



Pastoral Care Policy

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1. Aims

Through its pastoral care arrangements and provision Hampstead Hill School demonstrates its continuing concern for the personal and social development of all pupils through integrating into the school's daily routines across the curriculum and its extracurricular activities.

All staff work together to create a safe and caring atmosphere in which pupils and staff can feel happy and secure.

We encourage a sense of achievement, self-worth, moral responsibility and mutual respect. We recognise that each member of our school community is special and unique. Gifts and talents are valued and nurtured through all our work.

- To create and maintain an atmosphere where pupils and staff feel that they are safe, valued, respected and happy
- To implement our Behaviour Policy
- To maintain the highest standards of teaching and learning
- To respond to the concerns of our pupils, staff and parents
- To maintain an atmosphere of trust

The ethos of the school will be reflected in the moral, intellectual, personal and social development of our pupils. It is achieved by all staff promoting and facilitating an atmosphere of care and respect within the formal and informal life of the school community.

Good relationships are paramount to generating a positive climate within the school community. Pupils are also encouraged to develop and value respect for themselves and others. Relationships are nurtured between:

- Staff and pupils
- Pupils and their peers
- Members of staff
- Senior management team and staff
- School and parents and other professionals.

Pupils are encouraged to acquire the skills they need to be responsible for their own personal safety.

The whole school community is aware that the Designated Safeguarding Leaders are responsible for safeguarding and that all staff have a responsibility to safeguard.

The designated Child Protection Co-ordinators are responsible for dealing with safeguarding / child protection issues.

2. Safeguarding Information

Designated Safeguarding Lead

- Sian Hoskins
- Sian@hampsteadhillschool.co.uk

Headteacher & Deputy Designated Safeguarding Lead

- Anne Napier
- Anne@hampsteadhillschool.co.uk

Nominated Director of Safeguarding

- Lewis Taylor
- Director@hampsteadhillschool.co.uk

3. Roles and Responsibilities

3.1 Headteacher

The Headteacher will:

- Have overall responsibility for the implementation of the curriculum including monitoring the safety of each pupil in the school.
- Ensure that pastoral care is given a high profile in the school improvement plan with support from the Senior Leadership Team.

3.2 Deputy Head Pastoral

The Deputy Head Pastoral will:

- Work with all staff to develop knowledge, skills and resources appropriate for the role.
- Support staff and advise them with their day-to-day tasks and manage any issues that may arise.
- Ensure staff are given the chance to voice any concerns, ideas and feedback, and to ensure that these are acted on where possible.
- Maintain a quiet, confidential space is provided for these meetings.
- Liaise with the Principal and Headteacher where necessary.
- Offer mental health support and guidance.
- Signpost staff to further support.

Further to this, a member of Upper school has been trained as an Emotional literacy support assistant (ELSA).

3.3 Staff

As part of our induction programme, each member of staff employed by Hampstead Hill School will receive in-house pastoral care training. As part of this training and the school's ongoing pastoral care work, each member of staff, throughout their induction, will be paired up with a Year Leader. This person is there to offer support, guidance and advice during the probationary period.

The school recognises the importance of each member of staff's opinion in moving the school forward. As part of the school's continuing development and to build on staff morale, each member of staff is encouraged to voice any concerns, ideas or feedback either to the Deputy Head Pastoral or in her absence, the School Co-ordinator.

3.4 Pupils

Each member of staff is responsible for helping pupils to celebrate success and develop the ability to make moral decisions. Pupils in Year 1 and Year 2 are given leadership opportunities in the form of being elected their class School Council representative. School Council meets each week with the Head of the School Council to discuss matters of interest to the pupils to therefore make positive change in the school.

3.5 Parents

Parents are always welcome and are encouraged to contact the school if they have any concerns. They can use the HomeRun app to stay in regular contact and can contact the Pastoral Lead directly via email: anne@hampsteadhillschool.co.uk

Urgent concerns will be given immediate attention. We will encourage parents to share concerns about home circumstances or medical matters which may affect their child's work or behaviour in school. The opinions of parents and children will be valued and where appropriate action will be taken. Parents can attend consultations with class teachers and arrange appointments with the Headteacher or Principal to discuss any issues that arise.

4. Pastoral Care Initiatives

As part of our on-going pastoral care work, we encourage pupils to be self-confident by voicing their concerns or worries. We further offer opportunities for pupils to participate in mindfulness activities.

This is achieved through:

- Daily circle times in the Lower School
- PSE and PSHE curriculums
- Worry boxes in the Upper School
- Whole-School behaviour chart
- Positive and restorative Behaviour Policy
- Mindfulness and yoga
- Philosophy for Children
- Golden time


To better support their well-being, each pupil in Early Years and Pre-Reception will be assigned a key person which parents will be made aware of upon joining the next class. We recognise that each pupil is a unique individual who may need support with settling in as they move between classes. Prior to moving year groups, teachers will attend transition and handover meetings to ensure all relevant information about a pupil is transferred with them to their next class.

5. Professional Counselling

We will endeavour to enlist the help and support of professional counsellors to assist our pupils or teachers in a time of great need / trauma. Each case will be dealt with individually and appropriate support offered.

6. Links to Other Policies and Documents

- Child Protection and Safeguarding Policy
- Parent Handbook
- Staff Handbook
- Behaviour Policy

Dates Reviewed	January 2024
Next Review	January 2025
Name	 Anne Napier Headteacher

Hampstead Hill School



Respect. Kindness. Community. Curiosity. Conservation.