School of Coding AEP Limited's Pastoral Program

Mission statement

School of Coding AEP Limited is a safe, well ordered and caring environment for learning. It delivers high- quality education to all its AEP students and supports them to develop their individual potential for growth, self-worth, and self-control.

High-quality outstanding teaching and clear and consistent guidance and support facilitate AEP students in succeeding in education. Our broad and balanced academic and vocational curriculum will provide AEP students with access to a broad range of accredited qualifications as well as educational and social experiences, which will address their learning and emotional needs. Our purpose is to support every AEP student to develop their true potential, make positive contributions to their families, and find fulfilment in employment.

Values

1. Alternative Provision allows educators to make reasonable adjustments for individual students' needs.
2. Learning is about a journey and there is more than one way to get to the destination
3. Qualifications, manners, respect and opportunity should be the foundations for all children.

High Expectations- AEP students are pushed to achieve beyond their potential, and staff work to ensure everything that we do is better than people expect.

Daring to Dream- at School of Coding AEP Limited we challenge students to reach their potential and go on to further education and employment.

Traditional Values- some things often get forgotten in education, at School of Coding AEP Limited we pride ourselves on mutual respect, good manners, making a positive contribution, supporting one another and an orderly, litter free environment

Personalised Support- all students at School of Coding AEP Limited have a tutor who guides them, sets them bespoke targets and supports them in making social and academic progress.

Teachers will not only educate students but also instil these values, which pupils will actively practise and internalise, equipping them to be ready for life beyond school.

Introduction

The term 'Pastoral care' refers to support and help with personal needs and problems, given by staff to Students. The provision of high quality pastoral care is central to the ethos of the School. The aim of this program is to ensure each student feels safe at school, with their physiological and psychological needs being met on a daily basis, and that they are recognised, supported and developed as an individual.

Aim

The aim of School of Coding AEP Limited's pastoral program is to ensure the holistic development and well being of every student, fostering an environment where they can thrive both academically and personally. The program is designed to:

- Promote emotional well-being by providing access to counselling services and mental health resources.
- Support personal development through mentorship, character education, and life skills training
- Foster a sense of belonging by cultivating an inclusive, respectful, and safe school community.
- Address behavioural and social issues with proactive guidance and targeted interventions.
- Encourage spiritual and moral growth through reflective practices and value based education
- Enhance academic support by offering tailored assistance to students facing challenges that impact their learning
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Ethos

The ethos of School of Coding AEP Limited is cultivated by the Headteacher, Senior Leadership Team, and staff through their efforts to create and maintain an environment of care and respect throughout both the formal and informal aspects of school life.

Responsibility

All staff play a crucial role in ensuring the effective implementation of the policy by:

- Guiding pupils in making informed decisions about issues of morality, distinguishing between 'right' and 'wrong'.
- Fostering self esteem in pupils, helping them develop confidence and a positive self image
- Monitoring the policy's implementation and ensuring the availability of up-to-date resources to support it
- Addressing emerging issues and, when necessary, including them in staff meeting agendas.
- Celebrating individual achievements and promoting sensitivity and thoughtfulness within the school community.
- Encouraging assertiveness in students to empower them to resist peer pressure
- Avoiding negative behaviours such as sarcasm, belittlement, and humiliation, which can harm students' well-being

Self Esteem

School of Coding AEP Limited understands the critical role that self esteem plays in a student's overall well-being and academic success. We are dedicated to fostering a positive environment where students feel valued, confident and capable. This is done through:

- Positive reinforcement

We celebrate students' achievements, big and small, through praise, awards, and recognition.

- Supportive Relationships

Our staff are trained to build strong, supportive relationships with students, providing encouragement and understanding. We promote a culture of respect, kindness, and inclusivity, ensuring that every student feels accepted and valued.

- Goal Setting

Encouraging students to set and achieve personal goals helps them take ownership of their success.

Liaison with Parents/Carers

At School of Coding AEP Limited, we believe that effective communication and collaboration between school and home are essential to the success and well-being of our students. Our pastoral program is designed to ensure that parents and carers are kept informed and involved in their child's academic and personal development throughout their school journey.

Parents' Evenings provide a key opportunity for this engagement, offering a structured setting for discussions between teachers, parents, and students about progress, achievements, and areas for further support. These evenings are scheduled to align with critical points in the academic calendar for each year group, allowing for timely and constructive feedback

- Year 11 Parents' Evening: Held in November
- Year 10 Parents' Evening: Held in March
- Year 9 Parents' Evening: Held in June

In addition to these key events, our pastoral team is available throughout the year to meet with parents and carers as needed, whether to address specific concerns or to provide ongoing support for our students' academic and personal development.

Monitoring and Evaluating- Academic

The continuous monitoring and evaluation of students progress, well-being, and overall development are central to our pastoral care program at School of Coding AEP Limited. This ensures that each student receives the necessary support and guidance to thrive academically, socially, and emotionally.

- Regular Assessments

Students undergo regular assessments throughout the academic year to monitor their progress in all subjects. These assessments include formative assessments (quizzes, assignments, classroom participation) and summative assessments (end of term exams and standardised tests). The results are used to identify strengths and areas for improvement.

- Student Feedback

Student voice is an important part of our evaluation process. We regularly seek feedback from students through feedback forms to understand their experiences and make informed decisions about curriculum development, teaching methods, and pastoral care.

Monitoring and Evaluating- Pastoral
- Pastoral Reviews

Our team conducts regular reviews of individual student cases, particularly those identified as needing additional support. This includes monitoring attendance, behaviour, and academic performance, as well as working closely with parents and external agencies when necessary.
- Safeguarding Audits

We regularly audit our safeguarding policies and practices to ensure that all students are safe and protected. This includes evaluating the effectiveness of staff training, incident reporting, and the implementation of safeguarding procedures.

Pupils who become ill/sick during school time

The health and well- being of our students are top priorities. We have clear procedures in place to ensure that students who become ill during school hours are promptly cared for and supported.

If a student begins to feel unwell during the school day, they should immediately inform a member of staff. The student will be assessed by a trained First Aider or a designated staff member to determine the severity of their illness. If it is deemed that the student is too unwell to continue with lessons, they will be escorted to the medical room for further assessment and rest.

Parents and carers will be contacted as soon as possible if their child needs to go home due to illness. It is important that the school has up to date contact details for all parents and carers to ensure quick communication. In cases where the student's condition requires urgent medical attention, the school will contact emergency services while keeping parents fully informed.

Special Education Needs

At School of Coding AEP Limited, we are committed to ensuring that all students, regardless of their individual needs or abilities, receive the support and education necessary to reach their full potential. Our inclusive approach prioritises the needs of students with Special Education Needs (SEN), offering tailored interventions and personalised learning plans that address academic, emotional, and social development.

Program and Policy Evaluation
- Curriculum Review

Our curriculum is reviewed annually to ensure that it meets the needs of our students and reflects the latest educational standards and best practices. This process involves input from teachers, students,and external experts.
- Parental Involvement

We believe that parents and carers play a crucial role in their child's education. As such, we regularly seek feedback from parents through surveys, parents' evenings, and other forums. Their input is valuable in shaping school policies and programs.
- External Inspections

The school undergoes regular inspections by external bodies, to ensure compliance with national standards and regulations. The feedback from these inspections is used to make improvements and ensure the highest quality of education.

Staff Training

School of Coding AEP LImited recognises that the professional development of our staff is essential to maintaining high standards of teaching and learning, as well as providing excellent pastoral care. Our staff training program is designed to ensure that all members of the school community are equipped with the skills, knowledge, and resources they need to support our students effectively and contribute to the overall success of the school.

- Induction Training

New staff members undergo a comprehensive induction program when they join our school. This training introduces them to our school's ethos, policies, and procedures, including safeguarding, health and safety, and behaviour management. The induction ensures that the new staff are fully integrated into the school community and understand their role and responsibilities from the outset.

- Collaborative Learning

We promote a culture of collaborative learning among our staff. This includes peer observations, team teaching, and sharing best practices within and across departments. Regular departmental meetings and professional learning communities provide forums for staff to discuss challenges, share ideas, and develop new approaches to teaching and learning.

- Safeguarding and Compliance Training

All staff receive mandatory training on safeguarding, health and safety, GDPR, and other key areas of compliance. Regular updates ensure that everyone is aware of the latest legal requirements and school policies.

Policy Review

School of Coding AEP Limited is committed to ensuring that all policies remain relevant, effective, and reflective of best practices. As such, this policy will be reviewed annually, or more frequently if necessary, to ensure it continues to meet the needs of students, staff, and wider community. Reviews will consider feedback from stakeholders, changes in legislation, and evolving educational priorities. Any updates or amendments will be communicated clearly to all relevant parties to ensure implementation across the school.