



مدرسة جيمس ميلينيوم الخاصة
GEMS Millennium School
Sharjah

WELLBEING POLICY

Reviewed By: Senior Leadership Team

April 2022

REVIEWED IN: March 2020, March 2022

POLICY ON WELLBEING

Philosophy of Wellbeing

Mental health is a basic aspect of wellbeing and is as critical as physical health. When we feel well, we are able to work well, appreciate our free time and contribute effectively to our communities. Developing, nurturing and sustaining wellbeing is a lifelong process.

The school, situated within the community, is a powerful context for a healthy development of knowledge and growth and plays a key role in developing and enhancing young people's wellbeing, as a large proportion of time is spent in school during their formative years.

At GEMS Millennium School, we firmly believe in upholding the wellbeing of our students and faculty to ensure a happy learning and teaching environment. A robust framework of Wellbeing is embedded in the school's Mission statement through the acronym '**ACCEPT**'

- **A**ppreciate and respect the culture and traditions of the United Arab Emirates
- **C**ultivate important values like tolerance, integrity, and benevolence
- **C**reate opportunities to instill a responsible global outlook
- **E**ducate and foster each child's wellbeing
- **P**ique students' interests and expand their potential to the fullest by means of varying challenges
- **T**rain future leaders through innovation in education and treasuring of cultural heritage.

Key Areas of Wellbeing Across the School

Culture & Ethos

- Mission and Ethos
- School and Classroom climate and culture

Student Relationships & Partnerships

- Student and faculty relationships
- Peer Relationships
- Student Voice
- Partnerships with other schools
- Community Partnerships
- External Relationships



Curriculum (Teaching & Learning)

- Extracurricular Learning
- Co-curricular learning
- Planning Support and monitoring

Policy & Planning

- Policies relevant to wellbeing
- Wellbeing relevant plans
- School and centre self-evaluation
- continuing professional Development

Aim:

In line with the school's vision & mission statement, of nurturing a happy and inspiring learning environment, GEMS Millennium School strives to offer opportunities that facilitate the holistic development of its students. We aim to mould our students to be versatile, adaptable and empowered to exceed expectations at any given situation.

The school plays a crucial role in supporting the academic, physical, mental, emotional, social and spiritual development of all its students. The school community engages in a collaborative process of change throughout the year to improve specific areas of school life & beyond that impact and improve the wellbeing of students.

Systems and procedures are well established to enable the school community of staff, students, parents & all stakeholders to feel valued and heard. Thus, they work together to promote an ethos that enables all children to feel, safe, secure and happy which in turn prepares them to learn effectively and equips them with the skills to cope in life.

Our wellbeing policy is:

- Child-centered.
- Fair and inclusive.
- Strong partnerships with parents and the wider community.

This policy sets out the vision and ambition of the school to ensure that the experience of our children from the early years throughout their secondary education will be the one that enhances, promotes, values and nurtures their wellbeing.

Curricular Provision:

- All subject planning will include activity-based learning that is linked to wellbeing. Teachers embed strategies promoting wellbeing into their curriculum and ensure it is imbibed & implemented by students.
- Wellbeing will be further emphasized into the school curriculum through four key subject areas- Moral Education, Value Education, Physical Education and Performing Arts.
- Tap-A-Genius programme enables students to explore their innate talent and skills and provides opportunities to excel.

Student Wellbeing:

At GEMS Millennium School, we support the emotional needs of all our students. We are committed to providing clear, consistent and accessible communication across different channels to support our students with their health and wellbeing.

The school supports and strengthens the student voice through:

- Election of student wellbeing leadership team and student council representatives.
- Establishing clear rules, routines and expectations about behaviour for learning.
- Counsellor Session (Class Talks), Class Teachers period and Moral Instruction classes to create a physically, emotionally and socially rich environment where key relationships can thrive and the students feel secure in their learning.
- Identified students receive individual counselling sessions with the School Counsellor for their socio-emotional needs and development.

- SLT and the School Counsellors have developed strategies and awareness campaigns to teach students on how to identify cyberbullying (whether as a victim or perpetrator) and mechanisms to protect one's self from being bullied/bullying further).
- Consistent support for vulnerable children and TDO's from the inclusion team, teaching assistants, subject teachers, and external agencies in the form of LSA's where appropriate.
- Celebrating successes and achievements in the classroom through Dojo points and 'Star Student of The Month' certificates.
- An exciting and varied range of extra-curricular events/competitions.
- Opportunities for intellectual, physical and social development.
- Encouraging independence in learning using a range of teaching styles appropriate to students' age and ability.

Staff wellbeing:

In addition to children's wellbeing, we recognise the importance of promoting staff mental health and wellbeing. GEMS Millennium School provides a safe and supportive environment for teachers through the following measures:

- A safe, supportive, and nurturing environment.
- Providing growth opportunities such as subject webinars, workshops and training programmes.
- Ensuring motivation through appreciations and incentives, provided monthly.
- Conducting psychoeducational workshops.
- Having regular peer and management supervisions.
- Having staff picnics yearly to develop a healthy relationship between the teachers.

Parental Involvement:

The inclusion of parents or guardians in the education system is a crucial aspect in the lifelong development and learning of the student. This aspect is incorporated through:

- An open-door policy for parents.
- Regular parent meetings with teachers regarding the academics of the student.
- Parent Committee, members that raise suggestions, scheme proposals and concerns of the parent community and work on the same issues with the school management.
- Parent workshops.
- Engagement of parents in extracurricular activities and themed special occasions.
- Regular pulse calls to the parent to keep them updated with their child's development.

School Counsellor Roles & Responsibilities:

- Open and maintain a file for any student referred to the counsellor.
- Conduct observations and document these in reports.
- Provide counselling to vulnerable students to support the development of their social and emotional skills.
- Raise awareness of the role of the school counsellor within the school.
- Run the Anti-bullying campaign within the school.
- Devise programs and policies to curb negative behavior and promote positive behavior.
- Raise awareness of mental wellness among students and parents.
- Create student leadership opportunities in the form of training students to be mentors.
- Appointing a 'Buddy' for children who are still finding their ground in school who motivate and encourage them.

Monitoring & Review:

- Principal and the Wellbeing Team are committed to reviewing the impact of the Wellbeing policy as part of the school's strategic direction and improvement plans. This policy should be used in conjunction with other policies.

- Staff and students' questionnaires and surveys provide an opportunity throughout the year to improve practice and monitor outcomes.
- Feedback from the student wellbeing team and student council representatives.

Next Review Date: March 2023