Wellbeing Strategy

Al Bashair Private School School Wellbeing Strategy Academic Year: 2025 – 2026

1. Purpose

Al Bashair Private School is committed to promoting the wellbeing of all students and staff through a whole-school approach that supports psychological, social, mental, physical, intellectual, digital, and environmental wellbeing. This strategy provides the school's vision, goals, implementation priorities, monitoring mechanisms, and review processes to ensure that wellbeing is embedded across school life, aligned with relevant ADEK wellbeing policies, and integrated with the School Development Plan.

2. Vision

To create a safe, inclusive, supportive, and engaging school environment in which every student and staff member feels valued, protected, connected, and able to thrive academically, socially, and emotionally.

3. Strategic Objectives

The school aims to:

1. Increase awareness of the school's wellbeing strategy and related procedures among students, staff, and parents through regular communication, training, and awareness activities.
2. Conduct an annual wellbeing survey for students and staff and use the findings to identify priorities and guide improvement actions.
3. Strengthen early identification and support for students requiring wellbeing support through monitoring, referral, and follow-up processes.
4. Ensure that wellbeing provision is inclusive and responsive to students with additional learning needs.
5. Review wellbeing data and integrate key actions and outcomes into the School Development Plan on an annual basis.

4. Scope

This strategy applies to:

- All students
- All staff
- Parents, where relevant to awareness and partnership
- All school phases and departments

5. Wellbeing Domains

The school wellbeing approach covers the following domains:

- Psychological wellbeing
- Social wellbeing
- Mental wellbeing
- Physical wellbeing
- Intellectual wellbeing
- Digital wellbeing
- Environmental wellbeing

6. Key Priorities and Actions

6.1 Psychological and Mental Wellbeing

The school will:

- Provide a supportive pastoral and student support system
- Promote emotional awareness, self-regulation, resilience, and help-seeking
- Identify students who may require additional support through staff referral, observations, attendance, behavior, and wellbeing check-ins
- Provide appropriate follow-up, internal support, and referral pathways where needed
- Deliver awareness activities related to emotional wellbeing and mental health

6.2 Social Wellbeing

The school will:

- Promote belonging, respectful relationships, inclusion, and positive peer interaction
- Strengthen communication between school, students, and parents
- Implement preventive initiatives that build a positive school climate
- Address bullying, exclusion, and harmful behavior through school procedures and relevant policies

6.3 Physical Wellbeing

The school will:

- Promote healthy routines, movement, participation in physical activity, and healthy lifestyle awareness
- Encourage student participation in sports and extracurricular activities
- Support a safe and healthy school environment in line with health and safety requirements

6.4 Intellectual Wellbeing

The school will:

- Support student engagement, motivation, and positive attitudes toward learning
- Encourage balanced academic expectations and effective learning habits
- Integrate wellbeing themes into teaching and learning where appropriate
- Support staff wellbeing in relation to workload, clarity of expectations, and professional support

6.5 Digital Wellbeing

The school will:

- Promote safe, responsible, and balanced use of digital platforms
- Raise awareness of online safety, respectful online behavior, and digital responsibility
- Ensure that any digital wellbeing surveys or tools used are compliant with ADEK digital requirements

6.6 Environmental Wellbeing

The school will:

- **Promote a safe, clean, and supportive physical environment**
- **Encourage awareness of sustainability and responsible environmental practices**
- **Involve students in initiatives that build care for the school environment**

7- Initiatives, Interventions, and Action Plan

The school will implement a range of wellbeing initiatives and interventions, including awareness activities, staff training, annual wellbeing surveys, early identification and support processes, inclusion-focused support, parent communication, and monitoring systems. These actions are set out in the school's Data-Driven Improvement Plan, which serves as the implementation action plan for this strategy and is reviewed regularly by the Wellbeing Committee or Lead.

8. Inclusion

Al Bashair Private School will ensure that wellbeing policies, initiatives, and support systems are inclusive and responsive to the needs of students with additional learning needs. The Head of Inclusion will coordinate with relevant staff and parents to support student wellbeing and ensure appropriate accommodations, participation, and access in line with the ADEK School Inclusion Policy.

9. Governance and Responsibility

The school shall appoint a Wellbeing Committee to oversee the implementation, review, and improvement of this strategy. The committee include:

- **Principal**
- **School Counselor / Social Worker**
- **Head of Inclusion**
- **teacher representative**
- **other relevant staff as required**

Responsibilities

The Wellbeing Committee / Lead will:

- Oversee implementation of the school wellbeing strategy
- Monitor progress against goals and actions
- Coordinate the annual wellbeing survey process
- Review evidence, trends, and gaps
- Recommend improvements and updated actions
- Support awareness and communication across the school community
- Maintain meeting minutes and implementation records

10. Awareness and Communication

The school will promote awareness of its wellbeing strategy and related procedures through:

- Staff orientation and briefing sessions
- Communication with parents
- Publication on the school website
- Student awareness activities and campaigns
- Integration into the curriculum where appropriate

11. Monitoring and Evaluation

The school will use the following mechanisms to measure, monitor, and review wellbeing:

- Annual student and staff wellbeing survey
- Analysis of attendance, behavior, safeguarding, and student support trends
- Records of referrals and follow-up support
- Staff feedback
- Parent feedback where relevant
- Committee reviews and meeting minutes
- Review of awareness activities and implementation evidence

The annual survey will cover the required wellbeing domains and feedback on current wellbeing policies, initiatives, and interventions. Survey responses will be analyzed securely and confidentially.

12. Resources

The school will identify and allocate the resources needed to implement this strategy, including:

- **Staff time and leadership oversight**
- **Student support personnel**
- **Survey tools and data analysis support**
- **Staff training**
- **Awareness materials and communication channels**
- **Record-keeping and evidence management systems**

13. Review Cycle

This strategy will be reviewed annually by the Wellbeing Committee / Lead. The review will consider:

- **Progress against targets**
- **Survey findings**
- **School wellbeing data and trends**
- **Effectiveness of initiatives**
- **Inclusion and accessibility**
- **Required updates to the strategy, action plan, and related school procedures**