# Pastoral Support Plan (PSP) Guidance

## September 2021



## **Education Inclusion Services**

## Pastoral Support Plan Guidance

## Pastoral Support Plan Initial Summary Sheet

#### The Reason for a Pastoral Support Plan is:

To improve academic attainment, attendance and/or prevent alternative provision / permanent exclusion.

To support the pupil to manage his/her behaviour/attendance/academic performance.

To identify precise and realistic behavioural/academic/attendance outcomes for him/her to work towards.

#### **Basic Details**

Name	Date of Birth	
Dates of Fixed Term Exclusions	Attendance	
Primary need / diagnosis for PSP	Year Group	

Brief description of current support in school and at home

#### **Background information:**

School:			
Address:		Home/Mobile Phone nos.	
Nationality:		Ethnicity:	
Preferred Language:		Gender:	
FSM:	Yes / No	Other (e.g.	
		MAT,EAL):	
Any medical information:			

#### **Additional Needs**

SEN Register?	YES/NO	Code of Practice Stage (SA/SA+/ST):	
Initial Statement/IDP date:		Last Statement/IDP Review date:	
Support:			
Educational Psychologist		Date of last Consultation	

#### Educational Attainments (Complete as appropriate.)

Foundation Phase Outcomes (Outcomes 1-6)

Date Outcomes Measured	Language Skills	Mathematical Skills	Personal; Social; Well-being; Cultural Diversity

#### National Curriculum Levels (KS2 - 4)

Teacher Assessment	Current National Curriculum Level		Cognitive Ability Tests (CATs) Standardised Scores (SS)				
	KS2	KS3	KS4		NC Y4	NC Y7	NC Y9
English				Verbal			
Mathematics				Non-verbal			
Science				Quantitative			
Welsh				Mean S.S.			

Standardised Measures of progress

Date of Assessment	Name of Test	Result (Standard Score)	Age Equivalent if available

#### KS4 Predicted Grades and Courses

Course	Subject	Predicted Grade

Safeguarding	Informa	ation			
Looked after by the LA:	Yes / No	o / Previously	]		
Social Worker Name:			Social Worker Contact details		
Child Protection Register:	Yes / No	o / Previously	Child In	Need:	Yes / No / Previously
Risk Assessment:	Yes / No (If yes th		pleted and attached	to this fo	orm)

## Involvement of Other Agencies

Educational Psychology Service	Inclusion Officer
Education Welfare Service	Social Services
CAMHS	Learning Coach
Police	School Nurse
Restorative Justice	Young Carers
Families First	BAROD (substance abuse)
Domestic Abuse	Youth Offending Service
School Counsellor	REACH
GP	CLA

ATTENDAN	CE CONCERNS?		
Truancy		YES/NO	
Attendance for last three terms	%	E.W.O. Involvement?	
Current term	%	E.W.O. Name:	
Last term	%	Action by E.W.O / School	

Term	%	
before last		

#### Exclusions

	Date initiated	Length in lessons/days	Reason	Parents/Carers informed
Internal				

	Date initiated	Length in days	Reason	Return Date
External				

Governor	Date	Parents/Carers attended	Outcome
Discipline			
Committee			

## Pastoral Support Plan Initial Meeting

Name of Pupil:	Date of Birth:					
Class/Form:	Year Group:					
Date of Meeting;						
Attending						
Agency	Name	Agency	Name			
CAMHS		Careers				
Educational Psychologist		Education Welfare Officer				
Inclusion Officer		Social Services				
School Nurse		Police				
Young Carers		Other				
Learning Coach		Families First				
Domestic Abuse		BAROD				
Youth Offending Service		REACH				
GP		CLA Officer				
Main points arising from the discussion						
Key Triggers Identified						

#### Effective Support Already in Place

Target 1	Strategies to support target 1
Target 2	Strategies to support target 2
Target 3	Strategies to support target 3

#### Additional actions to be taken

Action		When	By whom
Future meeting dates:			
Weekly (school and parents/carers)			
Interim (all professionals)			
Final (all professionals)			
Agreed by:	Signat	ure	
Pupil			

Parents/carers	
School	
Other agencies	

### Pastoral Support Plan

## Interim Review Meeting

Name of Pupil:	Da		Date of Birth:		
Class/Form:	Ye		/ear Group:		
Date of Meeting;					
Attending					
Agency	Name		Agency	Name	
CAMHS			Careers		
Educational Psychologist			Education Welfare Officer		
Inclusion Officer			Social Services		
School Nurse			Police		
Young Carers			Other		
Learning Coach			Families First		
Domestic Abuse			BAROD		
Youth Offending Service			REACH		
GP			CLA Officer		
Apologies					
Summary of progress					
Target 1		Progress made	9		

Strategies	Review		
Target 2	Progress ma	ade	
Strategies	Review		
Target 3	Progress ma	ade	
Strategies	Review		
Additional Strategies			
Additional actions to be taken			
Action		When	By whom
Future meeting dates			
Weekly (school and parents/carers)			
Final (all professionals)			
Agreed by		Signature	

Pupil	
Parents/carers	
School	

## Pastoral Support Plan

### **Final Review Meeting**

Name of Pupil:		Da	Date of Birth:		
Class/Form:		Yea	Year Group:		
Date of Meeting;		·	·		
Attending					
Agency	Name		Agency	Name	
CAMHS			Careers		
Educational Psychologist			Education Welfare Officer		
Inclusion Officer			Social Services		
School Nurse			Police		
Young Carers			Other		
Learning Coach			Families First		
Domestic Abuse			BAROD		
Youth Offending Service			REACH		
GP			CLA Officer		
Apologies					
Summary of progress					
Target 1		Progress made			

Strategies	Review			
Target 2	Progress ma	ade		
Strategies	Review			
Target 3	Progress ma	ade		
Strategies	Review			
Evaluation of progress				
Next steps to be taken				
Additional actions to be taken				
Action		When	By whom	
		1	i de la constanción d	

Agreed by	Signature
Pupil	
Parents/carers	
School	

#### Appendix 1 - Guidance

#### What is a Pastoral Support Plan (PSP)?

The aim of a Pastoral Support Plan (PSP) is to promote social inclusion and help to reduce the need for permanent exclusion. This guidance aims to provide both a school management process and procedural framework within a PSP in any Blaenau Gwent school.

The PSP procedure and process is designed to support those pupils for whom the normal school based strategies have not been effective. A PSP is a structured intervention for pupils at risk of permanent exclusion. The aim of the PSP is to involve the pupil, parent and family in the shared challenge of improving behaviour and social skills and ensuring social and educational inclusion.

The PSP should not be used to replace the normal Special Educational Needs assessment process; pupils should still be taken through the appropriate stages of the SEN Code of Practice.

A PSP is essentially a school based and owned process. Schools and parents/carers will for the most part, be providing the additional support, interventions, adaptations and communication that are agreed.

Given the intensive nature of a PSP, schools need to target those pupils whose behaviours mean that they are at risk of permanent exclusion. A number of factors may be considered including the number of fixed term exclusions (three exclusions or more than ten days in one term should certainly be a trigger), integration from a managed move or starting at a school following a permanent exclusion. There is an expectation that pupils who receive three or more fixed term exclusions that amount to more than ten days' exclusion will be placed on a PSP.

It is for individual school leadership and management to decide upon the number of PSP's that it can manage at any one time, but given the fact that each one will require additional intensive support over and above that, that could be agreed as part of a normal Individual Education Plan (IEP) it is likely that only small numbers can be managed.

There would have to be a good reason for a pupil not to be on a PSP at the point of permanent exclusion. It would be expected that a PSP would have been in place within the last two terms. The PSP process is useful in co-ordinating support and reviews of alternative packages. The decision to propose a PSP should be done in conjunction with the school's behaviour policy.

#### Who should be invited to a PSP meeting?

An Inclusion Officer should be invited to attend the first meeting. This allows them to hear a potted history of issues and support to date. If by the time the interim and final reviews are held, things have not progressed then the Inclusion Officer should be invited to these meetings. The Inclusion Officer keeps records of all the information sent. This can be particularly helpful and important if he/she is supporting schools, for example in cases where parents/carers feel that a school is not doing enough to support a child or young person.

#### What should already be put in place?

Before initiating a PSP, the following should have been considered and/or carried out:

- changes to learning environment
- adaptations to unstructured times
- deployment of additional adults (1:1 or group work)
- review differentiation of curriculum
- adaptations for learning style
- ensure behaviour policy consistently applied
- review behaviour management strategies
- baseline behaviour assessment
- discuss difficulties with pupil
- discuss difficulties with parents/carers
- consult colleagues in department, key stage, pastoral team and/or ALNCO regarding special educational needs
- additional staff training
- IEPs with smart targets and regular reviews

- referral to and liaison with EPS and any other Outside Agencies
- withdrawal from lessons
- flexible curriculum and/or individualised timetable
- use of IT
- risk assessment
- allocation of a key worker
- managed move
- internal exclusion
- restorative approaches work
- CAF

If it is decided that a PSP is the best way forward, the school staff member identified as being responsible for co-ordinating monitoring and reviewing a PSP needs to initiate a meeting.

#### What does an effective PSP look like?

#### Before the meeting

The nominated person at the school for organising PSP's should arrange a PSP and invite the parents/carers (a model letter is available – Appendix 4) and appropriate outside agencies, as well as ensuring that key staff that are involved with the child are included. It would be advisable to check an Inclusion Officer is available before booking the date.

At this stage, the co-ordinator needs to ensure that the parents/carers and pupil understand the nature of the process before the initial meeting. Close liaison with the ALNCO is paramount.

Schools should also remember that good practice indicates that PSP's are most effective when there are on-going weekly meetings between the school and the parents/carers to discuss progress against the agreed targets.

Schools should ensure a suitable room is available.

The Staff Questionnaire (Appendix 2) should be completed to elicit staff views about the pupil and highlight the main areas of concern.

The Parent Questionnaire (Appendix 3) should be sent to parents/carers to give them the opportunity to describe the qualities in their child and express their own concerns.

A member of staff who has a good rapport with the pupil should elicit how the pupil feels about the current situation. The pupil should be encouraged to express views freely and honestly and they should be recorded uncritically. (Appendix 5 can be used for Primary pupils and Appendix 6 for Secondary pupils.) The purpose of a PSP should be explained to the pupil and the agenda of the initial meeting shared before the meeting.

#### **The Initial Meeting**

The following information needs to be available at the meeting:

- The Initial Summary Sheet
- An up to date Behaviour Log
- Completed Staff questionnaire(s) (Appendix 2)
- Completed Parent Questionnaire (Appendix 3)

This may be presented as a written summary of significant information.

Parents/carers and school staff will need to consider whether the pupil should be present for the whole meeting or whether it may be appropriate for him/her to contribute towards the end.

The chairperson will need to clarify the purpose and aims of the meeting, encourage brief introductions and run through the agenda (Appendix 7). A note taker should be agreed.

Everyone should have the opportunity to have their say and offer some contribution to the solution to the issues.

At the conclusion everyone will need to be clear about what is to be done, by whom and by when. A consistent approach both in and out of school is necessary to affect a positive outcome.

Targets agreed at the meeting will need to be distributed to all appropriate staff the next school day.

A record of the meeting (not minutes) will need to be sent to everyone who attended and others who are involved.

A date for the next meeting will need to be set which includes key professionals.

PSPs run for approximately 16 weeks or a similar length of time at the discretion of the meeting

#### **Ongoing Support**

At the initial meeting monitoring arrangements will have been made explicit. These would usually be weekly or fortnightly with a key member of staff (although in exceptional circumstances, daily reporting may be helpful).

The most effective PSP's are where there is ongoing communication between school and home. There should therefore be a commitment from both the school and the home for adults to meet each week to review how things are going. The pupil may be included for all or part of the meeting. This will provide opportunities to share successes and if necessary amend any arrangements to support the pupil to continue to move forward.

#### The Mid Term Review

A midterm review meeting between the pupil and all the participants from the initial meeting will be useful to reflect on the progress to date. An outline agenda can be found in Appendix 7.

The focus of the meeting should be on areas of improvement and the pupil should be praised for progress made. The half way point is the occasion for encouraging further and

better efforts. The aim is to assess what is working, maximise it and to shift the emphasis away from what has gone wrong. Adjustments can be made to the routine, content and targets in the programme. Prior to the meeting the pupil's views should have been sought about how they feel they have made progress against the targets and strategies that are in place.

Where targets have been achieved, subsidiary or consequent targets can be introduced. It is important both to keep up momentum and to monitor and evaluate targets.

The idea of the session is to give pupils the opportunity to identify what has gone well, what effect that has had and how to replicate success.

#### **The Final Review**

Although it should have been clear at some point in the second half of a PSP whether or not the programme has been successful, reviewing and assessing the intervention is an integral part of the process. Appendix 7 provides an outline for this review meeting.

Focusing on solutions is the key. If the current provision is not meeting the pupil's needs what further measures can be put in place to help a pupil sustain his/her place in mainstream schooling. The experience of the programme should provide excellent information from which to plan for the future.

An assessment by the school of each programme will help develop knowledge for subsequent PSPs. Identifying what went wrong has a place, but of far greater importance is to examine, replicate and develop what went right.

The procedures following a PSP could be as follows:

- School repeat PSP
- Look for a planned request for change of placement

## Appendix 2 - Staff Questionnaire

Name:					Cla	ass:			
National C	urricul	um Levels	i						
Speaking and Listening						Reading			
Writing				Maths					
Any additi	onal Co	omments i	egardi	ng th	eir le	arnin	g		
			<u> </u>	0			0		
Please rate	e his/he	r behavio	ur this	term					
5 – Very	good	4			3		2	1 – Very poor	
Please rate	e the be	haviour c	of the c	lass					
5 – Very go	bod	4		3			2		1 – Very poor
Please rat	e the p	oupil's bel	naviou	r in e	ach	of th	ese a	spects:	
Positive to	teacher		5	4	3	2	1		Negative to teacher
On task			5	4	3	2	1		Off task
Self-contai	ned		5	4	3	2	1		Attention seeking
Appropriate	e behav	our	5	4	3	2	1	In	appropriate behaviour
Positive to	peers		5	4	3	2	1		Negative to peers
In their place	ce		5	4	3	2	1		Out of their place
Appropriate	ely equi	oped	5	4	3	2	1	Ina	ppropriately equipped
Work up to	date		5	4	3	2	1	V	Vork behind deadlines
Able to follo	ow instr	uctions	5	4	3	2	1		Ignores instructions
Puts up the	eir hand		5	4	3	2	1		Calls out
Answers ap	opropria	tely	5	4	3	2	1		Answering back
Homework	always	done	5	4	3	2	1		No homework done
Calm when inappropria		behave	5	4	3	2	1	Reacts bad	y when others behave inappropriately

Things this pupil does well in school

What strengths / skills does the pupil demonstrate in other areas?

What specific behaviours shown by this pupil regularly cause concern?

Any other comments you may wish to make.

 Please return this form to:

 Return date:

## Appendix 3 - Parent Questionnaire

Name:	Class:
What do you think are your child's best qua	lities?
What sort of things worry you about your ch	nild?
When did you first notice difficulties with	your child's behaviour?
How does your child behave at home?	
What do you think we can do to help you	r child at school?
Is there anything else you think we shoul	d know about?
is there anything else you think we should	
<b>I/We will/will not be able to come to the</b> Please delete as applicable.	meeting.
Signed:	Date:

#### **Appendix 4 - Letter to Parents/Carers**

Dear \_\_\_\_\_

As you know we are worried that \_\_\_\_\_ may be placing themselves at risk of permanent exclusion from school. We want to do everything we can to avoid this, and are asking for your help.

We would like you to come to a meeting to plan a support plan for

\_\_\_\_\_ on \_\_\_\_\_

at \_\_\_\_\_.

It will be an opportunity for you to give us your views and will enable us to work together to help \_\_\_\_\_\_\_ to be successful in school. We have also invited staff from the school and professionals from other services to attend.

Would you please complete the form and return it to me by \_\_\_\_\_? If you wish to add additional information, please do so overleaf.

Thank you for your help.

## Appendix 5 - Pupil View – Primary

Name:				Date:
Class:				Year Group:
	p as much as			are getting on in school. A grown up It they need to record your ideas and
Activity	Нарру	Okay	Sad	Comments
Reading				
Writing				
Maths				
PE				
Computers				
Science				
Art/Craft				
Carpet/Listening tir	ne			
Working by yourse	lf			
Working with a gro	up			
Assembly				
Playtime				
Lunchtime				
Homework				
With friends				
With teachers				

What things do you enjoy doing in school?

What things do you find tricky in school?

What would make school better for you?

What do you enjoy doing when you are not at school?

## Appendix 6 - Pupil View – secondary

Name:		Date:	
Tutor Group:		Year Group:	
How would you descr	ibe yourself?		
What things do you li	ke doing at school?		
What things do you fi	nd tricky in school?		
What would make sch	nool better for you?		
What do you enjoy do	bing when you are not a	at school?	

VeryClassroomsCorridorsAssemblyAssemblyToiletBreaksOutside schoolCanteenHow do you feel you ge5 – Very Good4	5 5 5 5 5 5 5 5 5	Quite Good 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	OK 3 3 3 3 3 3 3	Poor 2 2 2 2 2 2 2 2 2 2 2	Very Poor 1 1 1 1 1 1 1	
Corridors Assembly Toilet Breaks Outside school Canteen How do you feel you ge	5 5 5 5 5 5 5 5 5	4 4 4 4 4	3 3 3 3 3	2 2 2 2 2	1 1 1	
Assembly Toilet Breaks Outside school Canteen How do you feel you ge	5 5 5 5 5 5	4 4 4 4	3 3 3 3	2 2 2	1	
Toilet Breaks Outside school Canteen How do you feel you ge	5 5 5 5 5	4 4 4	3 3 3	2	1	
Breaks Outside school Canteen How do you feel you ge	5 5 5	4	3	2		
Outside school Canteen How do you feel you ge	5 5	4	3		1	
Canteen How do you feel you ge	5			2		
How do you feel you g		4			1	
	enerally		3	2	1	
5 – Very Good 4	onorany	behave?				
		3 - Ave	rage 2	2	1 – Very Poor	
Do you think your beha	aviour ne	eds to char	nge?			
Yes		No				
How do you feel about	changin	g your beha	viour?			
5 – Able to change	4	3 – May be able to change		2	1 – Unable to change	
Would you like some h	elp to ch	ange your b	pehaviour	?		
Yes	i			No		
What would that help le	ook like?	•				

#### Appendix 7 - PSP Meeting Agenda

#### Initial PSP Meeting Agenda

- 1. Welcome (includes anticipated finish time)
- 2. Purpose and aims of the meeting
- 3. Introductions and apologies
- 4. What the pupil does well (Class teacher, Head of Year/House or form tutor)
- 5. Analysis of staff questionnaires (SENCO)
- 6. Summary of behaviour log (Class teacher, Head of Year/House or form tutor)
- 7. Parent comments
- 8. Pupil comments (Their view should be given if they are not attending)
- 9. Contributions from other professionals
- 10. Summary and target setting
- 11. Strategies to support targets including rewards.
- 12. Monitoring and review arrangements
- 13. Dates of next meetings weekly session, interim review, final review.
- 14. Thanks

#### Interim PSP Meeting Agenda

- 1. Welcome (includes anticipated finish time)
- 2. Purpose and aims of the meeting
- 3. Introductions and apologies
- 4. What the pupil is doing well (Class teacher, Head of Year/House or form tutor)
- 5. Summary of behaviour log (Class teacher, Head of Year/House or form tutor)
- 6. Parent comments
- 7. Pupil comments (Their view should be given if they are not attending)
- 8. Contributions from other professionals
- 9. Summary of progress to date
- 10. Review of targets and strategies to date, any additional actions
- 11. Monitoring and review arrangements
- 12. Thanks

#### Final PSP Meeting Agenda

- 1. Welcome (includes anticipated finish time)
- 2. Purpose and aims of the meeting
- 3. Introductions and apologies
- 4. What the pupil is doing well (Class teacher, Head of Year/House or form tutor)
- 5. Summary of behaviour log (Class teacher, Head of Year/House or form tutor)
- 6. Parent comments
- 7. Pupil comments (Their view should be given if they are not attending)

8. Contributions from other professionals

- 9. Summary of progress
- 10. Review of targets and strategies
- 11. Next steps
- 12. Thanks