

PASTORAL CARE POLICY

Policy Number: PCP – Web version

Status: Ratified

Date Issued: 2009

Evaluation and Review: February 2020
Leaders of Pastoral Care
MacKillop College Leadership Team

Policy Contact Officer: Principal

Related Documentation:

RATIONALE

MacKillop College is a Catholic/Christian family community, where students and teachers work together so that all can achieve their full potential. The Pastoral Care Policy has to be in congruence with the following values:

- A strong sense of community and friendship in the workplace;
- The gift of fun and humour in fostering good working relationships;
- The care and support given for one another;
- A School environment built on respect and dignity for students and teachers;
- The acceptance and promotion of Gospel values
- Charity and thoughtfulness
- Provision of a caring/supportive environment;
- Commitment to the total well being of the individual;
- Involvement of staff as a group of supportive adults.

Among the most important roles of a teacher in a Catholic School is to care pastorally for the students in the school.

As larger numbers are making this role more difficult, structures have been introduced to facilitate this pastoral care objective. Most full time teachers will have a PC group of between twenty two and twenty five students whom they will meet each day.

Pastoral Care Teachers should aim to get to know as well as possible all students in their group and, as far as possible their families.

While our pastoral care role is among the most important, it is also among the most difficult of the varied roles of any teacher. It demands compassion, commitment, involvement and caring. It involves building a relationship with the varied students in the group based on respect, understanding and acceptance of each individual. Obviously PC is not something that should be restricted to a group at a particular time of the day. Rather it is something we should be striving to develop as part and parcel of our modus operandi.

The following information aims to give more responsibility to PC teachers in matters concerning pastoral care, and to develop greater consistency in the way pastoral care matters are dealt with. Whilst the information appears to be very specific, it is the spirit of the policy that needs to be followed; every student is different, and there will be times when the procedures are followed differently. It must be remembered that we affirm the person for appropriate behaviours and achievements, and that we correct inappropriate behaviours with due regard to the dignity and worth of the students.

The Pastoral Care teacher will be notified of all inappropriate as well as positive behaviours.

A Student Support Worker is employed under the Federal Government Chaplaincy Program to assist staff and students in the development of some of the more practical aspects of Pastoral Care.

FEATURES OF PASTORAL CARE

- A positive staff attitude is essential - staff harmony - communicate/mix freely;
- It is "the wheat in the bread" not just "the jam on the bread";
- Involves getting to know fellow staff members;
- It is about developing good relationships based on respect for others;
- An atmosphere of trust must prevail;
- Effective Pastoral Care relies on teamwork - every single member must play a role;
- Taking an active interest in other staff member's activities - their sport, recreational activities, etc;
- PC is an attitude - it presupposes a commitment;
- The school atmosphere is essential for effective PC. People smile at others, call others by name, display a willingness to mix and communicate socially and professionally;
- It involves mutual support
- The school's physical environment should be pleasant. Graffiti, damaged property, litter, etc. reflect lack of care;
- Professional approach by all staff - be good role models;
- Individuals' achievements are recognised;
- Success is rewarded;
- Opportunities are taken to praise and encourage to build self esteem;
- An environment that is relaxed, non-threatening, forgiving;
- Skills development is promoted, e.g. professional development, social, organisational; and
- Following up other staff and showing interest and concern in cases of sickness, injury, bereavement.