



Al Ain English Speaking School

WELL-BEING POLICY

1. PURPOSE AND VISION

AAESS is committed to fostering a safe, inclusive, and supportive environment where every student and staff member can thrive. Our Well-being Policy aims to promote holistic wellbeing-psychological, physical, social, intellectual, digital, and environmental; align with ADEK's Well-being Strategy and associated policies; and ensure continuous improvement through monitoring, evaluation, and responsive action.

2. WELL-BEING STRATEGY

AAESS implements a comprehensive Well-being Strategy that includes a clear statement of well-being goals and vision; key initiatives and interventions tailored to the needs of all students, including those with additional learning needs; annual review and updates based on wellbeing data and stakeholder feedback; and integration with ADEK's Inclusion, Safeguarding, and Student Mental Health Policies.

3. AWARENESS AND ENGAGEMENT

To ensure the school community is informed and engaged, the Well-being Strategy is published on the school website and included in the Parent Handbook. Staff will receive induction and ongoing CPD on wellbeing practices. Students and parents will be engaged through curriculum integration, campaigns, and events.

4. MONITORING AND EVALUATION

AAESS will conduct annual well-being surveys for students, staff, and parents, covering psychological well-being, physical activity and nutrition, social relationships and safety, intellectual engagement, digital safety and fluency, and environmental awareness. Survey results will be analysed anonymously and securely, used to identify students at risk and inform targeted interventions, and shared with ADEK along with action plans and progress updates.

5. INCLUSION AND EQUITY

AAESS will ensure that all well-being initiatives are inclusive and responsive to diverse needs. Students of determination and those with additional learning needs are supported in line with ADEK's Inclusion Policy. No school policy or practice will compromise student wellbeing (e.g., access to washrooms, respect for religious practices).

6. COMPLIANCE AND CONTINUOUS IMPROVEMENT

AAESS will remain compliant with all ADEK well-being-related policies. The Well-being Committee will oversee implementation, review, and improvement. Feedback mechanisms will be established to ensure transparency and responsiveness.

7. ROLES AND RESPONSIBILITIES

Principal

- Lead the development and implementation of the school's Well-being Strategy.
- Ensure alignment with ADEK's well-being policies and compliance requirements.
- Oversee the annual review of the Well-being Policy and associated initiatives.
- Promote a culture of well-being across the school community.

Well-being Committee

- Develop, monitor, and evaluate the school's Well-being Strategy.
- Coordinate annual well-being surveys and analyse results.
- Create action plans based on survey insights and report progress to ADEK.
- Ensure representation from staff, students, and parents where appropriate.
- Promote awareness campaigns and well-being events throughout the year.

Head of Inclusion

- Ensure well-being initiatives are inclusive and responsive to students with additional learning needs.
- Collaborate with the Well-being Committee to align support services with ADEK's Inclusion Policy.
- Monitor the impact of well-being interventions on students of determination.

Teachers and Support Staff

- Integrate well-being practices into daily teaching and interactions.
- Participate in well-being-related CPD and training.
- Identify and report students at risk and contribute to intervention planning.
- Support the implementation of well-being initiatives and promote a positive classroom environment.

Students

- Engage actively in well-being initiatives and provide feedback through surveys and forums.

- Respect and support the well-being of peers.
- Participate in self-reflection and personal development activities.

Parents and Guardians

- Support the school's well-being efforts through engagement and feedback.
- Participate in well-being-related events and training sessions.
- Collaborate with staff to support their child's wellbeing at home and school.

Governing Board

- Approve the school's Well-being Strategy and ensure it aligns with school-wide goals.
- Monitor the effectiveness of well-being initiatives and ensure accountability.
- Support the Principal in maintaining a safe and supportive school environment.

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