

ABU DHABI INDIAN SCHOOL –AL MUROOR

WELLBEING POLICY-2020-21

AIM:

Abu Dhabi Indian School's aim is to put great emphasis on ensuring the well-being of both staff and students. We acknowledge that our most valuable priority is staff and students, and have put together this policy to ensure that well-being is regularly tracked and monitored against the ADEK and school framework and the standards of health and safety.

INTRODUCTION:

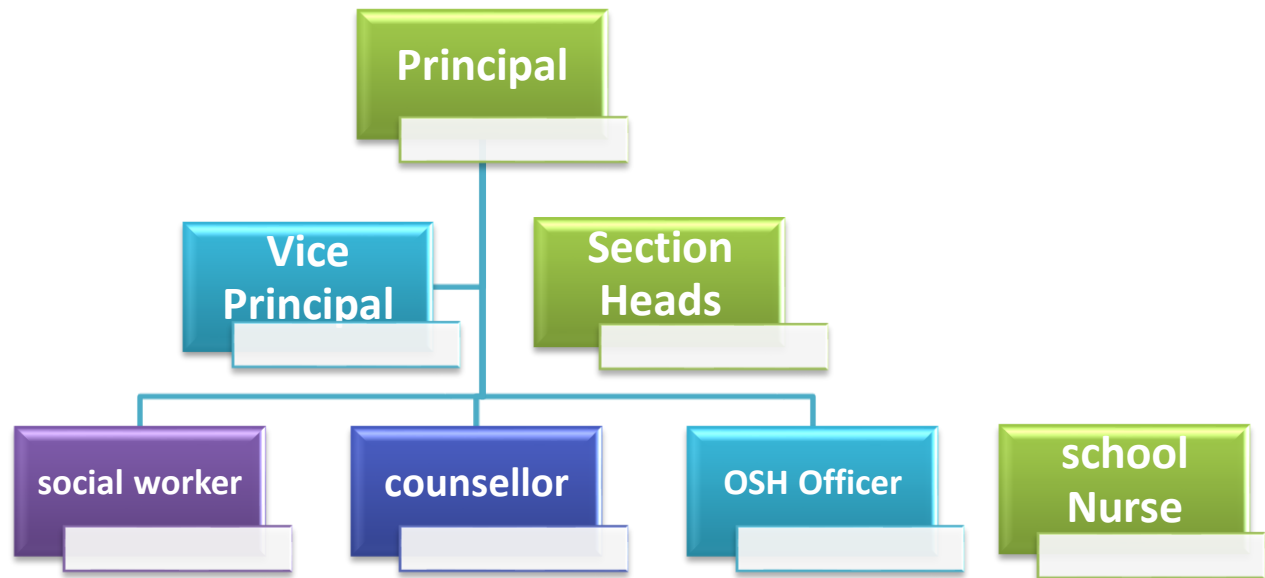
The School as employer has a responsibility to ensure, as far as fairly possible, the health, safety and welfare of its employees and students. It is also important to have steps in place to mitigate as far as realistic factors that can affect the health and wellbeing of employees and students are concerned.

This policy also recognizes that there are many sources of stress associated with work and that stress may result from staff or student actions or behaviors. School also acknowledges that if it is properly managed or monitored, this can lead to better health and well-being, resulting in greater performance and improved results.

OBJECTIVE OF THE POLICY:

- Creating a working environment where possible work-related stress factors are avoided, reduced or mitigated, where feasible, by means of good management practices, proactive human resources and growth.
- Build a society that is responsive and compassionate of anxiety and depression or other types of mental illness.
- Establishing work environment whereby employees and students believe they can achieve an optimal work-life balance.
- Encourage employees and students to take responsibility for their own health and well-being through effective programs and initiatives for health promotion.
- Developing SLT and other staff skills to create constructive and effective working partnerships within teams as well as across the school.
- Ensure arrangements are in place to support individual staff and students experiencing stress, referring them, if relevant, to school social worker and counselor.
- Encourage initiatives and events that encourage teachers and students health and well-being.

MEMBERS OF WELLBEING COMMITTEE



Role & Responsibilities of wellbeing committee members:

- Wellbeing Committee aims to support, highlight and enhance activities that encourage students to focus on their happiness and wellbeing.
- Provide an integrated, robust and readily available program to meet the well-being needs of staff and students.
- Arrangements for well-being and stress prevention are made through good management Practices.
- Monitor the implementation of the Well-being policy and the operation of associated arrangements such as the staff and students counseling and health services.
- A clear line of accountability within the organization for work on wellbeing and promoting the welfare of staff and students.

- Procedures for dealing with allegations of abuse or anti bullying against members of staff and Students.
- Arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively, and keep this updated by refresher training at regular intervals.
- Publication of a circular to educate staff, students and parents on the use of internal and external programs and facilitators to promote, multi-component approach of wellbeing promotion in the school.
- Safeguarding the wellbeing of Students of Determination.
- Social worker and Counselor will emphasis on psychological well-being on the basis of mental challenges assessed in five areas (emotional issues, problems of behavior, hyperactivity / inattention, problems of peer relationships and social behavior)
- The wellbeing committee will work together to set clear and achievable targets that they wish to achieve for the benefit of the school. Wellbeing committee would implement actions that will lead to a boost and improvement in wellbeing of students and staff.
- The wellbeing committee will work together to set specific and realistic goals that they wish to achieve for the benefit of the school. Wellbeing committee will undertake measures to promote and strengthen student and staff wellbeing,

WELLBEING FRAMEWORK FOR STAFF AND STUDENTS

WELLBEING FRAME WORK-CONNECT .SUCCEED.THRIVE

Teaching & learning	Learning & Support	Behavior, discipline & character education	Professional practice	Effective leadership	School planning
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Effective learning and Teaching	Positive climate and good discipline	Community participation		
	Positive school community	Social and emotional learning	Working with Parents	Helping children with mental health difficulties



School values & Role

Learning			Respect	Responsibility	safety			
How to learn			Friendly school					
Learning culture	Learning about learning	Learning habits	Effective teaching	Relationship skill	Social awareness	Self-awareness	Self-management	Social decision making

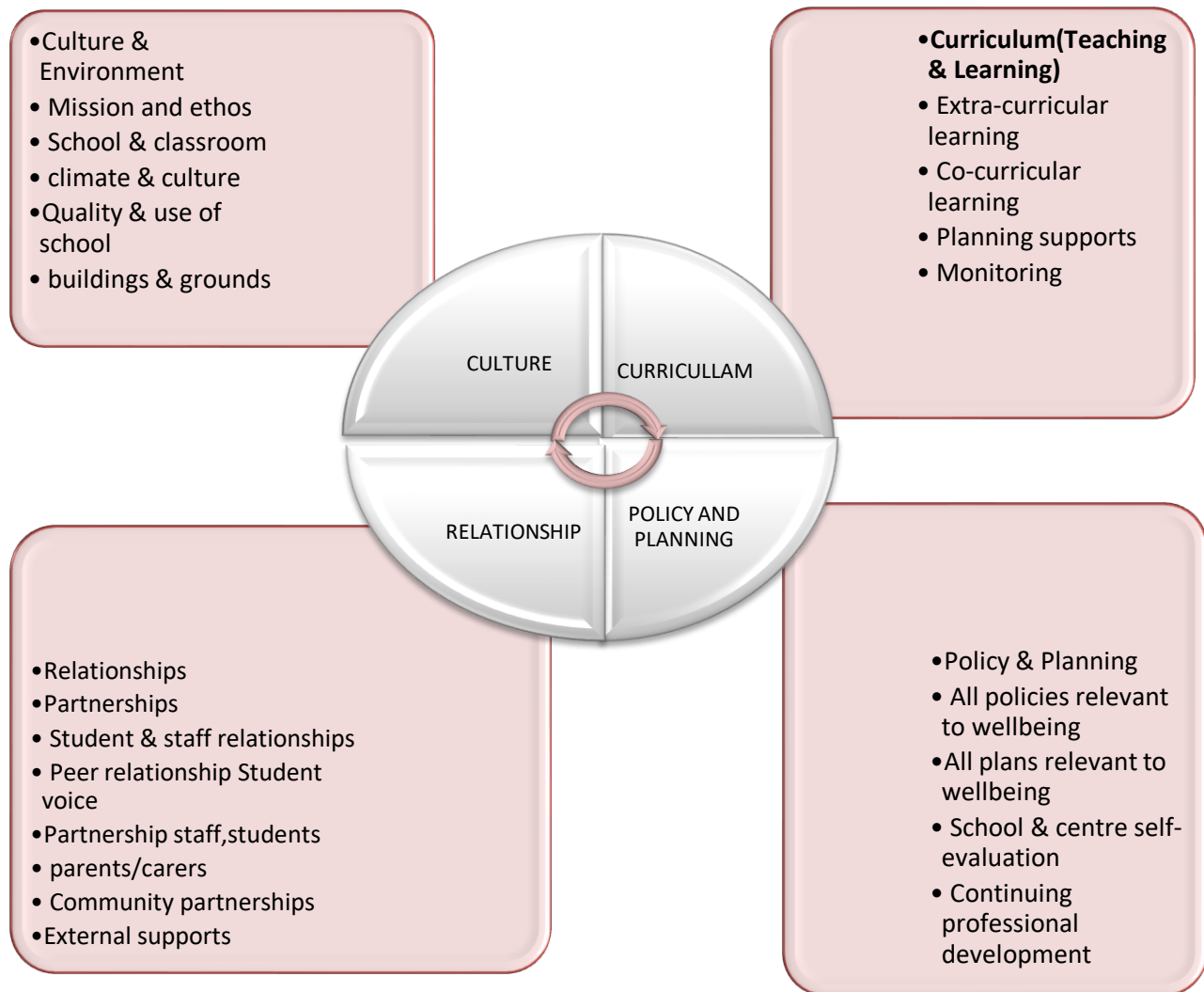


Role of school staff for wellbeing of students



Reminder	Redirection	Relocation	Reflection
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KEY AREAS OF WELLBEING POLICY



Monitoring and reviewing the Well-being policy.

The Well-being policy will be reviewed every year by the Well-being members. This review will involve feedback from staff and students surveys. The revised policy will be reviewed by the Health and Safety committee, which will approve any adjustments and amendments to the policy.