



المدرسة الهندية الجديدة
NEW INDIAN SCHOOL

NIS PASTORAL COUNSELLING POLICY 2026-2027

Signed

Principal

:

Date : 02/03/2026

Reviewed By

: **Governing Body | SLT**

Date : 02/03/2026

Next Review Due By

Date : 05/04/2027

NIS PASTORAL COUNSELLING POLICY

1. INTRODUCTION

Pastoral care in New Indian School (NIS) is the provision the school makes to ensure the physical, emotional, and psychological welfare of students. It forms the essential foundation upon which effective learning can take place.

NIS maintains high standards of pastoral care that extend beyond basic welfare, ensuring that every aspect of school life contributes to students' personal development as much as their academic progress.

2. PURPOSE OF POLICY

The purpose of this policy is to:

- Promote the emotional wellbeing and mental health of all students
- Provide structured support systems for students facing personal, social, or emotional challenges
- Foster a safe, inclusive, and supportive school environment
- Enable early identification and intervention for student concerns
- Support students in developing resilience, life skills, and positive relationships
- Align with MOE, RAKDOK, and safeguarding expectations

3. SCOPE OF APPLICATION

This policy applies to:

- All students (KG to Grade 12)
- Teaching and non-teaching staff
- School counsellor and inclusion team
- School leadership
- Parents and guardians

4. POLICY STATEMENT

NIS is committed to providing a holistic educational experience that supports both academic success and emotional wellbeing.

The school recognizes that education and health are closely linked, and students with better wellbeing are more likely to achieve higher academically.

Pastoral care at NIS is embedded in:

- School ethos and culture
- Teaching and learning practices
- Student-teacher relationships
- Curriculum and co-curricular activities

5. IMPORTANCE OF PASTORAL CARE

NIS believes that:

- All students have the right to feel safe, supported, and valued
- Emotional wellbeing directly impacts academic achievement
- A strong PSHE (Personal, Social, Health and Economic) program enhances wellbeing and performance

- Pastoral care is fundamental to developing character, social skills, and future readiness

6. PRINCIPLES OF PASTORAL CARE AT NIS

Pastoral care at NIS is guided by the following principles:

- Every student is known, valued, and treated as an individual
- Strong and respectful student-teacher relationships are maintained
- Early identification and timely intervention are prioritized
- A safe, inclusive, and supportive environment is ensured
- Students are encouraged to seek help without fear or stigma
- Collaboration with parents is actively promoted

7. PASTORAL COUNSELLING FRAMEWORK

7.1 Whole-School Approach

Pastoral care is integrated into:

- Classroom teaching
- Co-curricular activities
- School culture and ethos
- Behaviour management systems
- Inclusion and wellbeing programs

7.2 Counselling Support

The school provides professional counselling support to address:

- Anxiety and stress
- Depression and emotional concerns
- Bullying and peer relationship issues
- Behavioural challenges
- Family-related concerns
- Eating disorders and wellbeing concerns

7.3 Early Identification and Intervention

The school ensures:

- Regular monitoring of student behaviour and wellbeing
- Referral systems through teachers and staff
- Confidential counselling sessions
- Individual support plans where required

8. POSITIVE SCHOOLS PROGRAM

NIS implements the Positive Schools Program, which:

- Provides cognitive, behavioural, and social skills
- Supports mental health and emotional resilience
- Is based on psychology, neuroscience, and educational research
- Promotes personal agency and self-regulation

Key Features:

- Focus on student wellbeing and resilience
- Integration into daily teaching practices
- Staff training as the first stage of implementation

- **Whole-school approach to wellbeing**

Teachers, once trained, embed these strategies into classroom practice to ensure consistent support across the school.

8.1 Committee Members

Phase	Pastoral Care Coordinator / Wellbeing Advisor	Student Support Officer
Phase 2	Ms. Naziya	Ms. Nimmy
Phase 3	Ms. Neenu J	Ms. Shahida Jaleel
Phase 4	Mr. Vishnu	Ms Arya

9. ROLES AND RESPONSIBILITIES

9.1 School Leadership

- **Ensure implementation of pastoral care systems**
- **Promote a whole-school wellbeing culture**
- **Monitor effectiveness of counselling services**

9.2 School Counsellor

- **Provide individual and group counselling**
- **Maintain confidentiality and ethical practices**
- **Support early intervention and crisis management**
- **Work collaboratively with teachers and parents**
- **Maintain counselling records and reports**

9.3 Teachers

- **Act as first point of contact for students**
- **Identify and report concerns**
- **Build positive relationships with students**
- **Support students' emotional and social development**

9.4 Inclusion Team / Medical Staff

- **Support students with specific needs**
- **Collaborate in intervention planning**
- **Provide specialized guidance where required**

9.5 Students

- **Seek support when needed**
- **Respect others and contribute to a positive environment**
- **Participate in wellbeing programs**

9.6 Parents

- **Collaborate with the school**
- **Support student wellbeing at home**
- **Engage in counselling processes when required**

10. SAFEGUARDING AND CONFIDENTIALITY

- **All counselling interactions are confidential**
- **Information is shared only when necessary for safeguarding**
- **Any risk of harm will be escalated as per safeguarding policy**

- Records are securely maintained

11. MONITORING AND SUPPORT SYSTEMS

The school ensures:

- Regular wellbeing checks
- Referral and tracking systems
- Documentation of interventions
- Continuous follow-up and review

12. RECORD KEEPING

The school shall:

- Maintain confidential counselling records
- Document interventions and outcomes
- Track student progress
- Ensure compliance with data protection standards

13. COMPLIANCE AND ALIGNMENT

This policy aligns with:

- UAE Ministry of Education (MOE) guidelines
- RAKDOK inspection framework
- School Safeguarding Policy
- Inclusion and Behaviour Policies

14. POLICY REVIEW

- The policy shall be reviewed annually
- Updates will be made based on student needs and regulatory requirements
- Feedback from stakeholders will be incorporated

15. CONCLUSION

NIS adopts a holistic approach to education, recognizing that emotional wellbeing is essential for academic success.

Through strong relationships, structured support systems, and proactive intervention, the school ensures that every student is supported, valued, and empowered to reach their full potential.

16. VERSION CONTROL

Version	Date	Description	Next Review
1.0	15/04/2025	Policy Initiated	15/09/2025
1.1	15/09/2025	Updated the format of presentation	02/03/2026
1.2	02/03/2026	Reviewed and updated the policy	05/04/2027