



Student Wellbeing

Policy Issued	January 2022
Next Review	August 2023
Lead Professional	AP Pastoral & School Counsellor
SGG Ratification	March 2023

Rationale

We believe at Al Mamoura Academy that everyone should be treated respectfully, every person needs to feel safe and secure and students need an environment that supports their learning, personal growth and positive self-esteem.



Introduction

Wellbeing is internationally recognised as a prerequisite for 'successful' children and happy communities.

OECD (Organisation for Economic Co-operation and Development) defines wellbeing as 'the psychological, cognitive, social and physical functioning and capabilities that students need to live a happy and fulfilling life'.

Successful learning is, to a large extent, dependent on the quality of the learning environment and it is the human relationships in the school that most impact on the quality of this environment. Students will find it difficult to engage with learning programs if they are distracted by significant physical, social or emotional issues.

The student wellbeing policy therefore, is concerned with all that impacts on a student's capacity to be a learner and to achieve.

Purpose

The purpose of this policy is:

- To maintain positive, tolerant and respectful relationships where students take responsibility for their wellbeing and behaviour
- To acknowledge that all students are valued as individuals regardless of gender, racial, cultural, physical or intellectual differences
- For parents to work in partnership with the school to support student learning, personal growth and positive self-esteem of students
- To maintain a safe, positive and caring school environment
- To create a culture where the responsibility for student wellbeing is shared by students, staff, parents and governors
- To build positive relationships between teachers, students, parents and governors
- To know, respect and protect the rights and responsibilities of members of the school community
- To ensure ongoing dialogue amongst staff concerning the wellbeing of students

Planning and implementation

When planning, implementing, and maintaining the student wellbeing policy and initiatives, Al Mamoura Academy is guided by the following key elements:

Primary Prevention

Strategies at this level include:

- Building mutual respect and promote safety at school.
- Implementing comprehensive and inclusive curriculum to engage all students in an innovative and creative learning and teaching environment.
- Enhancing school attendance



- Encouraging supportive mutually interdependent relationships.
- Building leadership capacity in students developing through curriculum, good citizens, in the local community and globally through online interactions
- Engaging parents/families in the learning process with a specific focus on how to support a student's wellbeing
- Develop partnerships within and beyond the school to support the wellbeing of students and families
- Strategically planned transition for all students through their school journey
- Buddying system and opportunities for cross age collaboration

Early intervention

Strategies at this level include:

- Assessing children at risk and identifying their needs
- Providing PSG (Parent Support Group) meetings to set goals and review progress
- Developing programs and individual learning plans to improve skills
- Providing early intervention through internal and external professionals such as the school counsellor, Inclusion specialists, speech therapists, educational psychologists or educational advisors as required

Intervention

Strategies at this level include:

- Establishing a support group for the student
- Linking to appropriate support staff/agency
- Monitoring and evaluating progress
- Provide ongoing intervention through internal and external professionals such as school counsellor, Inclusion specialists, speech therapists, educational psychologists or educational advisors as required

Post intervention

- Ongoing after care for students and families to include relevant handover and family liaison including the internal and external professionals as outlined above

Critical incident

- A sudden and unexpected overwhelming event (trauma, accident or emergency) would evoke the school's critical incident management plan
- ELT and the extended pastoral team would convene to plan to support the needs of students and families as required. Initiating internal and external support
- Ongoing monitoring and evaluation of recovery plans



Strategies that Al Mamoura is committed to developing to assist in nurturing an effective whole-school wellbeing and behaviour management policy include:-

- Positive student-student relationships
- Anti-bullying strategy
- Embedding social skills
- Positive and regular involvement with parents
- Ongoing and frequent staff collaboration
- Student wellbeing program
- Student leadership and ownership of aspects of student wellbeing such as providing the weekly wellbeing tip of the week
- Community service opportunities
- 'Results through relationships'
- School pride and high expectations
- Student Wellbeing Team
- In line with the Carnegie School of Education, Mental Health Award for Schools, Al Mamoura is also committed to developing wellbeing in each of the following competencies:
 1. Leadership and strategy
 2. Organisational structure and culture – staff
 3. Organisational structure and culture – pupils
 4. Support for staff
 5. Professional development and learning
 6. Support for pupils
 7. Working with parents and carers
 8. Working with external services

Policies & Risk Assessments

When considering student wellbeing it is also important to familiarise yourself with other Aldar, Al Mamoura Policies and relevant Risk Assessments:

- Aldar Behaviour Management policy
- Self-Harm guidance
- Risk assessment
- Child Protection and Safeguarding Policy
- Teaching and Learning Policy
- Homework Policy
- Curriculum and Assessment Policy
- Anti Bullying Policy
- Internet safety guidelines
- Praise and rewards policies

The importance of being familiar with these documents is highlighted to all staff during Induction week. New staff will be directed to this policy upon commencement of their



employment with the school. All policies will be covered within induction week and will be referenced on an ongoing basis and are available in the AMA policies Teams area.

The implementation of the strategies

To raise awareness and importance of mental health and wellbeing, themes are explored on a regular basis and include:

- Whole school initiatives such as kindness week and internet safety day
- Working with the wider community (attendance focus)
- Assemblies - Whole school and sub groups appropriately
- Enterprise and Innovation activities
- Project based learning
- Rewards and sanctions
- Student wellbeing checks (pupil check ins, PASS data, stakeholder surveys, student voice)
- School counsellor individual and group work
- Parent workshops
- Student workshops
- Staff information sessions

Ratification

This policy was last ratified by the school staff in January 2023.