Our Lady of Hope School

Greenwith

POLICY DOCUMENT

PASTORAL CARE
Pastoral Care Policy

Introduction

Pastoral Care at OLOH is concerned with enhancing the dignity of the human person within a safe and supportive Catholic faith Community. In doing this we aim to base all our actions on Gospel Values and the example that Jesus gave us through his life, message and actions.
At OLOH we strive to build a community based on our Core Values of Relationship, Compassion, Integrity, Perseverance, Responsibility and Justice.
Positive relationships between students, staff, parents and other members of the Parish and wider community are central to our mission as a Catholic School.
Underpinning our Pastoral Care Policy is the belief that all members of the Community have a fundamental right to be treated with respect and dignity and that all staff & students are entitled to learn, teach and work in a safe and supportive environment.
The Pastoral Care Policy also acknowledges that parents/caregivers are children’s first and most significant educators and school’s role is to work in partnership and support families in providing a good quality Catholic Education for their children.

Purpose

The Pastoral Care Policy provides a framework for our School community, the staff, students and parents, to work together and to bring to life our Vision of “A journey in faith and learning”.

At Our Lady of Hope we believe that Pastoral Care should:

- Be grounded in Gospel Values and modelled on the life, message and actions of Jesus Christ.
- Foster the spiritual, academic, physical, emotional, social development of each individual.
- Reflect the Catholic ethos of respect and dignity for each human person.
- Provide structures whereby positive relationships can be nurtured between all members of the school community.
- Ensure the provision of effective and satisfying learning experiences.
- Be congruent with clear, consistent and just behaviour management practices.

Implementation

The strategies used to implement the Pastoral Care Policy will vary from time to time depending on the circumstances or needs of individuals or groups. In order for the Pastoral Care Policy to be effective, there needs to be flexibility in terms of the programs, structures and initiatives that are put into place at any given time. The following initiatives and actions, whilst not exhaustive, represent the main ways in which Our Lady of Hope will implement its' Pastoral Care Policy.

Pastoral Care for students will be implemented through:

- Acknowledgement of special events\ achievements in students' lives.
- A Behaviour Education policy which embeds restorative justice practices, just outcomes for all and takes into account the respect of human dignity.
- A Behaviour Education Policy which embeds positive reinforcement as well as appropriate consequences\counselling for inappropriate behaviour
- A Behaviour Education approach which takes into account the individual needs of students and which aims to help children develop self discipline and take responsibility for their behaviour choices.
- Access to realistic modified \ personalised learning programs within the available resourcing of the school.
- Open communication and partnership with parents in regards to curriculum and social issues.
- The implementation of a quality Religious Education program.
- Opportunities to engage in an academic curriculum which is challenging, well prepared, stimulating and caters for different levels of abilities.
- Development of social programs which promote self discipline, resilience, care and empathy for others, as well as the development of children's skills at resolving conflict issues.
- Social Justice – engaging children in social justice initiatives and helping children to understand ethical and socially just actions that they can take to enhance the well being and dignity of others both within and outside of the school community.
- Opportunities for students to develop leadership skills and have a voice through student leadership programs.
- Opportunities for student's to discuss issues of concern with teachers\ staff through class meetings, student voice and other such forums.
- Access to a School Chaplain or a staff member of choice in order to discuss and receive support for personal or social issues.
- A key teacher for Personal Responsibility who works with staff and students to promote student well being and positive student behaviour.
- Access to lunchtime activities such as the Zone and sporting activities.
- Opportunities to participate and engage in excursions, incursions and sporting carnivals.
- Opportunities to participate in after school, community based activities (e.g after school sports).
- Working collaboratively with Greenwich Primary in order to deal with any behaviour\ social issues involving children from both schools.

In Supporting the Pastoral Care Policy, it would be expected that staff
- Actively support the Catholic Ethos of the school and ensure the classroom is a place where human dignity is upheld and Gospel values are promoted.
- Have genuine concern for the student's physical, social and emotional needs.
- Foster and share responsibility for developing and maintaining positive interpersonal relationships with students, parents and other members of the school community.
- Take action to ensure all children are safe and free from any form of harassment or bullying.
- Provide opportunities for children to have their opinions and thoughts regarding classroom and school matters heard.
- Promote the classroom as a welcoming, supportive and affirming environment where student's contributions are valued and where positive behaviour and work are recognised.
• Affirm the strengths of each child and encourage children’s best efforts.
• Adopt an approach which helps children to take responsibility for their own behaviour and which helps children to make positive behaviour choices.
• Communicate with Parents in a positive and open manner.
• Offer a well planned education program which is engaging and which caters for different learning styles as well as individual differences.
• Ensure children are having their individual learning needs met within the budgetary and staffing constraints.
• Work collaboratively and professionally with other staff, parents and outside agencies in order to promote the well being of the student.
• Demonstrate relationships with other staff members that are characterised by respect, courtesy, openness, flexibility, availability and responsibility.
• Operate in a professional manner and work collaboratively with other staff members in order to meet the needs of students and their families.

**Pastoral Care for staff will be implemented through:**
• Staff induction programs.
• Recognition of staff birthdays and milestones.
• Staff social club and staff social events.
• Special morning teas, celebration of ESO weeks and National Teachers week.
• Provision of opportunities for staff professional development within the available resourcing of the school.
• Provision of a work environment that is free from harassment.
• Provision of resources and support in order to effectively execute their role (within the realistic financial resourcing of the school).
• Promoting and giving opportunities for staff to develop relationships with staff from Greenwich Primary School.
• Opportunities to engage in staff prayer, staff masses and staff retreats.
• Provision of opportunities to work collaboratively with colleagues.
• Opportunities for consultation and discussion about school issues which impact on their work.
• The provision of a fair and supportive environment by leadership whereby staff are welcome to confidentially discuss personal or workplace issues which impact on their work.
• Open communication channels between staff and school leadership.
• Opportunities for professional reviews and feedback in an open, non-threatening and supportive environment.
• Ensuring their rights are met in line with the Enterprise Agreement.
• Have open access to support services such as Counselling, Union support etc.

**Pastoral Care for Parents and the Wider Community will be implemented through:**
• Fostering a strong connection with the Parish of St David’s and its community.
• Supporting the Sacramental Program offered through St David’s Parish.
• Invitations to celebrate Mass as part of Catholic Community.
• Developing a strong connection with the Greenwith Primary School Community.
• Creation of a family friendly atmosphere.
• Parents\ Caregivers being welcome and recognised as their children’s first and most significant educators and as partners in the education process of their children at OLOH.
• Induction mornings for new parents.
• Opportunity to have a personal Individual tour with the School Principal.
• Parents will have opportunities to voice concerns in a constructive manner
• Welcome Morning teas.
• An active Parents and Friends Committee
• Open invitation to Special events such as Sports Day, Book-week dress up day, Grandparents day, open mornings, concerts, OLOH day, School Assemblies etc.
• Open and varied forms of communication – written reports, formal parent and teacher meetings, review meetings, informal parent \ teacher discussions, notes in diaries or communication books.
• Opportunities to be involved in discussions and meetings about their child’s academic, social and emotional development and access to accurate information about their child’s progress.
• Support for families from the school in liaising with outside agencies or assisting children to transition between schools.
• Notification of when children are receiving rewards or are involved in special events.
• Sensitivity and compassion for the circumstances of individual families.
• Offering community based extra –curricula programs to support families e.g After School Sports programs, Instrumental programs etc.
• Information nights e.g MITIOG nights, curriculum nights, instrumental nights.

(Chairperson)

(Date)

(Principal)

(Date)