



Pastoral Care at The Gilbert School

We are proud that our school equips every Gilbertian with the skills they need to be successful members of society in an increasingly competitive world. Our system is traditional and our expectations are high. The overwhelming majority of our students demonstrate courtesy, good manners, positive and ambitious behaviour for learning and very high standards of personal presentation at all times. We insist that they act with integrity and compassion, and display good manners in our wider community. By holding our students to such high standards, they have in return come to expect a safe and purposeful environment with a relaxed atmosphere of mutual courtesy and cooperation, an environment in which all Gilbertians can thrive both academically and socially. Along with our first-rate curriculum, this is what makes the Gilbert an outstanding school and the natural first preference for over a thousand parents each year.

The Student Code of Conduct and the Awards and Leadership system are integral to everything we do. A Head of Year who joins The Gilbert School must be committed and passionate in their drive to support and develop the unique culture of our school; a culture which has evolved over many years.

Structure

The Gilbert School has an exceptionally well resourced team. There are 5 teaching Heads of Year who track their respective year groups from transition in Year 7 to their departure in Year 11.

In addition, each Head of Year has the support of a dedicated Assistant Head of Year. Together, these members of staff make up the Year Team. Each Year Team is supported by either the Head of Lower, Middle or Upper School (who are Assistant Headteachers from the Senior Team). The pastoral team is then overseen by the Deputy Head Teacher with responsibility for standards, welfare and student leadership.

This system is further enhanced by a Student Support Manager (who takes responsibility for inter-agency referrals across all 5 year groups) enabling Heads of Year to maintain a high profile presence amongst their cohort.

There are 4 Designated Safeguarding Leads/Deputy Designated Safeguarding Leads supporting the referral of safeguarding issues.

There is a full-time Internal Exclusion Room Supervisor and a full-time Internal Seclusion Room Supervisor.

First and foremost, our system is designed to enable Heads of Year to lead from the front in a highly-visible and proactive manner. The year office is the place in which Heads of Year spend the smallest proportion of their time. Our children will be found in classrooms, assemblies, events, clubs, societies and socialising during unstructured time and this is where our Heads of Year focus their attention.



Awards and Leadership

Recognising student success, leadership and community contribution is central to our ethos of developing happy, confident Gilbertdians. We are determined to ensure that our students leave school not only with outstanding academic outcomes, but also with the leadership qualities for a successful future.

We believe strongly that the most effective reward comes from being recognised for one's achievements and from contributing in a positive way. As a Head of Year, you will be at the forefront of leading the Gilbert Way Awards and ensuring that all of your students make the most of the opportunities the school provides.

The Gilbert Way is a set of statements that encapsulate our values and ethos.

As a School Community

We show ambition and commitment
We act with integrity and compassion
We learn with creativity and resilience

In many respects these apply just as much to staff as to students. We believe that these values are the basis of successful and well-rounded young people; our awards culture is based closely on the demonstration of these values by students in their daily conduct. As a Head of Year you will be the role model that students look up to as they develop into confident young adults.



Form Tutors

You will be responsible for managing, developing, and upholding the standards of a team of 12 Form Tutors. These pivotal members of staff will carry out the majority of day-to-day contact with parents/carers, conduct uniform and equipment standards checks with students and deliver the Future Skills (PSHE/CEIAG) programme to students.

Prefect System

From the first day of your tenure, you will be guiding students on the first steps of their leadership career. Students follow a programme which begins with their Bronze Gilbert Way Award (followed by Silver and Gold) and may culminate in appointed positions such as Junior Prefects, Prefects, Senior Prefects or as a member of the Senior XV. You will also work with the Lead Teacher for student leadership to run and organise the democratic student voice within your year group (known as the School Council).

The role of Head of Year is one of the most challenging but ultimately rewarding positions a member of staff can hold within the school.