



# PASTORAL CARE POLICY

*'Without a sense of caring, there can be no sense of Community'*

This policy is rooted in the Mission Statement and aims of the school, fostering partnership between parents, teachers and the community in the interest of children's learning. All members of the school community will be treated with respect and compassion irrespective of social, racial, sexual or ethnic background.

**The Pastoral care policy links into a variety of policies within the school which include staff and students:**

RSE	CIM	Subject choice policy
SPHE	Code of Behaviour	Healthy eating
Admissions	Educational Tours	Homework
Attendance	Special Ed provision	Communication with parents
Book Policy	Assessment and reporting	IAUP
Anti Bullying Policy	Prefects/Mentors etc	Parent teacher meetings
Career Guidance	Religious education	Substance misuse
Child protection		
Code of practice for persons with disabilities etc.		

**Polices which refer to staff only:**

- Career break
- In-service
- Induction of new staff
- Safety and health policy Gay and Lesbian teachers in the workplace
- Dignity in the Workplace
- Code of professional practice
- Teacher recruitment/probation policy etc

*Pastoral Care is a systematic approach to education which seeks to value the young person at every level.*

**Aims:**

- To operate a holistic approach creating an environment which enriches the lives of our students.
- To have a pastoral approach which places students at the centre of the school community
- To ensure that Pastoral Care is an integral part of our school.
- To encourage collaboration between students, teachers, parents, management authority and Trustees on pastoral issues.
- To recognise the special needs /difficulties some students may have.
- Show sensitivity to all the demands being placed on students, and to treat all equally regardless of gender, background or ability.
- To assist students/family who may have financial difficulties and where possible to try and ensure that they are not in any way deprived.
- To offer support and encouragement to staff. (see pastoral care booklet and policies)

**Formulation of Policy:**



- The Pastoral Care Committee.

### Implementation:

- The entire teaching staff will be involved in the pastoral care approach. Special responsibility will be given to Tutors, Year heads, Pastoral Care Co-ordinator, Guidance Counsellor, Chaplain, Special Needs Co-ordinator, Catechist, Student Council Co-ordinator, Student Council/Prefects and Mentors. Their responsibilities are outlined in the Pastoral Care Booklet.
- Pastoral Care Co-ordinator and team are appointed and may include Chaplain, Principal, Deputy Principal, Guidance Counsellor, SPHE coordinator and teacher reps. The makeup of this team varies from year to year. There is an open invitation for anyone who is free at the time of Pastoral Care to join the committee.
- This team will meet on a weekly basis **and will form the Pastoral Care Committee.**
- The Pastoral Care Co-ordinator's role is to:
  1. Encourage and support the development of the school towards the goal of being a pastoral school.
  2. To work with the Pastoral Care Team
  3. To chair the pastoral care meetings
  4. To co-ordinate the pastoral activities of the school
  5. To update and review the Pastoral care booklet on a yearly basis
  6. To support the pastoral awareness and skills of the overall staff
  7. To encourage the participation of parents in the school community
  8. To promote student participation in fostering a good school spirit.
- The Pastoral Care Team support the Wellbeing of all staff and may organise events/activities during the year eg. Kiddies Christmas party.
- At the weekly meeting the following agenda is followed:
  1. Bereavements
  2. Honour Board
  3. Year head Report
  4. Referral Report
  5. Concerns regarding particular students will be discussed and strategies decided.
  6. Homework club and lunch club may be discussed
  7. Fundraising – 8 charities are selected at the start of each year and non-uniform days held. Additional fundraising and donations may happen at the discretion of school management
  8. A review of success of strategies and follow up arrangements will take place.
  9. Seminar, training programmes on Pastoral issues will be highlighted
  10. AOB for any other issues



### **Monitoring Procedures:**

- The team will examine the structures and procedures that are in place in order to ensure their effectiveness on a regular basis

### **Success Criteria of the Pastoral Care Committee**

- Student achievements are recognised prominently on the honour board.
- Bereavements are noted and condolences etc are passed on
- All Bereavements are taken into account for the Annual Bereavement Mass
- Students in need are referred to the appropriate teachers.
- Reports are received from Year head meetings and action where necessary to support student in difficulty is taken.
- Non uniform days are organised and funds distributed accordingly

### **Review and Evaluation:**

**At the end of the year, the Pastoral Care Committee will carry out a review to prepare for the next academic year and to ensure improvements and developments within the area.**

### **Note:**

A full outline of the Pastoral Care structure as it operates in our school is detailed in the Pastoral Care Booklet. The booklet is also reviewed on an annual basis.

Date: \_\_\_\_\_

Chairperson of the BOM: \_\_\_\_\_

