

**WINDLESHAM HOUSE SCHOOL  
POLICY: WELFARE & BOARDING  
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Policy No: 01-09**

**Responsible Governor: Sarah Kerr-Dineen  
Responsible Member of Staff: Head of Boys Boarding and Head of Girls Boarding**

***Summary Policy Statement:*** *We aim for Boarding life at Windlesham to be comfortable, cosy, happy and fun. We provide a strong family atmosphere amongst the children and the Houseparents which allows them to develop independence, a strong understanding of community and gives them friends for life. Our pupils have the freedom to learn to love life in a secure and safe environment.*

**1) Introduction**

Our approach to pastoral care has developed, over many years as a boarding school.

Windlesham seeks to help children discover their own strengths, passions and sensitivities. We recognise their needs are not solely academic; they are social, spiritual and emotional.

The School aims to build confidence by developing personal qualities that help to form trusting and stable relationships and encourage sound moral judgements to be made. The Christian principles of the School permeate all aspects of School life.

All staff aim to safeguard the health, safety and welfare of all children. In the Boarding Houses we aim to provide a relaxed, caring environment, as much like home as possible.

There are rules, but we try to keep them to a minimum, concentrating on those that are essential to the children's well-being and safety.

Reference should also be made to the Boarding Handbook, Child Protection and Safeguarding Policy, Anti Bullying Policy, Off Site Non Formal Visits Procedure for Boarders.

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### **2) Aims and Objectives**

- To continue Windlesham's tradition of being a child centred environment whereby everyone strives to develop the full potential of each individual.
- To enhance a love of life through social values and to encourage a love of learning by encouragement and inspirational teaching so that each child is well-equipped to make the most of their subsequent education and become successful and responsible members of society

### **3) Principles**

We believe strongly in the great virtues of a boarding education for children, and in the qualities which it develops in them as well as the broad all-round opportunities which it offers. Boarding at Windlesham is based on the following principles:

- We seek to develop the whole child during their time at the school – emotionally, spiritually, morally, academically, physically, culturally and socially. Building their confidence in a caring environment.
- Children are taught to respect others and to treat them in the way they would wish to be treated themselves.
- We believe that boarding develops the children's ability to live and work with others and it strengthens their sense of self-reliance and independence.
- We treat all children equally regardless of gender, disability, gender reassignment, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').
- We provide excellent and continued communication with parents to develop an authentic and effective partnership between the school, parents and child.
- We aim to create a safe and secure environment at the school.
- We believe that boarding helps to develop: confidence, community spirit, independence, social skills, cultural awareness, respect for others, self-motivation and responsibility
- We believe that boarders gain from boarding at Windlesham in the following ways:
  - They receive an enriched broad education
  - They have greater access to School facilities
  - They have a wide range of activities available
  - They learn to take risks in a safe and secure environment
- We believe our boarding houses should be:
  - A place where children can grow into independent adults, able to cope with the ever-changing world; they will take on more responsibility as they get older.
  - A place where all children are accepted for themselves; we want them to be kind and considerate of one another's needs.
  - A place where the children can mix with other students of similar ages, irrespective of race, religion, cultural and linguistic background.
  - A place for children to have fun whilst maturing into caring adults.

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- A place full of happy memories.

#### **4) Pupil Wellbeing**

The welfare of boarders is the primary focus of boarding staff. Research has shown that children can be particularly vulnerable in residential settings. Windlesham House, as a member of the Boarding School Association (BSA), is committed to the highest duty of care and safeguarding to ensure that boarders are safe, secure and cared for.

- Boarding staff receive additional induction and safeguarding training tailored to meet their specific, additional duties. Mr Jon Farrer is the Designated Safeguarding Lead and maintains an overview of safeguarding in the Boarding Houses and school as a whole. Mr Farrer and the deputy Designated Safeguarding leads encourage a culture of listening to children and their views and advising and support staff on child protection and safeguarding matters.
- Boarders are encouraged to share any anxieties they have including home sickness. It is very possible that children will, at some point, feel homesick. This is quite normal and all boarding staff are always on hand, night or day, to help.
- We hope that any boarder with any kind of problem, however large or seemingly insignificant, could share it with a member of staff of their choosing. However, boarders also have access to an independent listener and are given the numbers to Childline and the Office of the Children's Commissioner. In addition to the independent listener, the children are able to talk to a variety of staff and peers should they have concerns. These include their Form Teacher, Houseparents, Boarding staff, Peer Listeners or indeed any member of staff they feel comfortable talking with.
- The Boarding Council provides another mechanism for boarders to raise any boarding concerns or issues.

#### **5) Behaviour and Discipline**

- All boarders are made aware of the standards of behaviour expected of them. This includes an expectation of honesty and reliability, and a general consideration of the needs of others.
- Poor behaviour or disobedience is dealt with by discussion in the first place, reinforcing expectations, and further misdemeanours dealt with by loss of privileges, or additional sanctions, such as exclusion from activities or other restrictions.
- Our aim is to provide an environment in which teasing, harassment and bullying of any sort will be quickly noticed by the staff or equally readily reported by the victim or their peers.
- All peer on peer abuse is unacceptable and will be taken seriously. The Safeguarding and Child Protection Policy sets out the many forms that peer on peer abuse can take and the steps taken to minimise or prevent it occurring. Staff

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are required to pass all allegations of peer on peer abuse to the Designated Safeguarding Lead immediately.

**6) Medical Access**

Boarders have access to the full range of medical services. More serious medical treatment, dental and opticians services are usually organised in consultation with parents. The Medical Centre is located on the first floor of the Girls' boarding house. However, the centre is separate to the Girls' boarding house and so boys are able to enter the Medical Centre at any time.

**7) British Values**

Democracy, the rule of law, individual liberty and mutual respect and tolerance are not only core British Values but also the basis of much of the boarding provision. We promote these values in day-to-day practice whilst celebrating diversity and raising cultural awareness.

**8) Equal Opportunities**

Under the protected characteristics of the Equality Act 2010 we will ensure that boarders are not discriminated against on the basis of age, sex, disability, race, religion or belief.

Appropriate care and attention will be given to any student who presents with any of the above characteristics and we will do our utmost, within reason, to accommodate students' needs. This may take the form of a risk assessment, adjustment to the boarding provision and/or facilities or suitability for boarding as stipulated in the admissions policy.

We will take every opportunity to ensure that:

- No member of our community is a victim of sexist, racist or other discriminatory attitudes.
- Stereotypical images are not perpetuated and where such images occur they are challenged.
- All boarders are encouraged to perceive difference positively and to develop confidence and a sense of worth.
- Boarders are encouraged to become independent and to recognise and make constructive criticism of bias and prejudice.

**9) Breach of this policy**

Boarders failing to comply with the rules and regulations of this Policy repeatedly may result in consequences including, but not limited to:

- Meeting with the Boarding Masters/Mistresses;
- Contact or meeting with Parents/Guardian;
- Record on Boarder's Report;
- Warning letter;
- Suspension;

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- Expulsion

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred

**10) Review of Policy**

Boarding Staff monitor the implementation of the Boarding principles referred to within this policy. This policy and procedures will be reviewed at least every two years.