Pastoral Care Policy

PASTORAL CARE POLICY

This document sets out our school's policy and practice in relation to the care of pupils and the promotion of an environment where students and staff feel that all pastoral care aspects are addressed.

The pastoral policy of NWA aims to promote a caring and nurturing environment for all students as an integral part of school life. As such, it underpins all approaches, programmes and policies within the school, in order to meet the holistic needs of each individual, thus enabling them to achieve their true potential.

Pastoral care is explicit in the relationships which exist in the school between teacher and student, and among the students themselves. All teachers at NWA strive to ensure that their professional skills and knowledge are matched by a commitment to understanding and guiding pupils and assisting them in their personal development. It is recognised that in any school setting, there will be young people who will need particular support because of specific learning difficulties, health problems or family circumstances. The crucial role of the Safeguarding Lead and Welfare Officers in helping students through such problems is acknowledged.

Aims

The Aim of Pastoral Care within a congenial, facilitative school climate is to ensure all round development, students who are content, socially at ease and educationally thriving. The starting point has to be vigilance on the part of all staff to notice unhappy, preoccupied, irritable or depressed students and to report it to the Welfare Officers or Safeguarding Lead.

Student Centred Provision

At NWA we aim to meet the needs and aspirations of the students within the school through focusing on not only the academic provision but also the pastoral care needs of all students.
We promote equality of opportunity, high quality learning, a concern for individual students and a respect for diversity.

We seek to meet the additional education and other needs of pupils and to help them overcome barriers to learning by providing a fully-inclusive teaching and learning environment.

We believe in and support student participation and involvement in decisions about school life. We do this through constant monitoring and gaining feedback from students.
The school follows child protection guidelines fully.

High Quality Teaching and Learning

We provide a broad and relevant curriculum as is evidenced by the wide spectrum of courses on offer.
We promote positive relationships between teachers and their students and with other staff through creating strong rapports.

Teachers use a range of teaching strategies that respond to the diversity within the classroom such as being mindful of multi-intelligences and endeavouring to tailor-make each course.
Teachers reflect on their own work and the outcomes of students through frequent self-evaluation.

Effective Leadership

Management understand their responsibility for the pastoral care of pupils.
In relation to pastoral care, we support the professional development of staff and sharing and learning from best practice by supporting all CPD training opportunities.

Safeguarding Lead
NWA has a designated safeguarding lead who will take the necessary actions in respect of any reported incidents in accordance with the Child Protection Policy. Additionally, the Safeguarding Lead ensures that all staff are trained and adhere to the school's safeguarding policies. Moreover, they will take appropriate action on all concerns brought to them and liaise with outside agencies such as Gateway Service, NSPCC and other professionals.

Other Staff
NWA have 2 Welfare Officers (1 male, 1 female) on site to deal with any pastoral issues.

All staff at NWA pledge the following to all their students
We will ask you what you want and need and try to provide these things.
We will endeavour to help you with any problems you have with your learning.
We will tell you how you are getting on with your work and how to make it better.
We will get other people to help you, if you need special help.
We will be fair to you all and treat you all with respect.
We will involve you in decisions and pay attention to what you say.
We will keep you safe and make school a healthy place.
We will make it enjoyable learning how to be safe, happy and healthy.
We will make sure that adults and students try to get on well with each other.

Appendix 1: Related policies

The information contained in this Pastoral Care Policy runs in parallel with other relevant information included in a number of other School Policies, including policies relating to:
Anti-Bullying
Attendance and Lateness
Code of Conduct (Staff)
Disability
Health and Safety
Safeguarding – Child Protection
Safeguarding – Vulnerable Adults
The Pastoral Care provision within the school, therefore, should be seen in relation to the content of the Pastoral Care Policy itself and to the pastoral care elements contained within the aforementioned school policies.

Appendix 2: Related

Pastoral Roles Name	Role/Responsible for
Francesca Giacomini	Designated Lead for Children
Chris McGowan	Welfare Officer (Male)
Clare Heaney	Welfare Officer (Female)

Date: 13/02/2026

Signed: John McGowan



(Chief Executive, North West Academy of English)
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