



IIS WELLBEING POLICY -AY-2026-2027

Approved by: Principal and School Board

Effective from: Academic Year 2026/27

Date of Evaluation and Review: 6/4/2026

Next Date of Review: April 2027 (Review Cycle: Annual or upon ADEK updates)

Applies To: All students, staffs of IIS and parents/guardians.

Authorized Signatories:

Principal

Vice-Principal

Wellbeing Lead

School Counsellor

Head of Inclusion

Vision -Mission -Values

At the International Indian School, we strive to create a safe, welcoming, and supportive environment where students, staff, and families can flourish in all aspects of wellbeing—mental, physical, emotional, social, intellectual, and environmental. We are dedicated to nurturing a culture of kindness, resilience, and mutual respect, where every individual feels valued and empowered to grow and succeed.

Introduction

International Indian School is dedicated to fostering a positive and supportive environment that prioritizes the wellbeing of both students and staff. This policy reflects the school's core values and commitment to nurturing a school culture where emotional, mental, and social health are recognized as vital to overall development.

The School's wellbeing approach is informed by recognised framework such as **SPIRE**, alongside safeguarding and wellbeing guidelines to support holistic student development.

Aligns with ADEK's standards and the UAE's cultural context. It sets out clear guidelines to ensure a safe, inclusive, and supportive environment where wellbeing is a shared responsibility and an essential part of school life.





Purpose

The purpose of this policy is to establish and maintain a Wellbeing Strategy that reflects the school's values and complies with ADEK's wellbeing framework.

- To provide a safe, supportive, and inclusive environment that prioritizes the wellbeing of both students and staff.
- To ensure the school community is aware of and engaged with the school's wellbeing initiatives and related policies.
- To regularly monitor and assess wellbeing through structured feedback and data collection.
- To support the continuous improvement of wellbeing practices across all areas of school life.

Alignment with ADEK Requirements

“SPIRE” Framework Integration: Embeds the five dimensions of wellbeing
Self-empowerment, Physical, Intellectual, Relational, Emotional.

Wellbeing Mark Readiness: Collect annual student and staff wellbeing data and implement improvement plans.

Dedicated Student and Staff Wellbeing Policies: Separate but harmonious strategies for both groups.

Key Policy Domains

Student Wellbeing

- **Emotional & Mental Health**
Implement a comprehensive Student Mental Health Strategy including identification, referral, counseling, and crisis support.
Create calming zones in every classroom to support self-regulation.
- **Physical Health & Nutrition**
Adhere to ADEK's Healthy Eating and Food Safety standards.
Engage parents through nutrition education and supervise meals.
- **Behavior & Positive Climate**
Introduce a Positive Behavior Framework: proactive reinforcement before disciplinary action.
- **Environmental & Duty of Care**
Maintain safe, healthy learning environments' consistent with ADEK's Buildings & Facilities Policy.





- **Inclusive Engagement & Belonging**
Strengthen relational wellbeing through peer mentoring, clubs, and inclusive class communities.
Offer opportunities for self-expression, student voice, and empowerment.

Staff Wellbeing

- Implement ADEK's Staff Wellbeing Policy: promote fair treatment, professional growth, privacy, and work-life balance.
- Conduct regular wellbeing surveys and offer professional development and counseling.

Community & Family Connection

- Host workshops and sessions offering wellbeing resources, including mental health awareness, positive parenting, and balanced technology use.
- Maintain open communication channels for reporting concerns and support.

Monitoring, Assessment & Improvement

- Conduct annual wellbeing surveys for students and staff.
- Map findings to the SPIRE framework, identify gaps, and develop action plans.
- Use data to progress toward the ADEK Wellbeing Mark.

Promoting Wellbeing Strategy

The school will actively raise awareness of its wellbeing goals and policies through:

- Curriculum integration, where suitable.
- Staff training, including induction for new employees.
- Publishing the policy on the school's official website.
- Sharing wellbeing guidelines with parents to keep them informed and involved.
- Hosting campaigns, competitions, and other initiatives to promote wellbeing values.

Roles and Responsibilities

Principal / Vice Principal and Senior Leadership Team (SLT)	Oversee the policy, ensure implementation, liaise with ADEK.
Wellbeing Lead / Committee	Develop and review wellbeing strategy, conduct surveys, lead staff training.
Wellbeing Team	Ensure support for ALN students, work with staff and parents.
Parents / Guardians	Collaborate through workshops and programs.





Monitoring and Evaluation

Annual Wellbeing Survey

IIS will conduct yearly surveys for both students and staff to assess the effectiveness of its wellbeing approach. The survey will cover:

- Mental and emotional health (e.g., self-esteem, personal development).
- Physical wellbeing (e.g., health habits, physical activity).
- Social connections (e.g., friendships, feeling safe and accepted).
- Intellectual engagement (e.g., learning motivation, curriculum relevance).
- Digital safety and competence.
- Environmental awareness (e.g., satisfaction with school spaces and sustainability efforts).
- Feedback on wellbeing policies and initiatives.

Policy Summary

Self-Empowerment: Student voice panels, leadership opportunities

Physical: Healthy food policies, allergy management, food bullying control

Intellectual: Balanced academic support, flexible environments for learning

Relational: Peer mentoring, inclusive events, family engagement

Emotional: Calming spaces, proactive counseling, mental health awareness

Reviewed By

Ms Shanty P Devasia

(Vice Principal)

Approved By

Dr. Beno Kurien

(School Principal)

