



Lüderitz Blue School Pastoral Policy

1. SCHOOL STATEMENT

- i) Pastoral care is at the core of the ethos and values of Lüderitz Blue School. As a school, we believe that learners need to be nurtured, supported and guided in order to thrive.
- ii) In schools, this form of care refers to support and help with personal needs and problems given to learners by staff.
- iii) Pastoral care engages all staff in supporting learners to thrive and succeed. It provides support for the learning behaviour and welfare of all learners, addressing any specific difficulties individuals may face.
- iv) Pastoral care aims to ensure that all learners benefit fully from the opportunities available to them.
- v) We aim for all of our learners to feel challenged, supported, included, guided, and cared-for during their time at the school, developing attributes and a mindset representative of Lüderitz Blue School values for life beyond.

2. SCHOOL'S AIMS FOR PASTORAL CARE

The school's aims for pastoral care are as follows:

- i) that all learners and staff feel valued as individuals, and safe and secure to develop their motivation, knowledge, understanding, and skills.
- ii) that staff work closely together, in effective teams, keeping the learners' wellbeing and flourishing as their main focus.

- iii) that there are consistently excellent relationships among teachers and staff, between teachers and learners, and among learners, across all areas of school life.
- iv) that learners are secure and protected from major or unnecessary emotional and physical harm, whilst at the same time developing strategies and self-awareness that allow them to cope effectively with any difficulties that may occur.
- v) that learners' voices are listened to and valued and their worries and concerns are dealt with supportively, thoughtfully, and appropriately.
- vi) that learners are constantly encouraged to develop independence of thought and expression, and critical thinking skills.
- vii) that learners are taught to work with their peers and to value and respect the ideas and opinions of others.
- viii) that parents/guardians are closely involved in, and knowledgeable about, the life and work of the school.
- ix) that the school has clear lines of communication and good, flexible relationships with relevant external advice and agencies.
- x) that the school promotes and sustains high standards of behaviour, which are underpinned in part by an appropriate balance between reward and sanction.
- xi) that disciplinary procedures are implemented consistently by all staff in a fair and constructive manner.
- xii) that conflict resolution strategies are encouraged whenever appropriate.

3. RESPONSIBILITY FOR PASTORAL CARE

- i) At Lüderitz Blue School, pastoral care is a shared responsibility, involving the whole staff in cooperation with parents, learners and others.
- ii) All members of staff have the support of the Head/s of School in matters of pastoral care.

4. KEY COMPONENTS OF PASTORAL CARE WITHIN THE SCHOOL

- i) School Leadership: Effective leadership by the Head/s of School and Senior Leaders is crucial in supporting the pastoral needs of learners, staff, and parents/guardians.
- ii) Staff Welfare and Development: Care of staff is vital to ensure high learner morale and expectations.
- iii) Promotion and Development of Staff Welfare and Development: An intentional and continuous shared responsibility of staff and Senior Management.
- iv) Management of External Sources of Stress: Some sources of stress and low morale lie outside the influence of schools. If comfortable, staff are encouraged to share stresses or concerns to promote an open and supportive environment.
- v) Positive Classroom Climate: Teachers strive to create and maintain a positive classroom climate, rooted in mutual understanding and enactment of the values of the school.
- vi) Harmonious Relations: This refers to the harmonious relations nurtured and developed in the school between teachers and learners and among the learners, within and outside the classroom.

5. EXAMPLES OF SCHOOL PASTORAL STRATEGIES AND PROCEDURES IN PLACE AT THE SCHOOL

Pastoral care is integrated into all aspects of school life at Lüderitz Blue School. Some examples include, but are not limited to:

- Regular Circle Time: This is a structured group activity where students sit in a circle to discuss various topics, share their thoughts and feelings, and develop social skills.
- Peer Mentoring Programs: When appropriate, the school may arrange for older learners to mentor younger learners, providing support, guidance, and friendship.
- Emotional Literacy and Wellbeing Programs: The school teaches learners to recognise, understand, and manage their emotions effectively.
- Positive Reinforcement: Staff reward positive behaviour in a range of ways, such as awards, Achievement Certificates, stickers, hand-written notes, appointing Class Captains and so on.
- Class Assemblies: Each class prepares at least one assembly each year on some aspect of the work they have been doing. This is presented to the school, and parents/ guardians are usually invited to watch and take part.

- Parental Engagement: The school involves parents/guardians in their child's education and well-being through regular communication, workshops, and events.
- Bullying Prevention: The school promotes a safe and inclusive school environment and addresses bullying behaviour.
- Counselling: The school has an accessible 'Worry Box' where children can request counselling or support for any personal or emotional issues.

6. NOTE ON COMMUNICATION WITH PARENTS/GUARDIANS

- Lüderitz Blue School has an 'Open Door Policy' between parents/guardians where we encourage any concerns from either side to be shared in an open and constructive manner.
- This can refer to communications about a child's wellbeing, progress, and developments in school.

7. NOTE ON LEARNING SUPPORT

- The school ensures that all members of staff are made aware of a child's specific learning needs or medical conditions while the child is in their care.
- All members of staff receive training on issues and concerns related to Learning Support.
- For further information, please refer to the Learning Support Policy.

8. NOTE ON BULLYING

- Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.
- The school does not tolerate instances of bullying in any instance, including amongst learners, amongst adults or between adults and learners.
- Please refer to the following policies for further information:
 - Anti Bullying Policy
 - Behaviour Policy
 - Child Protection
 - Safeguarding Policy

9. NOTE ON CHILD PROTECTION PROCEDURES

- i) Child Protection is a component of pastoral care that refers to protecting children from physical and emotional harm, from neglect and from any form of abuse.
- ii) Lüderitz Blue School takes safeguarding very seriously and all staff are subject to rigorous checks.
- iii) School staff are regularly trained in Safeguarding and aware of the school policies and procedures, including how to report concerns.
- iv) For further information, please refer to the Safeguarding Policy.

Written: 24.5.24

Written by: Christian Bishop

Reviewed by: Marnie Allen

Next review due: May 2025