

Wellbeing, Health and Safety Policy

August 2025

Overview

Introduction

At Villa Nola , Wellbeing, Health and Safety (WHS) is essential for a safe, supportive environment for all members of the school community. The policy is designed to protect students, staff, families, and visitors by identifying and minimizing risks while actively promoting healthy lifestyles and emotional wellbeing. It ensures compliance with the relevant UAE regulations, including those of the Knowledge and Human Development Authority (KHDA), the Dubai Health Authority (DHA), and the Roads and Transport Authority (RTA). The policy further seeks to integrate wellbeing principles into daily school practices so that students feel respected, supported, and emotionally safe. In addition, it establishes clear procedures for prevention, preparedness, response, and recovery in the event of safety-related incidents.

Policy Details

Objectives

The objectives of this policy are to create and maintain a safe and healthy campus environment where wellbeing is central to the learning experience. The school is committed to fostering a culture of health and safety that prioritises prevention and promotes positive behaviours.

Villa Nola aims to ensure that all staff are trained and aware of their roles and responsibilities in supporting health, safety, and wellbeing. The policy provides a framework for effective systems of reporting, responding to, and learning from incidents. It also emphasizes the importance of wellbeing through balanced routines, healthy nutrition, mindfulness practices, and positive relationships. Through this approach, the school fosters a culture where students, staff, and parents take shared responsibility for ensuring wellbeing and safety.

Applicability

This policy applies to all students, teachers, administrative staff, parents, visitors, contractors, and members of the wider Villa Nola community. Every individual within the school premises or engaged in school-related activities is expected to adhere to the requirements outlined in this document.

Responsibilities

The responsibility for health, safety, and wellbeing at Villa Nola is shared across all members of the school community. Staff, students, parents, and visitors must each play a role in ensuring a safe and supportive environment. The Wellbeing & HSE Committee oversees the implementation and continuous improvement of this policy.

All staff members are required to take reasonable care for their own wellbeing and safety, as well as that of others who may be affected by their actions. They are expected to actively support students' physical and emotional wellbeing and to report any hazards, risks, or incidents promptly to the appropriate authority.

The Wellbeing Committee, composed of the School Manager or Nurse and Parent Representative, is responsible for overseeing the implementation of wellbeing and safety measures. The committee conducts regular inspections, reviews policies, and investigates incidents. It also promotes initiatives designed to support mental health and resilience among the school community.

The Nurse will provide first aid, resuscitation, and general health monitoring within the school. They are responsible for securely managing medication, maintaining accurate health records, and monitoring health trends such as accidents, illnesses, or the spread of contagious diseases. The team also promotes healthy living campaigns and provides advice to students and staff on maintaining good physical and mental health.

Students are expected to comply with safety and wellbeing guidelines. They must respect others' safety, space, and property and participate in wellbeing initiatives. They are also encouraged to raise concerns about their own wellbeing or that of their peers to trusted staff members.

Parents and guardians play an essential role in maintaining the wellbeing of students. They are expected to ensure that children come to school in good health, equipped with appropriate clothing and materials. They must provide the school with timely and accurate health information and support initiatives designed to enhance student safety and wellbeing.

Contractors and visitors are required to comply with the school's health, safety, and safeguarding requirements. They must sign in upon arrival, wear appropriate visitor identification, and follow all staff instructions in the event of an emergency.

Procedures and Practices

The school has implemented a wide range of procedures and practices to ensure the wellbeing, health, and safety of all members of the community. These include measures related to site security, student wellbeing, safe transportation, safeguarding, emergency preparedness, health and hygiene, and inclusive access.

Site security is ensured through the presence of a licensed 24/7 security team supported by CCTV monitoring across the campus. Entry points are controlled through an identification and badge system, and strict visitor protocols are enforced. Emergency lockdown and evacuation procedures are well established and regularly practiced.

Student wellbeing is a core focus at Villa Nola. A designated Wellbeing Lead coordinates student support services, ensuring access to counselling, peer support, and wellbeing workshops. Initiatives such as mindfulness activities, outdoor play, and wellbeing-focused routines are embedded into daily life. These initiatives are designed to build emotional resilience and to create an environment where children feel supported and valued.

Safeguarding and child protection are central to the school's wellbeing framework. Staff receive regular training in child protection. Clear reporting pathways are in place, with prompt escalation to relevant authorities when required. Villa Nola maintains a culture of vigilance and places a high value on protecting children from harm.

Emergency preparedness is reinforced through comprehensive fire safety systems and regular evacuation drills. First aid kits and Automated External Defibrillators (AEDs) are strategically located throughout the campus. The school has disaster management procedures in place to deal with fire, earthquake, extreme weather conditions, and medical emergencies.

Health and hygiene standards are maintained through regular cleaning and disinfection of all school areas. Safe food preparation practices are enforced, and healthy snacks and meals are provided. Hand sanitising stations are placed throughout the school to encourage good hygiene practices. The school also ensures the ongoing monitoring of water quality and the maintenance of air conditioning systems to provide a safe and healthy environment.

Villa Nola is committed to providing inclusive access for all students. The school site includes ramps, disabled toilets, and evacuation chairs to ensure accessibility for those with physical disabilities.

Personal Emergency Evacuation Plans (PEEPs) are prepared as required. The school also promotes inclusive wellbeing programmes to support students of determination, ensuring that all learners have equitable access to education and care.

Review and Monitoring

This policy is reviewed annually. Feedback from staff, students, and parents is considered during the review process to ensure the policy remains relevant and effective. Audit reports, inspection findings, and analyses of incident data inform continuous improvement. The committee is responsible for ensuring that the policy reflects best practice and aligns with the regulatory standards set by the UAE authorities.