



## Pastoral Care Policy

<b>Source of Obligation</b>	<p>The NSW Registration Manual (B8.2) requires the School to have in place and implement policies and procedures in relation to pastoral care.</p>
<b>What is Pastoral Care?</b>	<p>At Kambala we aim to provide a visible culture of care in which student wellbeing is the key priority, guided by the Kambala School Values of Humanity, Courage, Curiosity and Respect. Kambala is committed to providing a safe, supportive and social environment where students feel nurtured as they learn. Ensuring the care and wellbeing of all students is central to the Kambala ethos of care. It is designed to encourage in each student a deep understanding of and responsibility for self and others, along with the confidence and resilience to positively shape her future.</p> <p>Pastoral care is the support given to students for their development as a person. It relates to the total care of students and involves tending to both the academic and non-academic needs of students, including their physical, social, emotional, spiritual and psychological wellbeing. This policy recognises the</p>

overarching principle of acting in the best interests of the child.

Focusing on proactive and supportive approaches and encouraging prosocial behaviours allows our students to thrive and shine. There is a network of pastoral and academic support available to girls through their teachers, mentors, heads of year, counsellors, heads of department and directors.

To this end students are made aware of, and have access to, appropriate pastoral care arrangements and access to, and use of counselling within the School and appropriate external agencies.

### **Teaching and Learning**

At Kambala, quality teaching and learning strategies responsive to the individual learning needs of students are addressed. Students are encouraged to become reflective, self-directed learners who accept personal responsibility for their participation in school whilst exercising self-discipline

### **Student Safety and Welfare**

The School has implemented a comprehensive approach to providing student duty of care to ensure the ongoing safety and wellbeing of students. Key policies and procedures include:

- Child Protection Policies
- Safe and Supportive Environment Policy
- Counselling Services Policy
- Student Duty of Care policies
- Student ICT acceptable use agreement policy

	<p>These policies can be found on Sundial and where appropriate referred to in the staff and student handbook.</p> <p>Students are encouraged to talk to a School Psychologist, in accordance with our <u><a href="#">Counselling and Psychological Services Policy</a></u>.</p>
<b>Students with Disabilities and Special Needs</b>	<p>The School has implemented detailed policies and procedures for managing students with disabilities and complex and diverse needs. Refer to our <u><a href="#">Learning Enrichment Policy and Procedures</a></u>.</p>
<b>Mentoring</b>	<p>We recognise that students benefit from the advice and experience of their peers. To this end, Kambala has in place a Peer Support Program for both the Senior and Junior schools.</p>
<b>Counselling and Psychological Services</b>	<p>At Kambala, the counselling service aims to help students flourish academically, socially, behaviorally, and emotionally. School Psychologists also provide advice about prevention and intervention practices and programs to support the whole school population.</p> <p>Students have access to School Psychologists in accordance with our <u><a href="#">Counselling Services Policy</a></u>.</p>
<b>Procedures and Personnel</b>	<p>All teachers and staff at Kambala are responsible for pastoral care, and for</p>

administering pastoral care in all classes and extra-curricular activities.

Although each staff member has a pastoral role, it is the Class teacher (Junior School), Mentor and Head of Year (Senior School) to whom the students should first contact to discuss pastoral concerns. The Deputy Principal Wellbeing/Deputy Head of Junior School, other members of the Executive and School Psychologists are also available to both students and parents.

Student wellbeing is embedded in many aspects of the curriculum and co-curricular activities at Kambala. There are regular timetabled PDH and Pastoral Care lessons across Junior and Senior School to which evidence based additional programs are added to address pastoral needs as required.

At Kambala we strive to:

- Provide a safe and supportive environment where students are treated with respect and fairness by teachers, other staff and other students.
- Protect students from intimidation, embarrassment or degradation.
- Maintain professional standards of conduct in all dealings with students.
- Maintain communication with relevant parties.

**Implementation**

Pastoral care within the School is implemented through a combination of:

- effective policies and procedures including incident notification procedures
- staff training
- a team-based/collaborative approach to the effective implementation of pastoral care.

**General Guidelines**

To ensure that all aspects of the school's mission for providing for a student's welfare are implemented we have developed, and continue to develop a comprehensive range of pastoral care policies and procedures that are designed to promote the social and emotional wellbeing of our students.

*Reviewed and approved on 9 December 2020; Position titles amended in 2023*

*Policy source section amended to correspond to the numbering and language of the updated NSW Registration Manual in February 2024.*