



TOPIC	PASTORAL CARE POLICY
DOMAIN	COMMUNITY
ORIGINALLY RELEASED	2016
DATE FOR REVIEW	2019

Our Vision

Our Lady of Lourdes Catholic Primary School seeks to offer excellence in education, enlivened by the Life and teaching of Jesus Christ in a school community where the dignity of each person is valued.

Our Mission

Our Lady of Lourdes School seeks to provide educational excellence through the integration of Faith, Life and Culture.

Our Values

BELIEF

HARMONY

RESPONSIBILITY

School Motto

'Honor Pretiosor Auro'

Honour is more precious than gold

Our motto reminds us to look to Jesus Christ, whose life and teaching inspire us to live life with honour, seeking justice for all.

1.0 RATIONALE

At Our Lady of Lourdes, Pastoral Care is informed by and given its spirit by the school's place as a part of the evangelical ministry of the Church. The school is in essence the face of Christ for its whole community and its pastoral role needs to infuse every aspect of our operation and our relationships.

The life of every human person is seen to have a God given value and meaning which is enhanced in our school community in an atmosphere which is permeated with the Gospel spirit of Freedom and Love. All members of the school community have a fundamental right to be treated with respect and, for students and school staff, to learn and teach in a safe and supportive environment. Our Vision statement challenges us to create a learning community based on Gospel values. Each person is recognised as a unique individual bringing special qualities to share and so we all have a right to be respected and a responsibility to respect each other. Our policy is inclusive of the Principles espoused in the National Safe Schools Framework.

Pastoral Care is the concern of all involved in our Catholic school. Every aspect of the school's educational ministry needs to be infused by the Church's understanding of what it means to be a community of believers. Pastoral Care cannot be confined to organisational or curriculum areas. There should be a clear articulation of specific ways that Pastoral Care will

assist in developing the potential of each member in the school community such that all feel nurtured, safe, supported and educated.

Parents (and guardians or carers) are the first educators of their children and the role of the Catholic school is to assist in their education. Our school appreciates and understands the specific circumstances of its community and applies the appropriate resources to meet pastoral needs within a shared vision of a positive and inclusive school. As such, Our Lady of Lourdes operates within an organisational framework that has particular requirements in relation to the educational and social needs of students and staff. The school is also bound to adhere to the legislative requirements of State and Australian Governments. Pastoral Care policies and practices adhere to these obligations.

All members of our community are committed to ensuring a safe and supportive environment which promotes pastoral care, personal growth and fosters positive self-esteem for all. We aim to maintain a setting in which everyone feels valued and respected and where individual differences are appreciated, understood and accepted. Maslow's Hierarchy of Needs (see diagram 1.1) is a motivational theory outlining that while people aim to meet basic needs, they seek to meet successively higher needs. These needs are underpinned through pastoral care of all staff and students. We endeavour to nurture the wellbeing of all those who work within the school community, by promoting mutual respect and cooperation.

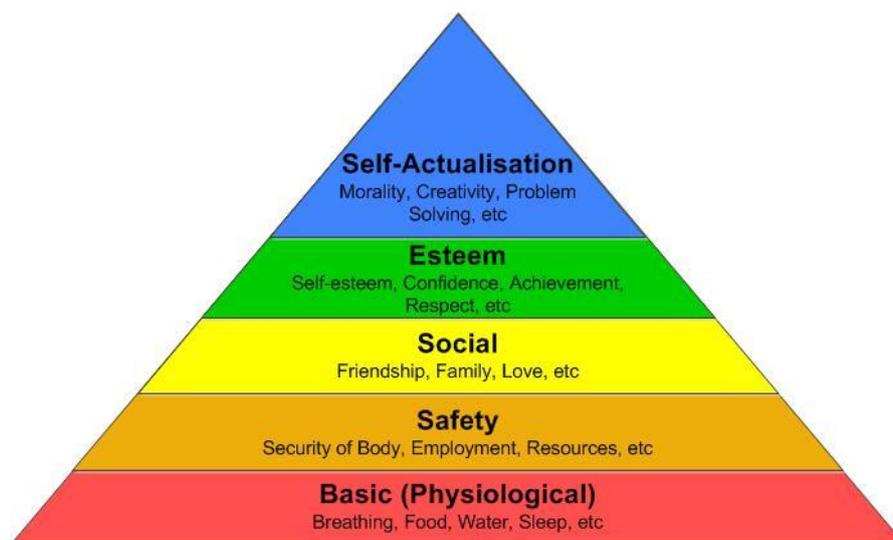


Diagram 1.1: Maslow's Hierarchy of Needs
(Abraham Maslow, 'A Theory of Human Motivation, 1943)

“Our Lady of Lourdes Catholic Primary School seeks to offer an education enlivened by the life and teaching of Jesus Christ in a school community where the dignity of each person is valued.”

Our Lady of Lourdes' Pastoral Care procedures are underpinned by the National Safe Schools Framework, which together with the School's Social and Emotional health procedures and programmes, should promote the resiliency and wellbeing of students. A comprehensive scope and sequence for the fostering of ethical and intercultural understandings and personal and social capabilities is established; aligned with the relevant General Capabilities as outlined in the Australian Curriculum.

2.0 DEFINITION

Pastoral Care is the integration of the academic, social and religious dimensions of a school's energy so that an atmosphere of care prevails within the school community... the summation of the school's endeavour to educate. It is integral to the daily life of the school and cannot be restricted to a particular program or curriculum. Pastoral care is a comprehensive concept, which embraces the total life of the school by contributing to the realisation of gifts within each person and a commitment to the wellbeing of Society. (Kevin Treston *Pastoral Care for Students* 1989 p.5). As such, at Our Lady of Lourdes Pastoral Care means enhancing the dignity of each person within a Catholic faith community in the living out of our school values of: Belief, Harmony and Responsibility. We are concerned with maximising learning and growth to enable all to become inner-directed, contributing members of God's creation.

The school's Pastoral Care is guided by the Bishop's Mandate of WA, which calls for schools to promote:

36. A SPIRIT OF FAMILY - A Catholic school gives Christian witness first in the way that its community welcomes students and their families. Students should experience school as an extension of their own homes, the climate being a humanly and spiritually enriching one. This is an important way for school communities to support parents in their own responsibility to provide Christian witness to their children.

37. A CHRISTIAN PASTORAL DIMENSION - From the moment they join a Catholic school community, students should learn of their value as human persons. Every aspect of the school's life should reflect a Christian pastoral dimension. Where this is true in a school, students realise their Christian dignity 'before even knowing its definition'. The pastoral care and attention students receive from all within the school community should help students to realise that they exist 'for God to love' and that they will deepen in their experiences of God's love as they love God in return.

The pastoral dimension of a Catholic school needs to include the mutual care and support staff demonstrate both towards each other and for their students... every staff member shares responsibility for the pastoral dimension of the Catholic school. We call on all staff to develop the kinds of relationships that will help them respond proactively to their students' pastoral needs.

66. CENTRED ON THE STUDENT - To contribute to students' Christian development, the starting point for all curriculum decisions will be the students themselves and their individual needs. Education that seeks to promote integrated personal development relates curriculum content to students' real life situations. It aims to help students 'spell out the meaning of their experiences' and the truths that underlie them. It will do these things in the light of the Gospel. Good education never offers pre-cast conclusions, for, in Catholic educational experience, this hinders students' personal development – including their religious and faith development.

72. KNOWLEDGE BRINGS RESPONSIBILITY - As a privilege and gift from God, new learning needs to be accompanied by the development of a matching sense of social responsibility. The gift of knowledge is not meant for self-centred purposes. All, especially those entrusted with curriculum decisions, need to challenge students with this principle. It is worth repeating again that learning is not to be thought of solely as a 'means for material

prosperity or success'. Students should be encouraged to study for reasons beyond personal advancement, material success or social ambition.

Underpinning our approach to Pastoral Care is the belief in the right of every student and staff member to feel safe and acknowledged in the following needs:

- a. Physiological
- b. Safety
- c. Social
- d. Esteem
- e. Self-Actualisation

The vision of Our Lady of Lourdes is to educate and develop the whole child within a faith sharing community, which centres on Christ and His values. Our school has as its foundation, a strong sense of community. The school's motto of 'Honour is More Precious than Gold' is an individual and communal response to Jesus' call to 'Love one another as I have loved you" (John13: 34). In essence our pastoral care can be demonstrated through actively fostering our School Principles, which are:

- ***We believe that God made and loves each of us uniquely.***
- ***We work and play in harmony with all members of the school community.***
- ***We each accept our personal responsibility at all times.***

3.0 SCOPE

This policy applies to all activities within and outside of the school grounds.

4.0 PRINCIPLES

Our Lady of Lourdes' approach to promoting Pastoral Care forms part of the guiding principles of the National Safe Schools' Framework.

- affirm the rights of all members of the school community to feel safe and be safe at school

Our Lady of Lourdes fosters environments where the care and development of each person takes place within the Catholic faith community.

- acknowledge that being safe and supported at school is essential for student wellbeing and effective learning

Our Lady of Lourdes seeks to provide a safe and supportive school environment, a curriculum and a set of policies and practices based on the Gospels.

- accept responsibility for developing and sustaining safe and supportive learning and teaching communities that also fulfill the school's child protection responsibilities

Our Lady of Lourdes takes action to protect children from all forms of abuse and neglect.

- encourage the active participation of all school community members in developing and maintaining a safe school community where diversity is valued

Our Lady of Lourdes seeks to promote care, respect and cooperation and value diversity.

- actively support young people to develop understanding and skills to keep themselves and others safe

Our Lady of Lourdes seeks to enable students to attain the beliefs, values, attitudes, knowledge, skills, practices and positive relationships which will allow them to achieve Christ's vision of the human person.

- focus on policies that are proactive and orientated towards prevention and intervention
- commit to developing a safe school community through a whole-school and evidence-based approach

Our Lady of Lourdes develops policies, programs and practices that are proactive, focus on prevention and intervention and that engage, nurture and promote the wellbeing of the whole school community.

- recognise that quality leadership is an essential element that underpins the creation of a safe and supportive school environment

Our Lady of Lourdes recognises that quality leadership underpins Pastoral Care and that policies and programs must be regularly monitored and reviewed with evidence-based practice supporting decisions and improvements.

- recognise the critical importance of pre-service and on-going professional development in creating a safe and supportive school environment
- implement policies, programs and processes to nurture a safe and supportive school environment

Our Lady of Lourdes ensures that, in providing a nurturing and safe environment, the roles and responsibilities of all members of the school community are explicit and understood and that there is a commitment to ongoing professional development and training for the whole school community.

5.0 PROCEDURES

The elements of Pastoral Care at Our Lady of Lourdes include ***Ethos & Environment, Curriculum, Education & Training*** and ***Families, Partnerships & Services***.

Ethos & Environment

Examples of the aspects pertaining to the environmental element are as follows:

Religious Dimension

- Prayer, liturgy, celebration and participation in the Sacraments
- Reflection of values of the Sacraments in school policies and practices e.g. acceptance and forgiveness;
- Traditions of the Church (liturgical calendar, feast days etc.)

- Traditions of Our Lady of Lourdes School Community (Feastday, Mercy School)
- Proactive and sustainable partnerships within the wider parish community
- Relevant cultural experiences, for example: Harmony Day, NAIDOC Week
- Awareness and support of those who are marginalised or in need

Administration

- The leadership that promotes a fair and supportive environment.
- Reflection of the school's Vision & Mission statements, School Values, Goals and Motto
- Support for students as they move from one stage of schooling to another.
- Pastoral care of staff and the broader community, through the professional development of staff; prayer and liturgies; community support programmes and special initiatives
- Managing incidents of abuse, discrimination, harassment, bullying and victimisation
- Strategic processes that are consultative and collaborative in continual school improvement
- Establishing agreed policies, programmes and procedures that meet system and legislative requirements
- Shared ownership by the whole school community in respecting individual rights and responsibilities in line with Pastoral Care policies and practices

Policy and Practice

The policies and practices that Our Lady of Lourdes employs seek to enhance the dignity of the human person. All policies and practices set out to reflect the principles of Pastoral Care. The following are examples of such policies and practices:

Student

- Behaviour management
- Managing bullying, harassment and violence
- Peer support and collaborative learning programs
- Health, Social & Emotional activities
- Child Protection
- Duty of care

School Community

- Reporting and Communication
- Parental/ guardian/ carer involvement and engagement
- Reconciliation
- Privacy

Management

- Allocation of resources
- Enrolment policy
- Uniform requirements and standards
- Crisis management planning
- Management of confidential information

School Personnel

- Employment, professional and faith development
- Professional development of staff in Pastoral Care
- Induction, Mentoring and Appraisal processes
- Management of harassment of staff
- Dispute and complaint resolution
- Health and wellbeing of staff

Curriculum, Education & Training

Curriculum is the total, school directed experience of students during schooling. The Our Lady of Lourdes curriculum caters for a variety of student needs and abilities in a Catholic school setting.

The following aspects of curriculum, education and training are considered:

- All curriculum and policy development involves consultation, participation and ownership of each document; all school staff are inducted on the school's Pastoral Care Policy and practices.
- The Religious Education Programme aims to integrate faith and life, as well as faith and culture.
- Consideration of the needs of all students. For example; buddy system and peer tutoring
- Provision of adaptable and flexible curriculum involving the use of the WA Curriculum
- Appropriate methods of assessment, evaluation and reporting
- A curriculum informed by the Principles of Catholic Social justice teachings
- Acquisition of concepts, the learning of facts, development of life skills, examination of attitudes and an exploration of their beliefs and values
- Explicit education and training in relation to Ethical Understanding, Intercultural Understanding and Personal & Social Capabilities, including bullying, harassment, violence and child protection.
- Incorporation of sustainability and environmental issues

Families, Partnerships & Services

Our Lady of Lourdes recognises that real partnerships need to exist between the Catholic school, parents, carers and appropriate agencies for students to be provided with a nurturing and safe environment. As such, school commits to:

- Working closely with parents, guardians and carers
- Fostering interpersonal relationships within the school community
- Promoting and respecting relationships with the parish, clergy, religious orders, parent community and past students
- Seeking reconciliation
- Relevant cultural aspects are acknowledged and celebrated
- Awareness and support of those who are marginalised or in need

6.0 CONCLUSION

Our Lady of Lourdes Pastoral Care is concerned with enhancing the dignity of the human person within a safe and supportive Catholic faith community in line with Church teachings, System accountability and legislative regulations. The elements set out above are not exhaustive, but they are intended to provide a stimulus in promoting Pastoral Care in the school. It is through the dynamic and inter-related nature of the elements, supported by policies and practices, that the dignity of the human person is enhanced.

6.0 RELATED DOCUMENTS

- Catholic Education Commission of WA, Framework for the Development of Pastoral Care in Catholic Schools (2007)
- National Safe Schools Framework (2003, revised 2011) Education Services Australia (MCEECDYA)
- Our Lady of Lourdes School's Bullying Policy
- Our Lady of Lourdes School's Acceptable Use of ICT (Students) Policy
- Our Lady of Lourdes Crisis Management Policy
- A Theory of Human Motivation (1943) Abraham Maslow
- The Bishop's Mandate 2009-2015 Catholic Education Commission of W.A.
- Catholic Education Commission of WA 2- D7 Exclusion of Students for Disciplinary Reasons Policy
- Catholic Education Commission of WA Ethical Code of Conduct
- Catholic Education Commission of WA – D3 Child Protection Policy