



PASTORAL CARE POLICY

1. Contents

2.	Vision Statement	1
3.	Rationale.....	1
4.	Scope	2
5.	Policy Statement.....	2
6.	Guiding Principles	2
7.	Procedures.....	2
8.	Responsibilities	4
9.	Legal References	5
10.	Related Policies.....	5
11.	Appendices (linked documents)	5
12.	Document Review.....	5

2. Vision Statement

Guided by our Catholic Identity, St Brigid's College ensures high levels of learning and success for all.

3. Rationale

The Pastoral Care policy of St. Brigid's College is based on the necessity of care for others, as demonstrated in the life of Jesus. *"All members of a community may be concerned for one another. If one member suffers, all members suffer. If one member is honoured, all members share this joy. You are then the body of Christ"* (1 Corinthians 12:25-26).

As a Catholic community, St. Brigid's College recognises every person's right to be cared for, and the obligation to care for others. "Care" implies recognition of a person's intrinsic dignity and help in moving towards the fullness of a life lived as a response to the love of God. The concern of the Community is for the development of the whole person in a Catholic context

4. Scope

This policy is for the primary benefit of all Students enrolled at St Brigid's College, and therefore has accountability to all members of the St Brigid's College community.

5. Policy Statement

- An ethos of effective pastoral care and wellbeing is to be permeated in all aspects of school life.
- Staff interaction with students and family are to be based on developing and maintaining positive relationships and effective communication.
- Engaging learning and teaching that has high expectations for students is to be embedded in teaching strategies to enhance wellbeing in students

6. Guiding Principles

The College attempts to provide an environment that integrates the Gospel values of love, faith, honesty, integrity, service and justice with daily living and learning. In this environment every person is encouraged to grow in self-esteem and to show respect for others without exception.

Pastoral Care is vitally concerned with the fostering of self-discipline, a disposition that respects oneself and others.

The College offers initial counselling support for its students. However, some aspects of Pastoral Care may lead the College to refer to professional counselling outside the College.

While recognising the need to care for each individual, a balance needs to be maintained between the demands of an individual on the resources of the school and the needs of the whole College Community.

7. Procedures

- The principal has a leadership role in monitoring and responding to the overall needs and sets directions for pastoral care in the school.
- The principal monitors pastoral care of staff as well as students and families. The principal supports the relevant staff/teams through consultation and collaboration.
- The Student Wellbeing Team monitors and responds to the pastoral care and wellbeing requirements of students and families.
- The Student Wellbeing Leader is responsible for informing the principal on the work of the Student Wellbeing Team and issues and concerns that have arisen.
- The Executive Team leads the review of relevant policies and procedures that enhance pastoral care.
- All staff are responsible to raise issues and concerns to the Student Wellbeing Team regarding students and families, and where relevant to the principal.
- Staff refer concerns to the Student Wellbeing Team.
- Staff are to ensure that there is procedural fairness and consistency is applied in dealing with incidents in student behaviour. Processes are to be consistent with the Positive Behaviour Management Policy

- Incidents in the classroom/playground are followed up with parents and recorded on SIMON. The Student Wellbeing Team monitors this data.
- Where an issue is regarding child abuse, staff must follow procedures outlined in the Child Safe policies for reporting all forms of child abuse including grooming. The staff members should also inform the principal so that appropriate procedures can be in place within the school environment as required.
- Professional learning meetings include the analysis of student wellbeing and engagement data to further enhance student outcomes.
- Learning and teaching strategies are designed to assist and meet all student needs and meet the requirements of the *Disability Standards for Education 2005*.

To meet the pastoral needs of the College community the College offers a variety of strategies and processes including but not limited to;

Staff and families

- staff inductions
- staff mentoring and coaching
- staff reflection and professional learning days
- school and staff professional learning plans
- staff anti-bullying, and anti- harassment policy (including cyber bullying)
- occupational health and safety policy and procedures
- school assemblies, liturgies and masses
- family events such as year 7 welcoming meal
- surveying staff, parent and students on student engagement and wellbeing
- partnerships with external organisations such as Headspace and Uniting Wimmera
- staff, administration and parent handbooks that outline specific procedures
- Student Wellbeing Team
- Staff Wellbeing Officer
- procedures to ensure that the school complies with the Disability Standards for Education 2005 and Privacy Act 1988
- procedures for maintaining teacher registration checks and Working With Children Checks for non-teacher staff volunteers and external providers

Students

- student achievement awards
- student leadership opportunities such as SRC, sport and school leaders
- implementation of strategies that support student voice to empower and engage students
- inclusive curriculum and teaching strategies that are adjusted within reason for individual students. This includes adjusting assessment modes, timelines and provision of LSO where required
- academic support programs throughout years 7-12 including study skills, literacy support and numeracy support.
- provision of different pathways for completing senior secondary requirements
- supporting students in defined circumstances with the opportunity to participate in and complete their secondary level studies. The school is guided by VCAA Special Provision.
- PSG meeting for specific student needs and circumstances

- ongoing student feedback on learning
- restorative justice processes
- student surveys for wellbeing and safety
- resilience programs incorporated into curriculum
- student attendance monitoring and procedures
- positive behaviour management policy
- a student care and management structure that supports the students in our care. This includes a Teacher Advisor (TA) that checks in with students each day and has regular meetings with the individual student to discuss their progress. A TA coordinator that oversees and provides support with this process.
- pastoral support provided by subject teachers, TA teachers and the Student Wellbeing Team.
- initial counseling support and pastoral networks in the event the College needs to refer students to professional groups outside the College.
- a vertical homeroom structure to provide students peer support across all year levels.
- transition program for students in year 7
- mental health awareness programs
- camps/retreats across all year levels that focus on developing different skills and supports for students
- support for students with culturally, linguistically and diverse backgrounds
- open communication with parents through subject teacher, TA teachers and the Student Wellbeing Team.
- year level and house activities
- a focus on cyber safety and positive online behaviour for all students.

Communication

St Brigid's college communicates this policy and related policies and procedures through:

- staff and parent handbook
- policies provided on school website
- information sessions for parents
- staff induction and professional learning
- staff meetings
- student class meetings
- curriculum design
- assemblies

8. Responsibilities

All members of the College community are to be accountable for their words and actions in light of this policy.

It is acknowledged that the effectiveness of Pastoral Care depends to a significant extent on the staff's ability to implement it. Staff are encouraged to undertake professional development, to better equip them to deal with the pastoral care of students in all its complexity.

9. Legal References

Federal and relevant State laws bind the School and its employees. A breach of this policy may result in the School and/or its employees breaching any one of the following pieces of legislation:

Racial Discrimination Act 1975 (Cth);	Sex Discrimination Act 1984 (Cth);
Disability Discrimination Act 1992 (Cth);	Equal Opportunity Act 1995 (Vic)
Privacy Act 1988 (Cth)	Child Safe Standards (Ministerial Order 870)
Education and Training Reform Act 2006	

Note: This is not an exhaustive list of the relevant legislation.

10. Related Policies

- Child Safety Policy
- Positive Behaviour Policy
- SunSmart Policy
- Uniform Policy

11. Appendices (linked documents)

1. Nil

12. Document Review

The Policy will be subject to review by the College Executive, with input from the Student Wellbeing Team.

Prepared: Oct 2011	<u>Date</u>	<u>Comment</u>
Updated:	Apr2020	Full Policy review
Updated:		
Updated:		
Due for Review:	Oct 2023	