



الأكاديمية الملكية، عجمان  
The Royal Academy, Ajman



## **SCHOOL WELL-BEING POLICY 2025-26**

### **1. Purpose**

The well-being policy aims to promote and support the health, safety, and welfare of all members of The Royal Academy Private School community, including students, staff, and faculty. This policy fosters a safe, inclusive, and positive environment conducive to personal and academic growth.

### **2. Scope**

This policy applies to all students, staff, administrators, and other members of the school community, including parents and external stakeholders involved in the school's operations.

### **3. Policy Principles**

**Positive Environment:** The Royal Academy will foster a positive, supportive, and inclusive environment that promotes the mental and emotional well-being of both staff and students.

**Holistic Approach:** Well-being will be addressed through a holistic approach, encompassing physical, emotional, intellectual, and social aspects of well-being.

**Proactive Support:** Early identification and intervention for both staff and students at risk of emotional or mental health challenges.

**Confidentiality and Respect:** Any personal information shared as part of well-being support will be treated with the highest confidentiality, with respect to privacy and individual dignity.

### **4. Student Wellbeing**

#### **4.1. Mental Health and Emotional Support**

**Counseling Services:** On-site counselors will be available to support students experiencing emotional or mental health difficulties. Counselling will be confidential unless safety is at risk.

**Peer Support Programs:** Develop peer mentoring programs that allow students to share concerns and receive support from trained mentors.

**Regular Check-ins:** Class teachers and Homeroom teachers will conduct regular check-ins to identify students who may need additional support.

#### **4.2. Physical Health**

**Health Services:** Provide access to a full-time nurse and regular health check-ups.

**Physical Education:** Ensure a robust physical education curriculum and encourage participation in extracurricular sports and activities.

**Nutritious Meals:** Offer healthy meal options through the school canteen and promote good and healthy eating habits.

### **4.3. Bullying and Harassment Prevention**

Zero Tolerance Policy: The school will maintain a zero-tolerance policy toward bullying, cyberbully, harassment, and discrimination.

Anti-Bullying Programs: Implement educational programs to teach students about respectful behavior, empathy, and digital safety.

Reporting and Response: Clear procedures for students to report bullying anonymously, with swift intervention and restorative practices.

## **5. Staff Wellbeing**

### **5.1. Work-Life Balance**

Reasonable Workload: Ensure manageable workloads to reduce stress. Regular reviews of workload distribution will be conducted to promote fairness.

Flexible Working: Offer flexibility in working hours where possible, such as teleworking or job sharing, to support staff in balancing professional and personal responsibilities.

### **5.2. Emotional and Mental Well-being**

Access to Mental Health Resources: Provide staff with access to counseling and mental health support services.

Staff Well-being Days: Encourage mental health days, where staff can take time to recharge without it affecting their leave allocation.

Professional Development: Regular training on managing stress, work-life balance, and maintaining mental health.

### **5.3. Physical Health**

Health Checks and Support: Offer regular health screenings and promote an active lifestyle through staff participation in sports events or yoga sessions.

Healthy Eating Initiatives: Promote healthy eating in the staff lounge, offering nutritious options for snacks and meals.

### **5.4. Bullying and Harassment**

Zero Tolerance Policy: A zero-tolerance approach to harassment, bullying, and discrimination toward staff members.

Open Communication: Provide a confidential and secure process for staff to report concerns or incidents. This process will ensure impartial investigation and resolution.

## **6. Roles and Responsibilities**

### **6.1. School Leadership**

Responsible for promoting a well-being culture within the school and ensuring the policy is implemented and reviewed regularly.

### **6.2. Wellbeing Committee**

A dedicated team comprising teachers, school counselors, health staff and administrative staff will oversee the well-being programs and initiatives. They will ensure that both students and staff have adequate resources and support systems in place.

### **6.3. Teachers and Staff**

Actively promote well-being by modeling positive behavior, maintaining open communication with students, and reporting any concerns related to student welfare.

### **6.4. Students**

Students are encouraged to engage with well-being programs, report concerns, and actively support their peers.

## **7. Implementation and Review**

### **7.1. Training**

All staff will receive regular training on well-being, including recognizing signs of mental health struggles, promoting positive student engagement, and managing workload stress.

### **7.2. Monitoring and Feedback**

The Well-being Committee will collect data on well-being interventions, including surveys, focus groups, and health assessments, to track the success of the policy and identify areas for improvement.

## **8. Communication**

The well-being policy will be communicated through the school website, staff meetings, and student assemblies. Parents and external stakeholders will also be informed to ensure a consistent approach to well-being across the entire school community.

Policy Name:	School well-being Policy 2025-26
Reviewed and Approved by:	
Next Review Date	April 2026