

WELLBEING POLICY

Introduction

At APS, we recognize that wellbeing is essential for creating a positive and supportive learning environment. Our Wellbeing Policy is designed to promote the psychological, social, mental, physical, intellectual, and environmental wellbeing of our students and staff. By adopting a whole-school approach, we aim to foster a culture where everyone feels valued, supported, and empowered to thrive. This policy outlines our commitment to monitoring and enhancing wellbeing through proactive strategies, regular evaluations, and continuous improvement, in alignment with ADEK's wellbeing guidelines.

Vision

We strive to create a supportive and inclusive environment where students and staff feel safe, valued, and empowered to reach their full potential. Our commitment to wellbeing ensures a positive school culture that nurtures happiness, resilience, and personal growth.

Overall Wellbeing Goals

1. **Promote a Positive School Environment** – Foster a culture of respect, inclusion, and kindness where everyone feels a sense of belonging.
2. **Support Mental and Emotional Wellbeing** – Provide resources, counseling, and activities that help students and staff manage stress, build confidence, and develop resilience.
3. **Encourage Physical and Digital Wellbeing** – Promote healthy lifestyle choices, physical activity, and responsible digital habits to support overall wellness.
4. **Enhance Social and Intellectual Development** – Offer opportunities for meaningful social interactions, personal development, and continuous learning.
5. **Ensure a Safe and Sustainable Environment** – Maintain a secure and eco-friendly school setting that promotes wellbeing for all.

Implementation of the Wellbeing Strategy

To promote a positive and supportive school environment, the school takes the following steps:

1. Wellbeing Initiatives and Support

- **Regular Wellbeing Activities** – Organize simple activities like morning mindfulness exercises, short movement breaks, and awareness sessions on mental and physical health.
- **Student Support System** – Provide a space where students can talk to a teacher, counselor, or peer mentor if they need help.
- **Inclusive Wellbeing Support** – Ensure students with additional learning needs receive extra support through tailored activities and counseling.
- **Healthy Lifestyle Promotion** – Encourage daily physical activities and promote healthy eating habits through school programs.
- **Digital Balance** – Teach students responsible technology use to avoid screen fatigue and cyber risks.
- **Clean and Safe Environment** – Maintain clean classrooms, green spaces, and quiet areas for students to relax.

2. Monitoring and Feedback

- **Simple Wellbeing Check-ins** – Conduct short surveys or discussions with students and staff to understand their wellbeing concerns.
- **Observation and Teacher Reports** – Train teachers to notice signs of stress or struggles among students and refer them for support.
- **Parent and Student Feedback** – Use suggestion boxes or quick meetings to gather input on how to improve wellbeing in school.

3. Resources and Support

- **Trained Staff Members** – Assign key teachers or counselors to provide wellbeing support.
- **Dedicated Wellbeing Space** – Set up a quiet corner in the school where students can take a break if they feel overwhelmed.
- **Basic Wellbeing Training** – Give teachers simple training on how to support student wellbeing in the classroom.
- **Community Partnerships** – Connect with local organizations or healthcare providers for additional wellbeing resources.

Roles and Responsibilities

Senior Leadership Team (SLT):

The Senior Leadership Team fosters an environment where respect, kindness, and honesty are integral to all school relationships, and where health and wellbeing are prioritized. All staff are expected to handle confidential information in line with school policy.

Principal Responsibilities:

- Provide professional development opportunities, including team building, stress management, and effective communication.
- Offer support, including coaching, mentoring, and wellbeing services for staff.
- Monitor staff workloads and recognize signs of stress.
- Actively listen to staff feedback and involve them in school decision-making.
- Acknowledge and celebrate staff achievements and successes.
- Ensure staff have the training and support needed to do their jobs confidently.
- Value staff by setting aside time for them and providing clear guidelines for meetings.
- Consider staff commitments when planning the annual timetable, including opportunities for professional development and career discussions.
- Offer flexible arrangements to help staff balance family and work life where possible.
- Recognize personal challenges staff may face and ensure support is accessible.
- Maintain clear communication and offer support services, including specialist support when needed.
- Ensure a mentorship system is in place for new staff and that the staff induction process is effective.
- Address work-related stress and assess risks accordingly.
- Protect time for staff, including PPA and meetings, to ensure work-life balance.

Staff Responsibilities:

- Treat colleagues with honesty, respect, and kindness.
- Take care of their health and safety at work and communicate when additional support is needed.
- Commit to the wellbeing ethos and be mindful of the wellbeing of others.
- Recognize and value the role of every staff member in the school.
- Contribute to the school's positive atmosphere and team spirit.
- Maintain shared spaces where staff can relax and work.

- Complete mandatory professional development related to wellbeing (e.g., safeguarding, child protection).

Examples of Good Practice:

- Team-building activities as part of staff CPD.
- Opportunities for staff to plan social activities.
- Celebrating staff achievements.
- Providing wellbeing support, such as a staff wellbeing hub and confidential sessions.
- Creating quiet spaces for relaxation and focused work.
- Promoting morale and well-being through creative initiatives.

Support in Specific Circumstances:

Staff are encouraged to schedule medical appointments outside school hours when possible. The school will reasonably support work-life balance and staff well-being, considering individual needs.

Annual Review of the Wellbeing Strategy

To ensure continuous improvement in student and staff wellbeing, the school conducts an annual review of its wellbeing strategy through the following steps:

1. **Monitoring Progress** – Evaluate the school's progress in achieving wellbeing goals using surveys, teacher observations, and student feedback.
2. **Reviewing Wellbeing Measures** – Assess the effectiveness of wellbeing initiatives and make improvements based on collected data.
3. **Action Planning** – Develop specific steps to address any wellbeing concerns identified during the review process.
4. **Updating Policies and Initiatives** – Modify the wellbeing strategy and related policies to better meet the needs of students and staff.
5. **Supporting Inclusion** – Ensure that wellbeing initiatives support students with additional learning needs in line with the ADEK School Inclusion Policy.
6. **Policy Review for Student Wellbeing** – Annually review all policies to ensure they do not negatively impact student health or wellbeing (e.g., allowing reasonable washroom breaks, respecting religious practices).
7. **Compliance with ADEK Policies** – Ensure all wellbeing policies align with ADEK guidelines and standards.

Awareness of Wellbeing Strategy and Policies

To ensure that all members of the school community understand and engage with the school's wellbeing initiatives, the school:

1. **Communicate Wellbeing Policies** – Share the wellbeing strategy through the school website, Parent Handbook, and staff orientation sessions.
2. **Integrate Wellbeing into Learning** – Incorporate wellbeing topics into lessons where appropriate, following ADEK guidelines.
3. **Staff Training** – Provide training on wellbeing policies during staff induction and ongoing professional development.
4. **Engage the Community** – Organize wellbeing events, awareness campaigns, and competitions for students, staff, and parents.
5. **Appoint a Wellbeing Lead/Committee** – A dedicated Wellbeing Lead or Committee will oversee initiatives, review policies, and ensure regular wellbeing surveys for students and staff.
6. **Monitor and Update Policies** – Regularly review and improve wellbeing initiatives based on feedback and survey results.
7. **Support for All Students** – Ensure that wellbeing initiatives are inclusive and support students with additional learning needs.

Monitoring and Evaluation

To ensure the effectiveness of our Wellbeing Strategy, the school:

1. **Conduct an Annual Wellbeing Survey** – Every year, students and staff will complete a survey covering key areas such as psychological, physical, social, intellectual, digital, and environmental wellbeing.
2. **Ensure Confidentiality and Inclusivity** – Surveys will be anonymous, secure, and accessible to all students and staff, with parental consent obtained where needed.
3. **Analyze Survey Results** – The Wellbeing Committee will review the survey data to identify trends and areas for improvement while ensuring individual responses remain confidential.
4. **Develop an Action Plan** – Based on survey insights, the school will implement practical improvements to enhance wellbeing and integrate them into the **School Development Plan**.
5. **Update Wellbeing Policies** – Policies and initiatives will be revised as needed to address survey findings and improve student and staff wellbeing.
6. **Report to ADEK** – The school will share key insights, planned actions, and progress updates with ADEK at the end of each academic year.

7. **Comply with ADEK Evaluations** – Any additional ADEK-mandated assessments will be completed, and results will be submitted as required.

At APS, we are committed to promoting the wellbeing of all students, including those with additional learning needs. The Head of Inclusion will work closely with staff and parents to ensure that our wellbeing strategy is inclusive and considers the abilities and needs of these students. We will adapt wellbeing initiatives to support them, regularly monitor their progress, and align our practices with ADEK's School Inclusion Policy to create a supportive environment where every student can thrive.

For Implementation

To be reviewed annually by the Principal and Review Committee.

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