

## **WELLBEING POLICY (PASTORAL CARE)**

Kambala is committed to providing a safe, supportive and social environment where students feel nurtured as they learn. Ensuring the emotional 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.

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 spiritual, emotional and social wellbeing. Our Wellbeing Policy recognises the overarching principle of acting in the best interests of the child.

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. By engaging students in this way, they are encouraged to become reflective, self-directed learners who accept personal responsibility for their participation in school whilst disciplining themselves.

### **Student Safety and Welfare**

Kambala has implemented a comprehensive workplace health and safety program and a student care program designed to ensure the ongoing safety and welfare of students. Key policies and procedures include:

- Child Protection Policy
- Managing Student Health
- Student Code of Behaviour
- Learning Enrichment Policy and Procedures
- Educational Facilities Policy
- Critical Incident Policy and Management Plan
- Safe and Supportive Environment Policy
- Counselling Services Policy
- Health Policies
- Excursion Policy
- Student ICT acceptable use agreement policy

These policies can be found on Sundial and referred to in the staff and student handbook.



## **Students with Disabilities and Special Needs**

Kambala has implemented detailed policies and procedures for managing students with disabilities and special needs. Refer to our **Learning Enrichment Policy and Procedures**.

## **Mentoring**

We recognise that students benefit from advice and experience of their peers. To this end, Kambala has in place a Peer Support Program for both the Senior and Junior schools

## **Counselling**

At Kambala, the counselling service aims to help students flourish academically, socially, behaviourally, and emotionally. School counsellors also provide advice about prevention and intervention practices to support the whole school population. Students are encouraged to talk to the counsellor, in accordance with our **Counselling Services Policy**.

## **Procedures and Personnel**

All teachers and staff at Kambala are responsible for pastoral care, and for administering pastoral care in all classes and extra-curricular activities. Kambala has a Wellbeing Department which is led by the Dean of Wellbeing ([tlang@kambala.nsw.edu.au](mailto:tlang@kambala.nsw.edu.au)).

Although each staff member has a pastoral role, it is the Class teacher (Junior School), Tutor and Year Coordinator (Senior School) to whom the students should speak about problems or concerns. Dean of Wellbeing, Head of Junior School, Deputy Principal, Head of Senior School, Head of Boarding, other members of the Executive and School counsellor are also available to both students and parents.

The School Counsellor's Office is located in the Tivoli Building above the Boarders' Dining Room. In the Senior School, students may make appointments with the Counsellor by emailing the counselling email address ([counsellor@kambala.nsw.edu.au](mailto:counsellor@kambala.nsw.edu.au)). Parents are welcome to make appointments by telephone or email. Junior School students may be referred to a Counsellor by the Head of the Junior School. Please refer to the Counselling Services Policy for details about referral pathways and procedures.

Student wellbeing is embedded in many aspects of the curriculum and co-curricular activities at Kambala. The Senior School has timetabled Pastoral Care and CASaK programs for Years 7 -9. These have links with PDHPE, Outdoor Education and Religious Education programs to ensure there are connections in the Scope and Sequence. This also promotes an understanding of the shared values which underpin each program. In the Junior School, there are also timetabled Pastoral Care periods.



At Kambala we strive to:

- Provide a safe and secure environment where students are treated with respect and fairness by teachers, other staff and other students.
- Protect students from intimidation, embarrassment or degradation.
- Clearly articulate expectations and consequences of breaching expectations.
- Apply consequences consistent with regard to procedural fairness and natural justice in accordance with privacy legislation.
- Ensure that when disciplining students, the dignity of each person involved is maintained.
- Enhance student independence, autonomy and sense of self worth through opportunities for leadership, membership of committees such as Environment and Charity and Spirit of Service initiatives.
- Maintain the confidentiality of information unless disclosure is required by law or is clearly in the best interest of the student.
- Maintain professional standards of conduct in all dealings with students.
- Maintain communication with relevant parties, which may include parents, staff, School Nurse, School Counsellor, Dean of Wellbeing, Head of School, Principal or outside agency.

### **Implementation**

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

- Effective policies and procedures;
- Staff training in student welfare, mental health and spiritual wellbeing;
- Effective incident notification procedures; and
- Allocation of the overall responsibility for the effective implementation of pastoral care to a senior staff member

### **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.