



# **St. Josephs School, Abu Dhabi**

## **WELL-BEING POLICY**

(Aligned with ADEK Wellbeing Policy)

### **Introduction**

Wellbeing is a state of feeling good and functioning well, so that an individual can realize their own abilities, cope with the normal stresses of life, work productively, and make a positive contribution to their community - WHO, 2022

At St. Joseph's School, we take the wellbeing of our students and staff very seriously. Our ethos is a caring one, which develops respect, self- esteem and gives a voice for all.

Our school is committed to provide a caring and supportive environment for all students and staff and we recognize the importance of staff welfare.

We promote a supportive and inclusive ethos, which values parental involvement and contribution.

Our education system is key to equipping students with the knowledge, skills, and competencies to deal with challenges that may impact on their wellbeing.

### **Purpose**

- Ensure that the school put in place an overarching Wellbeing Strategy that encompasses all aspects of wellbeing (psychological, physical, social, intellectual, digital, and environmental) and aligns with ADEK's wellbeing policies.
- Ensure that the school promote awareness of their Wellbeing Strategy and underpinning wellbeing policies to the school community.
- Ensure that the school actively monitor wellbeing and evaluate the school Wellbeing Strategy and associated policies via an annual wellbeing survey.
- Encourage that the school to actively work to continuously improve the wellbeing of the school community.

### **Rationale**

The wellbeing department works to promote and protect the social and emotional wellbeing of all SJS Students, families, and staff. We aim to work proactively and reactively, to ensure sound emotional development, which in turn allows pupils to flourish within the classroom. Our core values are to promote a positive community, positive emotions, positive health, positive relationships, positive achievement, and positive balance. We ensure that the Head of Inclusion works closely with all relevant stakeholders (e.g., staff, and parents) to promote the wellbeing of students with additional learning needs. Our SENCO department offers individual counselling, small group interventions, class support as well as whole school wellbeing education. They meet any support required by gifted and/or talented students, students of determination, and those who have special educational needs and/or additional barriers to learning, access, or interaction.

We believe it promotes school improvement and success in a multitude of ways:

- Students are more engaged with their learning.
- Improved standards in all subjects.
- More effective teaching.
- Parents are more involved in school life and learning.
- Students with high self-esteem and confidence.
- Improved behaviour and attendance.
- Lower rates of persistent absence.
- Positive and effective relationships between staff and with students.
- Positive impact on recruitment.

We believe that positive emotional health and wellbeing creates happier, motivated staff and students who strive to get the most out of life.

### **Promoting Emotional Health and Wellbeing**

1) The school promotes and strengthens the pupil voice through:

- Student Council
- Regular School Parliament meetings

2) The school promotes the involvement of parents in the life and learning of the school through:

- Parent meetings
- Having an 'open door policy'
- Parent questionnaires
- Involvement in school events and extracurricular activities
- Regular communication and involvement regarding student progress, behaviour, and other issues
- Involvement in school priorities and reviews for children with special educational needs.

3) The school facilitates an enhanced environment for learning through:

- Improved school and classroom environment, facilities, and resources.
- Recognising the background of individual students and their physical, social, and emotional needs.
- Establishing clear rules, routines, and expectations about behaviour for learning.
- Encouraging positive, caring, and constructive relationships.

4) The school enhances pupil motivation and learning through:

- Consistent support for vulnerable children and those with learning support, teaching assistants and other agencies where appropriate.
- Celebrating successes and achievements in the classroom through Student of the Week, merits and certificates given out to the winners in assemblies .
- Celebrations of local, national, and inter-national festivals.
- An exciting and varied range of curricular and extra-curricular events and trips.

5) The school enhances pupil self-esteem and personal development through:

- Awareness, advice and guidance on health and development.
- Opportunities for student leadership through school parliament, Verte club, Head girl, Club Secretaries, House Captains.
- Opportunities for reflection and personal development. (Self-reflection form)
- Access to extracurricular activities and school trips.
- Access to school counsellor for further support.

- 6) The school enhance staff motivation, learning and professional development through:
- Curricular planning time within the school week. Student progress meetings held during the school day.
  - Involving all staff in decision making and proposed change as SLT members, subject leaders, grade coordinators, activity coordinators, house mistresses, committee members etc.
  - Induction training and information for new staff.
  - Provide additional support at times of stress, change and /or difficulty.
  - Have a responsive and listening culture, reacting quickly to problems.
  - Maintaining contact with staff when they are absent.
  - Opportunities to discuss with the Principal or other members of the SLT members about any issues of worry/concern.
- 7)The Principal and other senior leaders will:
- Ensure the provision of a healthy working environment.
  - Provide welfare support for individual staff as required.
  - Ensure that all staff are treated in a fair, sensitive, and confidential manner.
  - Promote a safe environment through the training and implementation of the safeguarding policy.
- 8) Wellbeing Committee: Holds meeting monthly to evaluate the activities conducted and about new initiatives for the upcoming month.

### **Awareness of wellbeing strategy:**

- 1) Integration into formal curriculum : A balanced curriculum with opportunities for intellectual, physical, and expressive development.
  - School PE curriculum provides access to team and individual sports which is a vital component to our students' physical development and wellbeing.
  - Activities such as art, and music allow students to develop both mental and physical wellbeing.
  - Encouraging independence in learning, SEA activities, creative writing, elocutions, exhibitions, mental math activities, etc.
- 2) We conduct staff induction program to new staff, in line with the requirements set out in the ADEK wellbeing policies.
- 3) Publication on the school website.
- 4) We conduct wellbeing related competitions, and awareness campaigns like Bulletin Board projects, SJS Radio, Assembly programs, hygiene talk, first aid training etc

### **Evaluation And Review**

SJS monitor the school culture and student wellbeing and engagement through:

- Attendance rate
- Student retention data
- Annual school survey responses from students.
- Parents feedback and suggestions given during open houses.
- Various Programs conducted to improve social, emotional, and physical wellbeing of our students.

The school will review this policy annually and update accordingly to include changes in the law and guidance on good practice. The policy will be promoted throughout the school community. References: The group of ADEK policies that relate to student and/or staff wellbeing includes the following school policies:

- *Digital Policy*
- *Educational Risk Policy*
- *Extracurricular Activities and Events Policy*
- *Health and Safety Policy*
- *Healthy Eating and Food Safety Policy*
- *In-School Specialist Services Policy*
- *Inclusion Policy*
- *Physical Education and School Sports Policy*
- *Safeguarding Policy*
- *Staff Wellbeing Policy*
- *Student Behaviour Policy*
- *Student Mental Health Policy*
- *Student Protection Policy*
- *Sustainability Policy*

*Prestina Rocha*

**Principal**  
**St. Joseph's School**



**Date: 31 March 2024**  
**Next review Date: 30 March 2025**