

PASTORAL CARE POLICY

This policy applies to all provision delivered by Imperial Oak School, including any alternative provision or off-site settings operating under the school's oversight.

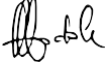
The Policy is publicly available on the school website and upon request a copy (which can be made available in large print or other accessible format if required) may be obtained from the School Office

We have a whole school approach to safeguarding, which is the golden thread that runs throughout every aspect of the school. All our school policies support our approach to safeguarding (pupil protection). Our fundamental priority is our pupils and their wellbeing; this is first and foremost.

Scope: All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours, including activities away from school. All new employees and volunteers are required to state that they have read, understood and will abide by this policy and its procedural documents and confirm this by signing the *Policies Register*.

Legal Status: Complies with The Education (Independent School Standards) (England) Regulations currently in force.

Monitoring and Review: These arrangements are subject to continuous monitoring, refinement, and audit by the Headteacher. The Proprietor and Advisory Board will undertake a full annual review of this document, inclusive of its implementation and the efficiency with which the related duties have been implemented. This review will be formally documented in writing. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed arrangements and it will be made available to them in writing or electronically.

Signed: 

Reviewed: April 2026
Next Review: April 2027

Mrs Chizzy Chukwukere
Headteacher
Proprietor who is the Chair of the Advisory Board

- 1. Introduction:** Imperial Oak School prides itself on its outstanding pastoral care. We support and develop four pillars of pupil health by creating, embedding and nurturing a wellbeing culture. The approach is preventative in nature, equipping our pupils with skills which will develop the whole child.

As a SEND school, we recognise that pupils may have additional communication, emotional and developmental needs. Pastoral care is adapted to ensure that all pupils are supported in a consistent, structured and nurturing way.



All staff at Imperial Oak School are devoted to the personal, social development, education and care of all pupils. They are responsible for their welfare and progress and they put pastoral care first because they want to deliver safe and supportive environments for pupils. Pastoral care is at the core of Imperial Oak School and is central to our approach *'to each according to their needs'*. Through

Imperial Oak School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.

this approach, we aim to meet the diverse needs of learners, supporting them to achieve their full potential and prepare them for the future. Strong pastoral care is inextricably linked with teaching and learning and the structural organisation of the school - promoting students' personal and social development and fostering positive attitudes.

This is done through the quality of teaching and learning; through the nature of relationships amongst pupils and teachers where teachers and support staff become experts on each child (engagement profiles and motivators); through arrangements for monitoring pupils' overall progress (academic and pastoral); and through co-curricular activities and Imperial Oak School ethos. Effective pastoral care supports pupils to develop confidence, resilience and positive relationships, thus enhancing their strengths and other protective factors contributing to their resiliency as well as developing a sense of social cohesion that together can improve their overall health and wellbeing. Quality pastoral care focuses on the whole student and it engages all members of the school community as providers of pastoral care.

1. Roles and Responsibilities

All staff are responsible for identifying and responding to pastoral concerns and must report any safeguarding concerns in line with the Safeguarding and Child Protection Policy.

Advisory Board: The member of the Advisory Board with responsibility for Safeguarding monitors any ongoing pastoral issues.

Head and SLT: Liaise with staff to keep a clear oversight of pastoral care and its effectiveness.

SENCO

- Monitors the progress and wellbeing of SEND pupils
- Assists with interventions

Teachers

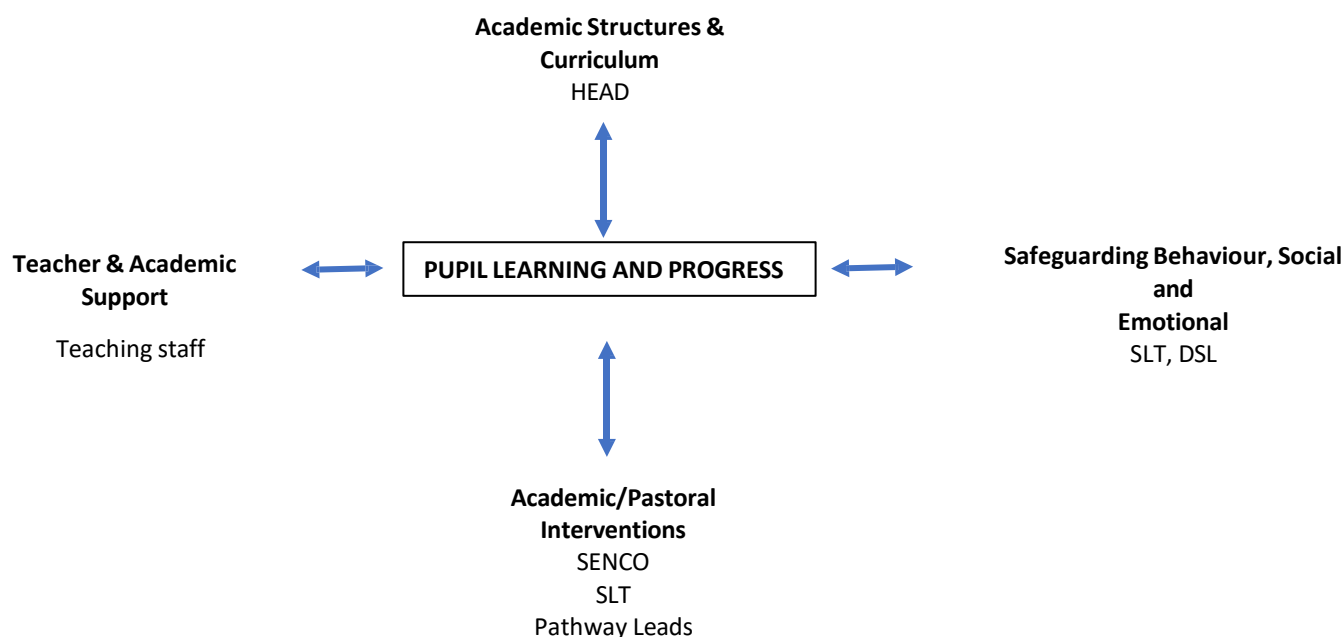
- Create a positive and pastorally supportive class environment by understanding motivations to keep learners engaged on their learning.

Support staff: All staff employed at Imperial Oak School have a duty to support pastoral care of all pupils. Staff should be vigilant and where a pupil looks to be in distress should alert the relevant staff and seek support where necessary.

2. Pastoral care in action at Imperial Oak School: At Imperial Oak School we take pastoral care extremely seriously. The following activities are commonplace:

- Individual interventions based on pupil need
- Weekly staff meetings where any pupils of concern are discussed and helpful strategies suggested
- Any concerns or incidences are also brought to the SLT or DSL as soon as they are raised

Imperial Oak School has a coordinated approach to pastoral care and care is provided in a number of ways depending on the pupil needs:



Communicating with parents: Any pastoral concerns are first raised with the pupil's teacher, who may be well placed to deal with the issue. If further support is required, the SLT may become involved or the SENCO who is also the Mental Health Lead. Parents are notified via a telephone call or email depending on the nature of the concern. The pupils' wishes are also taken into account when contact is made.