

Date: Oct 24,2025

Doc No: ANPS/ACD/POLICY/016

Rev.:00,

ANPS School Wellbeing Policy

Introduction

At ANPS, we believe that student and staff wellbeing is foundational to academic achievement, personal growth, and a positive school environment. Wellbeing encompasses mental, emotional, social, physical, intellectual, digital, and environmental health. This policy provides a framework to promote and sustain wellbeing across our school community, in alignment with ADEK's School Wellbeing Policy.

Purpose

This policy aims to:

- Establish a comprehensive Wellbeing Strategy at ANPS.
- Promote a positive, safe, and inclusive learning environment.
- Ensure the emotional, psychological, and physical welfare of students and staff.
- Monitor and improve wellbeing through systematic evaluation and community engagement.

Scope

This policy applies to:

- All ANPS students, staff, and school leaders.
- Parents and external service providers.
- School operations, environment, and wellbeing initiatives.

Wellbeing Strategy

Vision

ANPS strives to create a nurturing environment where:

- Students feel safe, valued, respected, and motivated.
- Staff feel supported, trusted, and professionally empowered.
- Parents are partners in promoting wellbeing.

Review and Updates

This policy will be reviewed annually to reflect advancements in AI and changes in educational practice.

Components of the Strategy

Our Wellbeing Strategy includes:

- A clear vision and goals aligned with ADEK requirements.
- Policies on mental health, behavior, student protection, inclusion, staff wellbeing, safeguarding, and specialist services.
- Annual wellbeing action plans and initiatives such as assemblies, workshops, anti-bullying campaigns, healthy lifestyle programs, and mindfulness sessions.

Inclusion

Wellbeing initiatives will accommodate students of all abilities and needs, in line with the ADEK Inclusion Policy.

Awareness and Community Engagement

ANPS will ensure that all stakeholders understand the Wellbeing Strategy through:

- Parent Handbook, media publication, newsletters, and orientation.
- Wellbeing awareness campaigns, events, and classroom activities.
- Staff induction and ongoing professional development on wellbeing practices.

A Wellbeing Committee or Designated Wellbeing Lead will be appointed to oversee implementation, review, and schoolwide communication.

Monitoring and Evaluation

Annual Wellbeing Survey

- Conducted for students and staff.
- Covers physical, social, mental, digital, intellectual, and environmental wellbeing.
- Parental consent will be obtained where required.
- Data will be anonymized, analyzed, and used to design improvement plans.

Improvement Actions

Following analysis, ANPS will:

- Develop and implement action plans for improvement.
- Update policies and practices where necessary.
- Share findings with ADEK as required.

Roles and Responsibilities

Role	Responsibilities
School Leadership	Approve policies, allocate resources, ensure compliance.
Wellbeing Lead/Committee	Develop strategy, conduct surveys, monitor progress.
Teachers & Staff	Foster positive classroom environments, identify wellbeing concerns, refer when needed.
School Counselor & Inclusion Team	Provide support, intervention plans, and referrals.
Parents	Support wellbeing efforts and communicate concerns.
Students	Show respect, empathy, and participate in wellbeing activities.

Policy Review

- This policy is reviewed annually or after ADEK updates.
- Revisions will be approved by school leadership and communicated to staff and parents.

Approval

Approved by:
School Director
Ahd Abou Ghazal

