



## Happy Home English School, Sharjah

# WELLBEING POLICY (Teachers)

Happy Home English School places a high priority on maintaining the well-being of all employees. We recognize that people are our most precious resource and have put together this policy to ensure that employee well-being is regularly monitored and reviewed against the National Health and Safety standards.

**Introduction**: The School as the employer has a duty to ensure the health, safety, and welfare of its employees as far as reasonably practicable. It is also required to have in place measures to mitigate as far as practicable factors that could harm employees' physical and mental well-being, which includes work-related stress. This duty extends only to those factors which are work-related and within the School's control. This policy accepts the Health and Safety Executive's definition of work-related stress as "the adverse reaction a person has to excessive pressure or other types of demand placed on them". There is an important distinction between 'reasonable pressures' which stimulate and motivate and 'stress when an individual feels they are unable to cope with excessive pressures or demands placed upon them.

This policy recognizes that there are many sources of work-related stress and that stress can result from the actions or behaviors of managers, employees, or students. The Health and Safety Executive has produced a number of Management Standards that cover the primary sources of stress at work that, if not properly managed, are associated with poor health and well-being, lower productivity, and increased sickness absence. These are:

**Demands** – i.e. workload, work patterns, and the work environment.

**Control** – i.e. how much say the person has in the way they do their work.

**Support** – i.e. the encouragement, sponsorship, and resources provided by the organization, line management, and colleagues.

**Relationships**– i.e. promoting positive working to avoid conflict and dealing with unacceptable behavior.

**Role** – such as whether people understand their role within the organization and whether the organization ensures that they do not have conflicting roles.

**Change** – such as how organizational change (large or small) is managed and

communicated within the organization.

We take part in the following roles to preserve the well-being of everyone working at school.

- ✓ **Develop great relationships** with students using our services and colleagues, treating everyone with respect, kindness, and generosity.
- ✓ **Be part of a self-organized team.** This means working together, taking different roles, and creatively solving problems together. Provide support and listen to students' concerns and give feedback and communicate with parents if needed.
- ✓ **Manage the time well**, and use it in the best way to support students to achieve their outcomes. The School Well-Being committee will provide any support to students facing issues and concerns.
- ✓ **Provide safe, person-centered, compassionate care** and work confidently so that the Wellbeing Team will work as a unit to achieve the best result for students' well-being.
- ✓ **Keep learning and developing individually and as a team** so we can keep improving how we work and flourish together.
- ✓ Information about medical conditions experienced by students and the management of the condition will be obtained either through the enrolment or student support process. The information will be stored on the Student Database.
- ✓ As part of primary prevention, each student is allocated a Student Support Teacher. Student Support is an integral element in supporting students in their teaching and learning.
- ✓ Each student's work submissions, academic progress, and behavior are monitored and documented as part of the Student Management Action Plan. This allows for the implementation of early intervention strategies as any concerns which become evident from this process are promptly addressed to maximize the student's learning opportunities. Targeted Professional Development activities are developed and delivered to staff to enable them to be effective in their roles as Student Support Teachers.
- ✓ The Wellbeing Team cooperates, collaborates, and develops relevant partnerships with external agencies including government and community agencies and resources.
- ✓ Wellbeing Team responds to new and emerging departmental policies and guidelines related to well-being.

