

## GFM Wellbeing Policy

Published Date:	<b>December 2024</b>
The Policy will be reviewed annually, or more regularly, in the light of any significant new developments. The next anticipated review date will be:	<b>December 2025</b>

At GFM, we recognize that the wellbeing of our school community is essential for fostering a thriving educational environment. Guided by the principles of the UAE's National Strategy for Wellbeing 2031, the British curriculum and our GFM Way, our commitment to wellbeing reflects our belief that a supportive and inclusive environment enhances academic achievement, personal growth, and resilience.

This policy outlines our approach to promoting and caring for the holistic wellbeing of all members of our school community and leveraging the curriculum to cultivate emotional, physical, and social development. By embedding wellbeing at the core of our culture, we aim to inspire every individual to flourish both in school and beyond. Our approach to wellbeing is underpinned by our GFM core pillars of 'Grow, Flourish & Mindfulness'.

### Promoting and Caring for Wellbeing

#### Student Wellbeing:

- We provide a safe, inclusive, and nurturing environment where students feel valued and supported.
- Designated wellbeing ambassadors and trained pastoral staff offer care and guidance to address students' emotional, social, and psychological needs.
- Regular activities, including mindfulness sessions, peer mentoring, and social-emotional learning programs, empower students to build resilience and self-efficacy.

#### Staff Wellbeing:

- We prioritize a healthy work-life balance through manageable workloads, professional development opportunities, and robust support networks.
- Staff have access to mental health resources, wellbeing workshops, and confidential counseling services.
- Recognition and appreciation initiatives foster a culture of respect, collaboration, and mutual support.

#### Community Engagement:

- We actively engage families by organizing workshops, seminars, and events to equip them with tools to support their children's wellbeing.
- Feedback channels ensure that parents and guardians are partners in our wellbeing initiatives.

### Our Curriculum for Wellbeing

#### Integration of Wellbeing into Learning:

- Our curriculum incorporates social-emotional learning to develop empathy, critical thinking, and interpersonal skills.
- Physical education and extracurricular activities emphasize the importance of active lifestyles, resilience and teamwork.
- Embedded health education programs teach students to make informed choices about nutrition, mental health, and personal safety.

### **Enriching the Curriculum Through Events:**

- Wellbeing-themed days, such as Mental Health Awareness Week and Fitness Challenges, inspire engagement and build a sense of community.
- Guest speakers, interactive workshops, and cross-curricular projects highlight the importance of wellbeing in diverse contexts.

## **Auditing and Enhancing Wellbeing**

### **Surveys and Feedback:**

- We conduct regular wellbeing surveys for students, staff, and parents to monitor perceptions, experiences, and areas for improvement.
- Feedback is gathered through focus groups, surveys and electronic feedback, and one-on-one discussions to ensure diverse voices are heard.

### **Positive Responses to Feedback:**

- Insights from surveys inform targeted action plans to address identified needs and enhance existing initiatives.
- Celebrating successes and sharing progress fosters trust and reinforces our shared commitment to wellbeing.

### **Continuous Improvement:**

- Annual reviews of our wellbeing policy ensure alignment with best practices and evolving community needs.
- Collaboration with local and international wellbeing frameworks, such as KHDA guidelines, strengthens our approach.

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This policy will be shared with the entire school community and reviewed annually to uphold our collective commitment to wellbeing.