

# PASTORAL AND RESTORATIVE PRACTICE

## BUILDING STRONG RELATIONSHIPS

### UNDERPINNING ETHOS: We believe

- God is the creator of all people. All people are called to care for one another as God has loved and cared for us.
- Brokenness and conflict has entered our world. We live in and are part of a flawed community. Blame and pain, shame and guilt are barriers to forgiveness, restoration and healing.
- A compassionate community is where God's forgiveness, grace and love is experienced, received and shared.
- As a Christian community, we are called to see everyone through the eyes of Jesus. Reconciliation is the process through which we receive and seek restoration and healing.

### LUTHERAN EDUCATION VALUES: *love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation*

#### PASTORAL AND RESTORATIVE PRACTICE DEFINITION

*Pastoral Practice is an overarching approach to relationship building that reflects Christ-centred love, grace, forgiveness and reconciliation.*

PASTORAL AND RESTORATIVE PRACTICE in a Lutheran school encompasses four (4) elements:

- **Strong links to learning** [including structured curriculum time] to build social and emotional competence and develop life-long learners who are self-aware, resilient and empathetic
- **Explicit community-building organisation** to develop a sense of belonging for all [i.e. for students, staff, families, the Christian Church and the wider community]
- **Care and emotional support** is offered through vibrant, diverse networks of care
- **When harm happens, restorative processes build an ethos** of respect, accountability and inclusion.

### PRINCIPLES OF PASTORAL AND RESTORATIVE PRACTICE: We enact:

- THE CULTURE of the school demonstrates a supportive and safe environment that honours human dignity, self-worth and nurtures a sense of belonging in community. **An ethos of respect, accountability and a commitment to positive relationships is evident**
- LEARNING AND PEDAGOGY: Curriculum and co-curricular programs for students [and families] build social skills, character and resilience. **All learn to respond appropriately to repair harm.** Skills include team-building, ethical thinking, **reflection, respectful dialogue and circle time** to develop positive relationships based on trust, honesty and diplomacy
- POLICIES AND PROCEDURES: are based on our Christian beliefs and values. Effective, positive codes of conduct and anti-bullying for all are included. **Pastoral and restorative processes are recorded school-wide, as is the responsibilities of staff and leaders**
- CYCLES OF REVIEW: All policies, procedures and practices are cyclically audited and reviewed to ensure alignment with Lutheran Ethos and Government legislation. **Academic research enhances site-based practices. Restorative practices enable an educative approach when harm happens**
- **NETWORKS OF CARE AND REPAIR:** Pastoral and **Restorative Practice leaders**, staff and affiliated agencies provide diverse services and **routines to build strong relationships and repair harm** within and beyond the school community
- PROFESSIONAL LEARNING and RESOURCING: All Lutheran Schools are committed to providing professional learning and resources for the ongoing training for school community members in order to understand and enact Pastoral and **Restorative practices**
- All EXPERIENCE relationship-building within a nurturing Christian community. All have responsibilities to be pastoral carers. **All have responsibilities to repair and rebuild when harm happens. All can experience the giving and receiving of forgiveness and restoration.**

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ALL HAVE responsibilities to be pastoral carers.  
ALL HAVE responsibilities to repair and rebuild when harm happens.  
ALL CAN EXPERIENCE the giving and receiving of forgiveness and restoration.*



### OUR CHARTER

*What We Value as Core in our Lutheran Learning Community:*

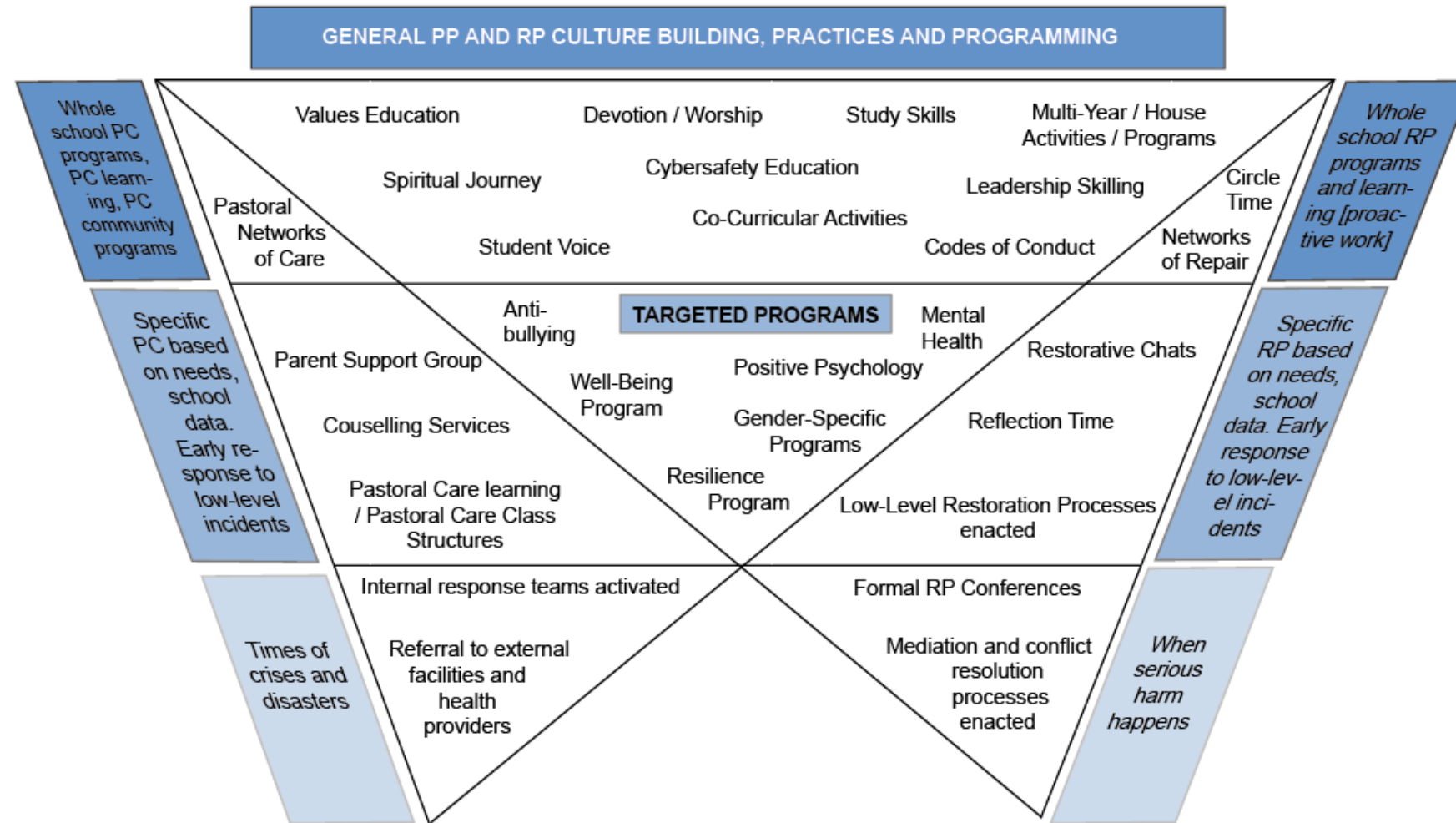
- We grow our understanding of God and God's work in our world
- Learners are valued for who they are and Whose they are
- Grace is visible every day
- Learning goes beyond the academic and develops God-given gifts to make a difference
- We respond to the needs of the world and our neighbour
- Relationships are built on human dignity and reconciliation
- Partnerships are nurtured within and beyond the school community
- Hope empowers us to embrace the future with confidence.

### ACADEMIC RESEARCH enhances Pastoral and Restorative Practice:

- Ethos and Values are foundational
- Relationships Matter
- Learning and well-being is enhanced
- Personal and community responsibility is fostered

## A Model of Pastoral and Restorative Practice for Lutheran Schools

At the heart of Lutheran Education, we focus on learning, teaching AND 'the becoming of a person' (Christenson, 2006). Christian ethos and values are central. Relationships and relationship-building bonds us together as a community. Together we grow and form caring and connected communities which, in turn, enhance learning, nurture individual well-being and contribute to a wider cohesive society.



**Diagram 1** – Viewing the work of pastoral and restorative practice relationally.