



## STUDENT WELFARE POLICY

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### 1. PURPOSE

The purpose of this Policy is to set out the guidelines for the wellbeing and holistic development of students at St Andrew's Anglican College (the College).

### 2. SCOPE

This Policy applies to all students at the College.

### 3. EXTERNAL REFERENCES

No external references.

### 4. DEFINITIONS

For the purpose of this Policy:

**Student** means all persons enrolled at St Andrews Anglican College in the current year.

### 5. RATIONALE

As an Anglican College, St Andrew's is committed to promoting and striving to provide a safe, supportive and ethical environment for the wellbeing and holistic development of the students in its care. It maintains as a key Strategic Priority the goal of providing a safe and secure environment for all its students. In this context Student Welfare is of paramount importance and, as a consequence, the College has a range of policies and organisational arrangements to uphold this priority (See Related Documents at the end of this policy).

### 6. GUIDELINES

#### 6.1. The House System

Central to the College organisation is the House System. There are four Houses in the College. On enrolment each student is assigned to a particular house. This means that each student has a Primary Teacher or Secondary House Teacher and Head of House to oversee his/her development and well-being. Within this system the Student Diary plays an invaluable role as a means of communication between teachers, House and parent, and as an aid to self-management and positive behaviour. House Teachers, Heads of House and other staff together form the organisation to support and promote student welfare and its associated policies.

#### 6.2 Pastoral Care Program - Primary

The College has adopted the program "You Can Do It" incorporating the 5 key areas of:

1. Resilience
2. Persistence
3. Organisation
4. Get Along
5. Confidence

This program underpins the student Code of Behaviour, and is supported by the Primary pastoral care structure that functions through:

- Class Teachers
- Specialist Teachers
- Christian Education Teacher
- Deputy Head of Primary (Pastoral Care)
- The Head of Primary
- The Principal

The College also offers the program 'Seasons for Growth' for students who have experienced a change in family structure or family loss.

### **6.3 Pastoral Care Program - Secondary**

Through its formalised pastoral care program, the College aims to provide students with a sense of belonging to a community and a values framework in keeping with its Anglican ethos. The program has the following main themes:

1. Values
2. Ethics
3. Personal & Holistic Development
4. Health & Wellbeing

While each student has his/her House Teacher and Head of House, he/she also has immediate access to further members of staff, who may have the specialist training and skills needed in a particular circumstance. (These are the Sub-School Deputy Heads (Pastoral), Dean of Students, Dean of Student Well Being, Christian Education Teachers, Heads of School, and the Principal).

### **6.4 Students Requiring Pastoral Care**

Any student who gives any indication of being at risk with regard to their personal safety or welfare is to be reported to the House Teacher, Head of House or another staff member.

Should the student have given any indication that he/she might inflict any form of self-harm, the incident is to be reported directly to the Sub-School Deputy Head – Pastoral or the Head of School. Under no circumstances is the member of staff to assume that the student has made an "idle threat" or that there is no risk of self-harm once he or she has been made aware of the possibility. On being made aware of the risk, the Head of School (or delegate) will contact the student's parents or guardians and made aware of the College's concerns for their child's wellbeing. Should the Head of School in consultation with the Pastoral Deputy and Principal feel a potentially genuine risk exists, the College will require the parent(s)/guardian to arrange for an appointment with their General Practitioner to assess the risk. The College will require a clearance from the General Practitioner or other health professional caring for the student before allowing the student to return to College. The College will support the parents if needed in arranging professional help in a crisis.

### **6.5 Crisis Management**

In the case of a College Crisis, it is the responsibility of the Deputy Principal to ensure the College Crisis Management Plan has been followed. (Refer Crisis Management Policy).

This Plan is available on the College Learning Management System (LMS); Administration Portal; Procedures. This plan outlines the responsibilities of each member of the College

Crisis Management Team with regard to managing the crisis. Should any crisis result in the need for Pastoral Support for students the College Crisis Management plan outlines the responsibilities of the Principal, the Deputy Principal, the Sub-school Deputies (Pastoral Care), Heads of House and House Teachers with regard to Student Welfare in a crisis. After the crisis, as soon as practical, the Principal will chair a meeting of Staff. At this meeting the Principal, Deputy Principal, Sub-School Deputies (Pastoral) will ensure that Heads of House and all Teachers are aware to be vigilant in observing the behaviour of students in their care that may indicate a pastoral concern. As per the Crisis Management Plan, any students identified as being potentially at risk will be reported to the Head of Sub-School who will in turn inform the Principal, and Heads of House. Once a list of “at risk” students has been compiled. The names of these students will be made known to the teaching staff. Crisis counselling for the students will be made available as per the Plan under the guidance and advice of the

## 7. CONCLUSION

The continued wellbeing of all students in the College is of the utmost importance to all involved in the community of St Andrew’s Anglican College. The College is determined to foster a climate in which each student realises his fundamental right to feel safe and to be treated with respect.

## 8. RELATED DOCUMENTS

- [Student Care Policy](#)
- [Student Protection Policy](#)
- [Students with Disabilities Policy](#)
- [Alcohol, Tabaco & Illegal Substances Policy](#)
- College Community Agreement & Student Agreements – Refer Student Diary
- [Crisis Management Policy](#)
- [Whistleblower Policy](#).

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