



Nottingham British School of Kuwait

Well-being Policy

2023/24

Introduction:

Nottingham British School seeks to promote healthy lifestyles and the wellbeing of our school community, in a safe, supportive and non-threatening environment. Through its policies, procedures, activities and structures the school aim to create an environment in which:

- People feel valued
- Self-esteem is fostered
- There is respect, tolerance and fairness
- People in difficulty are supported
- There is open and honest communication
- Effort is recognised
- Difference and diversity are valued
- Conflict is handled constructively
- Social, moral and civic values are promoted
- Initiative and creativity are stressed.

These aims are implemented in the daily transactions between management, staff, students and the wider school community.

Lead Members of Staff

Whilst all staff have a responsibility to promote the mental health of students, staff with a specific, relevant remit include:

Dr Margaret McArthur Reid – Director/DSL; Mr

Mohammed Bashir – HOS/DSL

Ms Fatma Amin- VP/DSL

Mr Carl Kroutz- HOP/DSL

Mr Mohammed Attwan-UHOP/DSL

Ms Marium Saba - Early Years Lead/DSL

Ms Mai Salah - Designated child protection / safeguarding lead and Mental Health and Emotional well-being lead.

Definition of Wellbeing:

This policy is guided by 5 key principles as outlined by the “Wellbeing Policy Statement and Framework for Practice 2018-2023 Revised October 2019”. These principles are that a Wellbeing Policy be ...

1. Child/Young person-centred
2. Equitable, fair and inclusive
3. Evidence-informed
4. Outcomes focused
5. Partnership/Collaboration

The Wellbeing Policy document recognises that Wellbeing does not necessarily mean the absence of stress or negative emotions in life or the absence of mental health difficulties and that everyone experiences vulnerability and a need for care at some stages in their journey through life.

Wellbeing is present when a person

- realises their potential
- is resilient in dealing with the normal stresses of their life,
- takes care of their physical wellbeing and
- has a sense of purpose, connection and belonging to a wider community.

It is a fluid way of being and needs nurturing throughout life.

This is a whole school policy which is informed by other policies, including the following:

- Code of Behaviour
- PSHE Policy
- Homework Policy
- Digital Wellbeing
- Internet Acceptable Use Policy
- Anti-Bullying Policy
- Child Protection Policy
- Critical Incident Policy

Indicators of Wellbeing:

Six indicators of Wellbeing have been identified. They are:

- **Active:** Being physically active is an Important element in staying well.
- **Responsible:** Each person must take responsibility for their own choices and make decisions which promote their own wellbeing and the wellbeing of others.
- **Connected:** It is important, for our wellbeing, to be connected to other people and to interact with others in a positive way. We should also appreciate the implications of our actions for those around us and further afield.
- **Resilient:** Everyone goes through challenges in their life. By building resilience, we hope to give our students the skills to cope with difficult situations.
- **Respected:** Feeling respected, listened to and cared for are key aspects of feeling well. Positive, respectful relationships are also central to maintaining our wellbeing.
- **Aware:** To stay well, we need to be aware of our thoughts, our emotions and our limitations. We should also be aware of those around us, conscious of how our actions might impact on their wellbeing.



Ten Actions to Promote the Wellbeing of a School Community

1. Developing and maintaining a safe, caring culture and climate within the school where a sense of belonging and connectedness is fostered.
2. Building positive relationships between teachers and children to promote participation, social interaction and pro-social behaviour.
3. Adopting a whole-school approach to health promotion, where health is promoted by all and not just by a few members of staff.
4. Actively involving children, their parents and the wider community in developing and implementing school policies to support mental health and health promotion.
5. Supporting and implementing a well-planned, consistent and integrated PSHE curriculum to enable children enhance their coping, resilience, communication, conflict resolution, and problem-solving skills.
6. Developing whole-school systems and structures to support the early identification of children experiencing social, emotional, behavioural or learning difficulties.
7. Actively involving, supporting and encouraging children's participation in extra-curricular activities.

8. Fostering a whole-school ethos that accepts and values diversity within the pupil and staff population.
9. Providing easy access to information for pupils and staff on supports available to them within the school and wider community.
10. Facilitating access to continuing professional development for school staff on the promotion of the mental health and well-being of children.

In addition to these actions we also recognise the importance of providing opportunities to develop the necessary skills to cope with using online technology in a safe and appropriate way and as well as providing opportunities to develop skills to manage stress that may be linked to school work e.g. Homework policy etc.

The school has always placed a strong emphasis on the wellbeing of the school community. Through its policies and procedures, the school seeks to provide a safe, caring environment for all.



The school recognises the importance of addressing all educational needs through the Continuum of Support:

The school organises a number of events each year, aimed at the wellbeing of our school community. These events are organised by various teachers over the course of the year. The following summarises some of these initiatives:

- Mental Health Week
- Active School Week
- Playground games, assembly morning aerobic and dance. Organised by the Active School Committee (Student Council).
- Wellness Team undertake a variety of initiatives throughout the year to promote wellbeing in our school community.
- Student Council -Our student council is a representative structure working under the guidance of a teacher. It introduces a system in which the pupils can have a voice in the school using democratic processes. The council is voted in by their peers and meets on a regular basis.

Some of the activities of the student council include:

- Mentoring programmes for younger students e.g. poster competition, quizzes etc.
- Fun activities organised throughout the year to celebrate holidays and special occasions e.g. fun sports day
- Fundraising initiatives to raise the pupils' awareness of others' needs. e.g. pyjama day in aid of the homeless, Rumbek etc.

- Book Club
- Debating
- Running Club
- School Choir
- Green Schools Committee
- Guest Speakers
- School teams- Football, basketball, hockey, golf, athletics, tennis
- Healthy lunches- treat only on Thursday
- Wellness Wednesday

In addition to the above, the school seeks to promote an environment, which is positive, affirming and true to our ethos. The school will endeavour to provide as many extra-curricular activities as possible, thereby giving our students the opportunity to enhance their wellbeing outside of the classroom.

Staff wellbeing:

The wellbeing of school staff is also of extreme importance. As a school, we aim to support staff wellbeing through our policies, procedures and practices. For example:

- The promotion of a safe, comfortable teaching environment
- An open door policy whereby staff can discuss issues of concern with their line manager, Principal and/or Deputy Principals in a confidential manner
- Regular staff meetings
- CPD is provided, encouraged and supported by the Board of Management
- Classes are resourced as well as possible. Requests for extra resources are considered and authorised, as appropriate
- Staff have the opportunity to develop their leadership capacity through various initiatives, committees and groups.