

PASTORAL CARE

1 Aims and expectations of the policy

Our policy is underpinned by the Newington College Vision, Mission and Values statement which is outlined below:

VISION

In the 21st century, Newington College will continue to provide an internationally respected education for the purpose of developing young men who will contribute positively to society.

To achieve this, Newington College will:

- engage teaching and administrative staff who share a commitment, based on Newington's values, to provide an excellent liberal education to the students of the College
- provide excellent facilities at its campuses
- develop its financial independence
- present its vision and strategies to the community

MISSION

Newington College was established in 1863 by the Wesleyan Methodist Church. Today, Newington College is a school of the Uniting Church in Australia providing a liberal education to boys from all backgrounds, denominations and faiths. It is a school that seeks to allow each boy to find fulfilment in his school achievements through the pursuit of excellence in academic achievement, co-curricular activities and personal development. The school environment draws upon the valued heritage and diversity of Australian culture and society.

VALUES

Newington College, through its educational activities and the human relationships within its community, will seek to give expression to the Christian values that underpin the philosophy of the school. The key elements of these values are self-respect, care for others and service to the community. The College expects these values will be reflected in the lives of its students. Commitment to these values will be evidenced in the character of the students of the College through the fulfilment of their potential, their sensitivity and honesty in relationships and their commitment to social justice in the community.

- 1.1 It is a primary aim of our school that every member of the school community (staff, students and parents) feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school Pastoral Care policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.
- 1.2 The College has a number of school rules, but the primary aim of the Pastoral Care policy is not a system to enforce rules. It is a means of promoting good relationships, so

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that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.

- 1.3 The College expects every member of the school community to behave in a considerate way towards others.
- 1.4 We treat all students fairly and are consistent in the application of the policy.
- 1.5 This policy aims to help all students to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community.
- 1.6 The College rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.
- 1.7 The Newington College philosophical approach to Pastoral Care and Behaviour Management as outlined in this policy is fully supported by the procedures that occur in each of the three campuses within the College. They may contain minor procedural differences that reflect the differing ages and needs of each student, as well as the physical layout of the campuses.

2 Rewards and punishments

- 2.1 We praise and reward students for good behaviour in a variety of ways, dependent upon the age of the student.
- 2.2 The College acknowledges all the efforts and achievements of students, both in and out of school.
- 2.3 The College employs a number of sanctions to enforce the school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation.
- 2.4 The class teacher/tutor will discuss the school rules with each class. In addition to the school rules, each Preparatory School class also has its own classroom code, which is agreed by the students. School rules are also published in the student diaries. In this way, every student in the College knows the standard of behaviour that we expect in our school.
- 2.5 The College does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. All incidents of bullying are followed through in accordance with the Newington College Anti-Bullying policy.
- 2.6 On no account is corporal punishment used at the College, nor do we condone its usage in any other setting. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain students or to prevent injury to a child, or if a child is in danger of hurting himself. The actions that we take are in line with government guidelines on the restraint of students.

- 2.7 Opportunities for student leadership, in a variety of roles and forms, will be actively encouraged throughout all levels of the College.

3 The role of parents

- 3.1 The College works collaboratively with parents, so students receive consistent messages about how to behave at home and at school.
- 3.2 We explain the school rules in the school prospectus and student diary, and we expect parents to read these and support them.
- 3.3 We expect parents to support their son's learning, and to co-operate with the school. We work to build a supportive dialogue between the home and the College, and we inform parents immediately if we have concerns about their child's welfare or behaviour.
- 3.4 If the College has to use reasonable sanctions as a consequence of unreasonable behaviour by a student, parents should support the actions of the school. If parents have any concern about the way that their son has been treated, they should initially contact the class teacher or Housemaster. If the concern remains, they should contact the Head of the Campus. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented. Our Grievance Policy, Complaints Policy and Procedural Fairness Policy outline the procedures for this process to be implemented.

4 Legislative requirements

- 4.1 The College will only engage suitably qualified staff, volunteers, outside tutors and external providers who have satisfied all the necessary mandatory screening procedures (including, and in line with, the Ombudsman Act 1974, Child Protection – Prohibited Persons Act 1998, the Child and Young Person – Care and Protection Act 1998) and who are fully informed of their responsibilities under these various Acts.
- 4.2 The College will report and respond to any inappropriate conduct by members of the school community in accordance with the mandatory procedural reporting requirements of the Ombudsman Act 1974.

5 Student Welfare

- 5.1 The College understands that the safety of those within each campus of the school is of paramount importance. In instances where there is a need to evacuate buildings, for any reason, each campus has a detailed campus-specific Evacuation Procedure.
- 5.2 The College understands that, from time to time, students within the school may need to have prescribed medication and/or medicines. In such instances, the medication will be secured in a central point within each campus. The College will ensure, at all times, that the medication is administered safely and correctly. The administration of any prescribed medication while at school will be recorded by the appropriate qualified staff member/s. Each campus has a more detailed campus-specific Medications Procedure.
- 5.3 The College requires a risk assessment plan be conducted and a risk management plan developed before seeking approval for any excursion in order to ensure the safety of

staff and students. The College has a detailed Risk Management policy, relevant to each of the three College campuses.

5.4 The College understands that a serious incident is any situation faced by members of the school community that causes unusually strong emotional/psychological and/or physical distress. We understand that Serious Incidents are traumatic and cause shock and fear in those who experience, witness or who are otherwise affected because of their identification/association with the school community. The College has a detailed Serious Incidents policy, relevant to each of the three College campuses.

5.5 The staff of the College, at all levels, understands that homework is an important element of school life. We also recognise that the amount of time students are expected to spend on homework will depend upon the age, ability, home environment and extra-curricular activities of students. The members of the College community recognise that it is important for students of all ages to also have opportunities for free time, leisure and physical activity outside of school. Each campus has a more detailed campus-specific homework procedures and expectations. The main reasons for Homework are:

- Consolidate knowledge and understanding of concepts introduced in class.
- Develop sound study and organisational habits.
- Develop in students the capacity to work and learn independently. Reaffirm the role of parents as partners in education.
- To provide parents with insights into what is being taught in the classroom and the progress of their children.

5.6 Unless boys have special leave or are ill, the College expects that boys will maintain full attendance at school and remain at school for the full day. Each campus has a more detailed campus-specific attendance recording procedure.

5.7 The College recognises that School Counsellors are members of the student welfare and learning support teams. With the agreement of parents and carers, counsellors will pass on to teachers, information that will assist them to better meet the needs (academic, social and/or emotional) of their students. Of course, we also understand the students may refer themselves to the school Counsellor. School Counsellors are also available to support parents and care givers within the school community. The work of the School Counsellors at Newington College includes, but is not limited to, the following:

- Counselling students
- Assisting parents and care-givers to make informed decisions about their children's education
- Assessing student learning and behaviour
- Assisting schools to identify and address special educational needs that affect student learning
- Liaising with other agencies concerned with the well-being of students

6 Monitoring

6.1 The Heads of Campus, Deputies of Campus and the Director of Student Services monitor the effectiveness of this policy on a regular basis. They also report to the

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Headmaster on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

6.2 The College keeps a variety of records of incidents of misbehaviour.

7 Review

7.1 The Heads of Campus review this policy every two years. The Heads of Campus may, however, review the policy earlier than this, if the statutory authorities introduce new regulations, or if the College receives recommendations on how the policy might be improved.

Signed:

Review date:

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