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Liwa Education

2024-2025

LE WELLBEING POLICY

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Approved by	CEO

At LE we firmly believe that the wellbeing of our school community is pivotal in ensuring that students are happy, believe in themselves, feel supported and are in a learning environment that promotes a positive learning experience.

Types of wellbeing in focus here include:

- Psychological
- Social
- Mental
- Physical
- Intellectual
- Environmental

Wellbeing is a "positive state experienced by individuals and societies and encompasses quality of life, as well as the ability of people and societies to contribute to the world with a sense of meaning and purpose. It is a resource for daily life and is determined by social, economic, and environmental conditions" (WHO, 2021).

This policy is derived from the ADEK Wellbeing Policy, 2024 and sets out the overarching vision and framework which allows our schools to promote wellbeing across our school communities.
It also outlines the requirements for the schools when monitoring student and staff wellbeing, allowing for relevant, responsive and adaptive wellbeing interventions.

Purpose:

- Develop an overarching Wellbeing Strategy that encompasses all aspects of wellbeing (psychological, physical, social, intellectual, digital, and environmental) which aligns with ADEK's wellbeing policies.
- Promote awareness of the Wellbeing Strategy and underpinning wellbeing policies to the school community.
- Actively monitor wellbeing and evaluate the school Wellbeing Strategy and associated policies via an annual wellbeing survey.
- To actively work to continuously improve the wellbeing of the school community.

LE Wellbeing Strategy:

Overview:

At LE we are fully committed to promoting wellbeing to all of our stakeholders. It is our mission to ensure we support in doing so we will promote resilience, positive wellbeing and mental health. Wellbeing is at the heart of our 4 schools to ensure successful and confident learners.

Take Notice, Connect, Keep Learning, Give to Others and Be Active

Goals:

1. A positive culture in each school where everyone is treated with respect and kindness.
2. Ensure a community where all stakeholders feel valued, accepted, safe and comfortable.
3. Create a culture where we are inspired to care for others in the school community.
4. Promote care and respect for the physical environment of the school.
5. Ensure students are free from judgment, discrimination and hate so that they feel safe and comfortable when at school.

Social Wellbeing:

Ensure fair and robust application of the Code of Conduct/Behavior Policies.

1. Create a welcoming environment which promotes inclusion, tolerance and coexistence where students can openly express their thoughts
2. Encourage students to have a positive attitude toward school and are eager to attend
3. Ensure students have a safe space to develop and maintain healthy and respectful relationships
4. Outline clear expectations regarding behavior and the impact when expectations are not met.

Psychological & Mental Wellbeing:

We develop emotions by developing empathy, resilience and self-awareness

- Encourage students to recognise and regulate their own emotions, as well as how to empathize with others, in doing so they will develop their emotional intelligence.

- Provide in school support for students experiencing emotional difficulties
- Foster positive thinking through mindfulness, acts of kindness and by expressing gratitude.
- Promote mental health support; prevention, promotion and early intervention.
- Work with families to ensure appropriate external support is provided by trained medical

Intellectual Wellbeing:

We grow our minds by embracing creativity, curiosity and lifelong learning

- Encourage students to develop a growth mindset, to be willing to learn, overcome challenges and strive to achieve their best.
- Promote a range of learning styles to suit individual needs and abilities to promote effective and successful learning
- Support students with their learning ensuring early identification and intervention.
- Create a learning environment which celebrates academic growth and supports students when they do not achieve as they expect.
- Encourage students to open their minds to new ideas and experiences.
- Provide opportunities for students to be critical thinkers, develop their own ideas, and to share their opinions.

Physical Wellbeing:

We make positive choices for physical wellness and a healthy lifestyle

- Encourage all stakeholders to develop a healthy lifestyle.
- Encourage parents and carers to provide students with healthy food which meets ADEK Healthy Eating Policy.
- Ensure students are exposed to a variety of activities both via the curriculum and via the EdVentures ECA program.
- Encourage students to set healthy goals to keep them engaged, moved to live, learn and be well.
- Provide opportunities for students to learn about the connection between physical and psychological well being.

Actions:

Wellbeing teams in each of the schools will initiate and promote school wide systems to

encourage stakeholders to develop positive and happy wellbeing in line with the points above.
The schools will ensure that the points above align with the LE and ADEK policies on wellbeing and that the key features are integrated into the everyday learning and teaching of the school.

To actively work to continuously improve the wellbeing of the school community.

Inclusion:

Students with additional learning often need support to overcome the hurdles which impact their wellbeing. Studies show that some inclusion students may struggle to make friends, feel unable to communicate their feelings effectively – if at all, and may not have developed coping strategies to overcome issues they may face.

Schools shall ensure that the Head of Inclusion works closely with all relevant stakeholders (e.g., staff, and parents) to promote the wellbeing of students with additional learning needs. Schools shall ensure that the wellbeing strategy and associated policies and initiatives are holistic and take into account the abilities, needs, and engagement of students with additional learning needs, in line with the ADEK Inclusion Policy.

At LE, we firmly believe that all students have the right to have positive experiences and access to support if and when they need it.
Actions and support strategies are built into their Inclusion Plans and are in agreement with the Inclusion Manager, student and parent. Small group or 1:1 sessions may be utilized to further support the student as necessary.

Measuring and Review:

Each school will complete an annual review of the wellbeing strategy.

The wellbeing team will monitor the progress against the goals set out by the wellbeing strategy and relevant targets and milestones

The 4 schools will collaborate to oversee the design, delivery and analysis of wellbeing

monitoring and evaluation measures.

Action plans will be developed as necessary following review of the goals and the responses from stakeholders

Update the wellbeing strategy/policies as required.

Surveys:

1. The annual wellbeing survey will cover the following areas at a minimum

- Physical wellbeing
- Social wellbeing
- Intellectual wellbeing
- Digital wellbeing
- Environmental wellbeing
- Feedback on current wellbeing policies, initiatives and interventions

2. Parental consent is required for students to complete the survey. This survey will be part of the annual review process with students, parents and staff.
3. Each school will analyze the results to identify key trends relating to wellbeing. Responses will be anonymised to ensure privacy for the student, but they should be provision for tracking student data in case of a CP issue. All information must be stored confidentially.
4. Following the survey, each school will create an action plan to enhance student and staff wellbeing.

Promotion:

The 4 schools will promote awareness of the LE Wellbeing Strategy and associated wellbeing policies and initiatives to students, staff, parents and other relevant stakeholder

Integration into the formal curriculum where possible
Provide staff training and development including in induction for new staff
Publication on school websites
Inclusion in the parent handbook
Through competitions, initiatives and awareness campaigns etc.

Promotion:

The LE Wellbeing Policy is in conjunction with the following policies listed below

- Digital Policy;
- Educational Risk Policy;
- Extracurricular Activities and Events Policy;
- Health and Safety Policy;
- Healthy Eating and Food Safety Policy;
- In-School Specialist Services Policy;
- Inclusion Policy;
- PE and School Sports Policy;
- Safeguarding Policy;
- Staff Wellbeing Policy;
- Student Behavior Policy;
- Student Mental Health Policy;
- Student Protection Policy;
- Sustainability Policy.

Policy Owner Department

Education Departent

Key Stakeholders		
Policy Owner:	School Principals	All Liwa Schools
Reviewed by:	Margaret Haynes	Director of Schools
	Kevin Wallis	Deputy CEO
Approved by:	Dr. Shereen Gobran	Chief Executive Officer