

**2.**To establish effective home/school links.

**3.** To assist pupils overcome any personal problems which might adversely affect their academic and personal development.

**4.** To endeavour to recognise, assess and develop individual potential.

**5.** To provide opportunities in all areas of school life for pupils to achieve success.

**6.** To assist individuals to develop positive lifestyles and attitudes and to respect those of others.

**7.** To promote positive attitudes towards healthy living.

**8.** To provide and maintain an orderly and secure atmosphere through the encouragement of a corporate, caring community in the school.

**Relationships**

Excellent relationships foster and develop in an atmosphere of ***Respect***.

Our school will work towards creating opportunities where mutual respect can grow and develop. We aim to create a caring, empathetic and secure environment where our young people can develop good relationships based on those they experience. The school recognises that regular, effective communication is crucial in Pastoral Care and positive relationships will be promoted between:-

* Board of Governors - School
* Principal - Staff
* Staff - Staff
* Staff - Pupils
* Pupils - Pupils
* School - Parents
* School - External Agencies/Community

### Roles and Responsibilities

* The Board of Governors has overall responsibility for Pastoral Care in the school
* The Principal, Mrs Stevenson, has overall responsibility for promoting Pastoral Care and fostering positive relationships.
* Mr Callender (Pastoral Care Director) will review and update the policy, inform and liaise with parents and initiate and ensure Pastoral Care is forefront in the School's Development Plan.
* Teachers have responsibility for promoting Pastoral Care by:
	+ Helping children to make informed decisions about issues
	+ Celebrating success
	+ Building up children's self-esteem
	+ Encouraging assertiveness
	+ Encouraging sensitivity
	+ Developing effective communication

Teachers build up knowledge of pupils as individuals and take an interest in their special needs and all round development.

Support staff will contribute to the promotion of Pastoral Care in line with our policy.

**Professional Counselling**

The value of professional counselling should never be underestimated. A counsellor can offer immense support to a young person who needs help and guidance. Our school will endeavour to enlist the support of Professional Counsellors to assist our young people to develop towards a more concise and definitive awareness of self.

All counsellors who assist in this extremely important area will be familiar with British Association of Counselling and Psychotherapy or equivalent guidelines. Counselling is provided in school by FamilyWorks, through the Education Authority and Barnardos through Extended Schools and The John Wilson Memorial Trust.

**Counselling/Relationships**

Teachers will endeavour to build effective, empathetic relationships with our pupils in order to provide advice and support whenever necessary, however, we retain awareness of the need for other avenues of support.

**Managing External Agencies (Ref Appendix A and B )**

We acknowledge the importance of ensuring that any external agencies used to support our work with young people must adhere to the values and ethos particular to our school. Schools need to be aware of the importance of a contract being agreed upon by all contributory parties.

**Training and Support**

In order to support staff our school recognizes the importance of training as a priority area in the establishment of a caring and pastoral environment. Training will be updated in relation to policies, procedures and pastoral issues and staff will be informed of Department of Education changes.

Support staff will be updated on policies and procedures by the Principal/ Pastoral Care Director.

Staff will attend relevant courses provided by EA and external agencies.

Staff Devlopement days and directed time will be used for training as required.

# Resources

To enable the implementation of the policy, the Principal and Governors will ensure that relevant, up to date resources are available.

### Pastoral Activities

As a school we encourage pupils to participate in a range of activities to develop self-esteem and self-confidence.
Activities include: sport, music, library and competitions.

Supervision for pupils begins at 8.50am at the commencement of the school day and parents should be aware that if pupils arrive earlier than this there will be no supervision. At break times, pupils will be supervised by a duty team of staff who supervise specific areas which are in-bounds. This will also be the case at lunchtimes. On days where weather is inclement, pupils will be sent to differing locations in the school and will be supervised by staff. After school activities will be supervised by the staff who are responsible for this activity. During movement in corridors, all staff will assume responsibility for the safe movement of pupils around the building.

**Related School Policies**

This policy is set within the broader school context of Pastoral Care and as such should be read in conjunction with the following school policies :

* Child Protection Policy
* Misuse of Drugs/Substances Policy
* Behaviour Management Policy
* First Aid Policy
* Storage and Administration of Medication policy
* E-Safety and Facebook

**Evaluation and Monitoring**

This school recognizes and accepts the importance of monitoring and evaluating all aspects of Pastoral Care at every level. To this end we follow the procedures for self evaluation as outlined in the DE document ‘ Together Towards improvement’