

AAKPS STAFF AND STUDENT WELLBEING POLICY



Ain Al Khaleej Private School (AAKPS)

Staff and Student Wellbeing Policy

1. Introduction

At AAKPS, wellbeing is a foundational pillar of our educational philosophy. We define wellbeing as a positive state of physical, psychological, social, intellectual, emotional, digital, and environmental health that enables individuals to thrive, contribute meaningfully, and feel safe and supported. This policy outlines our commitment to fostering a holistic wellbeing culture for over 850 students and 60+ staff members across both MOE and American curricula from KG to Grade 12.

2. Purpose

- Promote a safe, inclusive, and nurturing environment for students and staff.
- Establish a comprehensive wellbeing strategy aligned with ADEK policies.
- Ensure continuous monitoring, evaluation, and improvement of wellbeing initiatives.
- Empower staff and students to actively engage in wellbeing practices.
- Respect cultural, religious, and individual needs across our diverse school community.

3. Wellbeing Strategy

3.1 Strategic Framework

AAKPS shall develop and annually review a Wellbeing Strategy that includes:

- A clear vision and goals for student and staff wellbeing.
- Alignment with ADEK's wellbeing policies and inclusion frameworks.
- Key initiatives tailored to both curricula and age groups.
- Provisions for students with additional learning needs.
- Resources and staffing required for implementation.

3.2 Annual Review

- Monitor progress against strategic goals and milestones.
- Analyze wellbeing survey data and other evaluation tools.

- Update policies and action plans based on insights.
- Ensure all policies do not compromise wellbeing (e.g., prayer timings, washroom access).

4. Awareness and Engagement

4.1 Communication and Training

AAKPS shall promote wellbeing awareness through:

- Integration into curriculum and extracurricular activities.
- Staff induction, CPD, and wellbeing-focused training.
- Publication on the school website and Parent Handbook.
- Informal campaigns, competitions, and themed events.

4.2 Wellbeing Leadership

- Appoint a Wellbeing Committee or Lead to oversee strategy implementation.
- Ensure representation from both staff and student bodies.
- Facilitate regular feedback loops with stakeholders.
- Ensure parents have access to wellbeing resources and updates.

5. Monitoring and Evaluation

5.1 Annual Wellbeing Survey

AAKPS shall conduct annual surveys covering:

- Psychological, physical, social, intellectual, digital, and environmental wellbeing.
- Feedback on current initiatives and areas for improvement.
- Staff work-life balance and satisfaction.

5.2 Data Handling and Action Planning

- Ensure anonymity and confidentiality of responses.
- Identify students or staff at risk and provide appropriate support.
- Develop action plans and share progress with ADEK.

6. Inclusion

- The Head of Inclusion shall collaborate with stakeholders to ensure wellbeing strategies are inclusive.

- All initiatives shall accommodate the diverse needs of students with additional learning requirements.

7. Staff Wellbeing

7.1 Strategy and Support

- Recognize duty of care through leadership commitment.
- Address wellbeing across all staff roles (teachers, leaders, support staff).
- Provide access to counseling, healthcare referrals, and wellness activities.
- Promote work-life balance through flexible initiatives (e.g., TOIL, “me-time”).

7.2 Grievances and Whistleblowing

- Establish confidential grievance and whistleblowing mechanisms.
- Investigate concerns transparently and support staff throughout the process.
- Adhere to UAE laws and ADEK’s Values and Ethics Policy.

7.3 Confidentiality

- Uphold data protection standards in line with Federal Decree Law No. (45) of 2021.
- Securely store and manage staff wellbeing records.

8. Compliance

- This policy is effective AY 2024/25 and mandatory by AY 2025/26.
- Non-compliance may result in legal accountability and ADEK intervention.

9. References

- ADEK School Wellbeing Policies
- Federal Decree Law No. (31) of 2021
- Federal Decree Law No. (45) of 2021
- WHO (2021, 2022), Ruggeri et al. (2020)