

GLS PASTORAL CARE POLICY

2024

APPROVED BY:



MS. ASHA ALEXANDER
PRINCIPAL AND CEO, GEMS LEGACY SCHOOL | EXECUTIVE LEADER, GEMS EDUCATION

DATE: 01/04/2024

LAST REVIEWED ON: 01/04/2024

NEXT REVIEW DUE BY: 01/04/2025

AIM OF THIS POLICY

At GEMS Legacy School (GLS), pastoral care is integral to ensuring that all students feel safe, supported, and nurtured. This policy aligns with the GLS Positive Behavior Policy, Wellbeing Policy, Safeguarding Policy and Inclusion Policy ensuring a holistic approach to student welfare and development. The school is committed to fostering an inclusive and supportive environment where students can thrive academically, emotionally, socially, and spiritually, guided by the principles of empathy, resilience, leadership, and community engagement.

VISION

The primary goal of pastoral care is to promote student well-being and academic success by addressing individual needs. GLS aims to create a nurturing environment where students are empowered to develop resilience, build meaningful relationships, and succeed both in and beyond the classroom.

OBJECTIVES

- **Holistic Support:** Provide emotional, social, and academic support through regular monitoring of student well-being.
- **Safety and Inclusion:** Ensure a safe and inclusive environment where every student feels valued and protected.
- **Student Empowerment:** Encourage self-discipline, responsibility, and leadership while promoting student voice and participation in decision-making processes.
- **Parental Engagement:** Foster partnerships with parents to create a strong support network for students.

ROLES AND RESPONSIBILITIES

- **School Leadership:** The Principal and Senior Leadership Team (SLT) ensure the effective implementation of pastoral care and safeguarding protocols. They oversee staff training and the promotion of positive student welfare.

- **Designated Safeguarding Lead (DSL):** The DSL is responsible for safeguarding and child protection in the school or service (including online safety and understanding the filtering and monitoring systems and processes in place).
- **All Staff:** All teaching and non-teaching staff are responsible for maintaining a safe, nurturing environment. Staff should be approachable, offer guidance, and act as positive role models.
- **Students:** Students are encouraged to prioritize their own emotional, social, and personal well-being, as well as that of their peers, while fostering a positive and inclusive school atmosphere.

KEY ELEMENTS OF PASTORAL CARE

- **Well-being Framework (PERMA-H):** GLS adopts the PERMA-H model of well-being, which integrates Positive Emotions, Engagement, Relationships, Meaning, Accomplishment, and Health. The school organizes age-appropriate activities aimed at fostering a sense of belonging, purpose, and resilience.
- **Positive Behavior Reinforcement:** Through the Positive Behavior Policy, students are encouraged to exhibit positive behavior and develop strong moral character. Rewards systems, such as house points and certificates, are used to promote good conduct, while sanctions are applied fairly when necessary.
- **Safeguarding:** The safeguarding of all students is central to pastoral care. All staff are trained to recognize and act upon any signs of abuse, neglect, or exploitation in accordance with the Child Protection Procedures outlined in the Safeguarding Policy. Any concerns raised by staff, students, or parents will be managed in a confidential, timely, and sensitive manner using the Guard platform for documentation and escalation to the Designated Safeguarding Lead (DSL).
- **Counselling Services:** Counsellors provide support for students facing emotional or social challenges. These services are accessible to all students, and referrals can be made by teachers or parents.
- **House System:** At GEMS Legacy School (GLS), the House system forms an integral part of our pastoral care framework, promoting a strong sense of community,

FALCON HOUSE

Onwards & Upwards

GAZELLE HOUSE

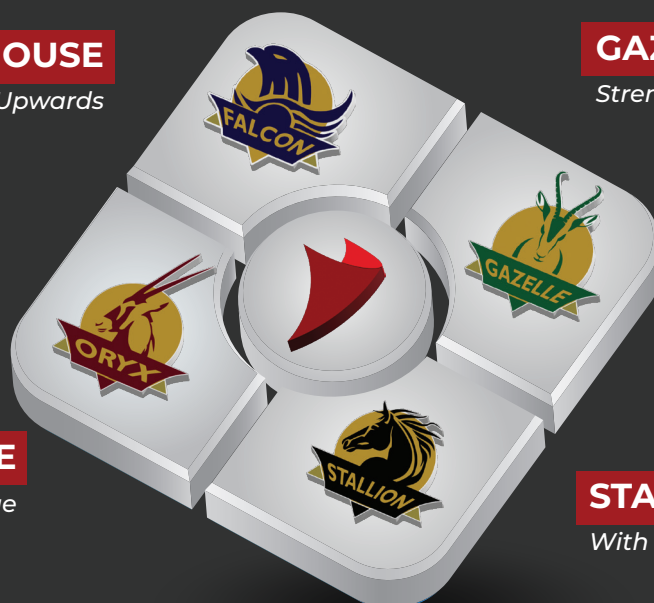
Strength in Adversity

ORYX HOUSE

Courage to Change

STALLION HOUSE

With Endurance & Passion



teamwork, and healthy competition. Upon joining the school, each student is assigned to one of four Houses, and siblings are always placed in the same House. Staff members are also assigned to Houses, ensuring that the entire school community is actively involved. The four Houses - Oryx, Falcon, Gazelle, and Stallion - serve as a platform for fostering social connections and camaraderie among students. Throughout the year, students participate in various inter-house events, including sports, music, and other competitions. These events allow students to earn House points, which are also awarded points based on the rubric given below.

- Various Competitions
- Best Class
- Miscellaneous - well groomed, punctuality, cleanliness and discipline.
- Best behavior
- 5 C's – Critical thinker, Communicator, Collaborator, Contributor, Creator
- Best Assembly

By contributing to their House, students develop a sense of pride and belonging, aligned with the school's core values of togetherness, collaboration, and leadership.

- **Bullying Prevention:** We maintain a zero-tolerance approach to bullying in any form, including cyberbullying. An Anti-Bullying Policy ensures a safe environment where students are free from harm. Staff, students, and parents are encouraged to report any concerns, which will be addressed promptly.
- **Online Safety:** Pastoral care extends to students' online experiences. Clear guidelines on safe online conduct, monitoring of internet use, and open communication about the risks of digital interactions are integral parts of the policy.

MONITORING AND REVIEW

The Pastoral Care Policy will be regularly reviewed through feedback from students, parents, and staff to ensure continuous improvement. The Head of Pastoral Care, in collaboration with the Well-being Committee, will oversee its alignment with the school's strategic goals. Annual reviews will ensure consistency with the GLS Positive Behavior Policy, Inclusion Policy, and Safeguarding Policy. Compliance with all the policies is mandatory for all staff and monitored through regular training, audits, and meetings to maintain effective implementation and uphold school standards.

