

GIIS-AD-Policy-26-27-038

## **WELLBEING POLICY – MENTAL HEALTH**

<b>Last Review</b>	April 2026
<b>Revised on</b>	September 2025
<b>Reviewed by</b>	Principal, Vice Principal, SLT, Inclusion Head and Student Wellbeing Committee
<b>Next Review</b>	April 2027

### **Policy Statement**

Global Indian International School (GIIS) Abu Dhabi is committed to fostering a safe, supportive, and nurturing environment that promotes the physical, emotional, social, and mental wellbeing of all students, staff, and the school community.

This policy aligns with the school's core values of **Excellence, Empathy, Integrity, and Respect**, and supports ADEK's Wellbeing Framework for Private Schools.

### **Aims and Objectives**

The objectives of the Wellbeing Policy are to:

- Promote a positive school culture where every individual feels valued, respected, and supported.
- Equip students and staff with the skills to manage emotions, build resilience, and make positive life choices.
- Ensure early identification and support for students or staff experiencing wellbeing challenges.
- Foster collaboration between home, school, and community to enhance overall wellbeing.
- Comply with ADEK and UAE Child Protection and Safeguarding requirements.

### **Scope**

This policy applies to:

- All students enrolled at GIIS Abu Dhabi.
- All teaching and non-teaching staff.

- Parents, guardians, and visitors engaging with the school community.

## Key Principles

1. **Inclusivity and Respect:** Every member of the school community is treated with dignity and fairness, regardless of background, ability, or beliefs.
2. **Holistic Development:** The school nurtures academic, emotional, social, and physical wellbeing.
3. **Prevention and Early Intervention:** Issues are addressed proactively through awareness, training, and timely support.
4. **Confidentiality:** Wellbeing concerns are handled sensitively and in accordance with UAE laws and GIIS safeguarding policies.
5. **Collaboration:** Wellbeing is a shared responsibility among students, staff, and parents.

## Wellbeing Framework

### a. Student Wellbeing

- **Pastoral Care:** Each student is supported through a pastoral system involving class teachers, section heads, and the School Counsellor.
- **Health and Safety:** The school ensures a safe environment with regular health checks, nutritious meals, and physical activity programs.
- **Emotional Support:** Qualified counsellors provide individual and group counselling, and peer mentoring programs are implemented.
- **Academic Balance:** Homework, assessments, and extracurricular activities are structured to maintain a healthy work-life balance.
- **Digital Wellbeing:** Students are guided on safe and responsible use of technology through digital citizenship lessons.

### b. Staff Wellbeing

- **Professional Support:** Staff have access to counselling, workshops on stress management, and opportunities for professional growth.
- **Workload Management:** The school encourages a balanced approach to work and flexible practices where possible.
- **Recognition:** Achievements are acknowledged to promote motivation and a sense of belonging.
- **Open Communication:** Regular feedback channels and staff wellbeing surveys are maintained.

### c. Parent and Community Wellbeing

- **Parent Engagement:** Workshops, newsletters, and seminars promote awareness on child wellbeing, mental health, and parenting.
- **Community Partnerships:** Collaboration with health organizations, ADEK initiatives, and local wellbeing networks strengthens support.
- **Feedback Mechanism:** Parents and guardians can share wellbeing concerns through structured communication channels.

## Roles and Responsibilities

Role	Responsibilities
<b>Principal</b>	Ensure implementation of the wellbeing policy; oversee school-wide initiatives.
<b>Wellbeing Committee</b>	Plan, monitor, and evaluate wellbeing activities and programs.
<b>School Counsellor</b>	Provide counselling support, develop wellbeing programs, and maintain records
<b>Teachers</b>	Promote wellbeing in classrooms, identify concerns, and refer to counsellor when necessary.
<b>Students</b>	Participate in wellbeing initiatives and support peers respectfully
<b>Parents</b>	Collaborate with the school to support children's emotional and physical health.

## Implementation and Monitoring

- A **Wellbeing Committee** will meet quarterly to review progress and recommend improvements.
- Annual **Wellbeing Surveys** will be conducted among students and staff.
- Key wellbeing indicators (attendance, engagement, incidents, feedback) will be monitored and reported to the school leadership.
- The policy will be reviewed annually and updated in line with ADEK guidance.

## Related Policies

- Child Protection and Safeguarding Policy
- Inclusion Policy

- Health and Safety Policy
- Anti-Bullying Policy
- Behaviour Policy
- Digital Citizenship Policy

## Review Cycle

This policy will be reviewed every **two years** or earlier if required by ADEK or changes in UAE legislation.



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**Principal**

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