



Principles of Excellent Pastoral Care

All staff at St Dunstan's College have a pastoral care of duty to the pupils, regardless of whether or not they are teaching staff or form teachers/tutors. The College has an agreed set of Principles of Excellent Pastoral Care, evidence of which feeds into the annual teacher appraisal process and professional development planning.

THE PRINCIPLES

Staff at St Dunstan's College provide excellent pastoral care by being:

- **Fair.** Pupils are treated in a consistent, reasonable and fair manner.
- **Proactive.** Staff are aware of their pupils' circumstances, and are able to intervene early to prevent issues from arising or worsening.
- **Involved.** Staff have positive and open relationships with their pupils. Pupils feel that the staff know and understand them, and are comfortable speaking with staff, even about sensitive issues.
- **Responsive.** Staff react quickly to pastoral concerns, informing form teachers/tutors, Heads of Year/Section and/or the DSL as appropriate, and providing the immediate attention that a pupil may need to feel reassured.
- **Consistent.** Staff are consistent in their expectations of high standards of behaviour and academic conduct from the pupils. Staff hold pupils accountable for their actions, rewarding positive behaviours and applying sanctions in a fair and prescribed way when behaviour falls short of expectations.
- **Knowledgeable.** Staff are knowledgeable of the school processes and procedures, enabling them to respond to the pastoral needs of children in a consistent and effective manner.

***Individual Pupil Need:** Excellent pastoral care requires staff to be mindful of a pupil's individual needs (e.g. SEND, medical, pastoral, EAL, academic) and to respond to those, in line with relevant Priority Strategies.