



مدرسة جيمس متروبول الواحة
GEMS Metropole School
AL WAHA

Wellbeing Policy

Approved by:	Jeremy Hallum
Last reviewed on:	August 2023
Next review due by:	August 2026

MISSION

Lead, nurture and succeed.

VISION

A sustainable and inclusive community hub, nurturing future leaders.

Nurturing
LEADERSHIP



This policy is applied at MTW alongside our school's vision, mission and values. Alongside the principles of High Performance Learning; VAA and A.C.P. characteristics.

Introduction

Wellbeing is a priority of GEMS Metropole Al Waha, our policy is reflective of this and the UAE leadership's objective of a happy and positive country. It is important that we mirror these objectives to support productivity, morale, engagement and trust within MTW and most of all, a positive institution for our children.

Dr. Abdulla Al Karam, Director General, KHDA, Dubai during the World Educational Summit recently highlighted the importance of wellbeing in relation to the national growth of the UAE. ⁽¹⁾

Schools are the place for children to experience support and nourishment in addition to being given the encouragement to overcome adversity, build resilience and experience motivational education and therefore happiness and positive wellbeing.

Dr. Abdulla commented on students being adaptive to their changing environment and how children have changed their perception of school, realising themselves how much they are impacted socially by their education and the impact of their wellbeing falls on the responsibility of educators to maintain.

Over the past five years, the Dubai Student Wellbeing Census has been an important enabler of student wellbeing across the private school sector. Involving more than 100,000 students annually.

The MTW Student Wellbeing Survey will be carried out termly, every year to ensure consistency in monitoring the Wellbeing of our Students in line with the KHDA vision.

MTW strive to ensure children are able to manage such changes, maintain positive mental health and be a school where;

- All students are given a voice
- All students feel a sense of belonging
- All students feel safe to speak openly about their feelings
- All students' mental health is promoted
- Bullying is not tolerated and e-safety is a top priority
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(1) The Impact on Wellbeing in Dubai Over the Last 12 Months, World Educational Summit, 2021, Dr Abdulla Al Karam, Chairman of the board of directors and Director General, KHDA, Dubai

1. Why Mental Health and Wellbeing is Important

1.1 It is vital to ensure that our schools are mentally healthy. As a mentally healthy school, we promote positive mental health and fully integrate wellbeing into our MTW values and mission.

1.2 We are a pastoral school and are committed to supporting the wellbeing of both students and staff.

1.3 This policy was written respective of all staff, students and our community with consultation from our senior school professionals.

2. Purpose of this Policy

2.1 This policy sets out:

- How MTW strives to promote wellbeing
- How MTW prevent wellbeing concerns
- How MTW identify those who need additional wellbeing support
- How MTW staff are trained and addresses about wellbeing and support
- Key information about wellbeing within MTW

- Parent relations information for seeking additional wellbeing support

3. Definitions of Wellbeing

3.1 The UAE Guide to Happiness and Wellbeing in the workplace ⁽³⁾ defines Wellbeing as; *“two aspects... Happiness and Wellbeing”* and describes how *“Wellbeing is concerned not just with how people feel, but also how they function.”*

3.2 At MTW we want to ensure that happiness and wellbeing coincide and that every student:

- Can cope with the normal stresses of everyday life
- Can work productively because their mind is happy
- Can express their emotions
- Can learn and achieve
- Can feel confident in the above

<https://www.hw.gov.ae/en/download/a-guide-to-happiness-and-wellbeing-program-in-the-workplace-1>

4. A Whole School Approach to Promoting Wellbeing

4.1 MTW take a whole school approach to promoting wellbeing that aims to ensure our students become more resilient and therefore happier, ultimately leading to academic success and to prevent or address problems before they arise.

4.2 MTW recognise how the stigmas of wellbeing can often prevent understanding and awareness of the importance of embedding it into schools. We therefore want to create an open environment and a positive culture which encourages discussion between students and staff and amongst staff themselves to better understand wellbeing issues.

5. Staff Roles and Responsibilities, including those with specific responsibility

5.1 At MTW, all staff have the responsibility to promote positive wellbeing of both the students and for themselves and to understand about both risk factors and protective factors within their environment.

5.2 Some students may require additional support for their wellbeing. All staff should look out for signs of when a student may be lacking in happy behaviour to ensure that they get the additional support they need if necessary.

5.3 All staff understand about possible risk factors through training ⁽⁴⁾ Staff are made aware how some children may be more likely to experience low wellbeing and possible mental health problems due to experiences such as; physical long term illness, having a parent who has physical or mental illness, bereavement, adversity factors, lack of communication at home, low level social skills or low self-esteem and a lack of belonging and or emotional literacy problems.

5.4 MTW recognise that many emotional issues and behaviours can be supported within the school environment, or with advice from external professionals. We implement external resources to add to our internal wellbeing resources.

6. Wellbeing Initiatives

6.1 MTW, share a key role in promoting the Happiness and Wellbeing initiatives of the UAE.

6.2 MTW approaches to this including:

- Wellbeing Webinars/Workshops
- Wellbeing Initiatives
- Affirmation Walls
- Counselling
- Awards Ceremonies
- Class Quizzes
- Regular Wellbeing publicity and announcements



- Initiatives are proposed by the students, for their peers.

7. MTW Staff Wellbeing

7.1 Employee feelings are considered to be amongst the forefront of better performance. There is no doubt that low level of happiness and wellbeing correlates towards how employees feel and behave in work.

Additionally, research has suggested that staff performance can directly affect student performance.

7.2 The staff at MTW are the integral part of organisation and they embody our ethos which is why it is important as a school that to maintain high levels of performance we address issues of wellbeing before they occur, protecting the feelings and behaviours of our staff.

7.3 Safe Spaces

Anonymity is important when addressing staff wellbeing. Staff at MTW can refer themselves to the School Counsellor and receive confidential advice.

8. Referrals & Referral Process

8.1 When a concern for a student has been made internally:

- Teacher will refer the student to the School Counsellor directly via referral form (Metropole 360)
- If the concern is recurring or is a wellbeing but also a safety concern, it will be logged onto our Guard
- Before a counselling session occurs, Parent/Carer is informed
- A meeting is offered to the Parent/Carer to discuss the issue and identify a consistent and appropriate intervention
- Parents are supported in how to assist at home
- If regular sessions with the School Counsellor are agreed upon, Parents/Carers are informed of progress regularly

8.2 MTW make every effort to support parent/carers to access services both internal and external. We will offer to support with trusted external providers connected to the school if necessary.

Monitoring and review

This policy is monitored by MTW Senior Leaders and will be reviewed every three years or earlier if necessary.