

Staff Wellbeing Policy

The Policy Statement

BRILLIANT INTERNATIONAL PRIVATE SCHOOL recognises that staff are the most important who need to be valued, supported and encouraged to developed both personally and professionally. We believe that our best assets in school for students are our staff who are happy, motivated and focused. Therefore, the staff wellbeing support program need to be personalised and it should fulfill the specific needs of all staff.

This policy recognises that there are many sources of work-related stress that can badly affect the overall wellbeing of staff. The Policy ensure staff wellbeing is regularly monitored and reviewed against the UAE health and safety standard.

School will promote the wellbeing of employees by:

- Developing a culture that is open and supportive for staff who experience stress or any other forms of mental health issues.
- Establishing a collaborative work load arrangement to maintain the work-life balance.
- Collaborating with staff to create constructive and effective working partnerships both within teams and across the school.

Roles and Responsibilities of Staff Wellbeing Stakeholders

The senior leadership team including Principal, Vice Principal, Admin officer will:

- Organize initiatives and events to promote health and wellbeing of the staff.
- Develop a culture of co-operation, trust and mutual respect within the school.
- Make sure all staff are maintaining a reasonable work-life balance.
- Promote effective communication to talk freely about any issues which impact on their ability to carry out their work.
- Encourage maximum staff participation in all wellbeing programs undertaken by the school wellbeing team.
- Promote cultural inclusivism and tolerance.
- Make sure the E- Safety of the staff through adapting a well clear E safety policy.
- Create a whole school E- safety team in order to maintain online safety of the school community.
- Monitoring and reviewing the E- safety concerns with the help of school E safety team.

The wellbeing team will:

- Organize appropriate wellbeing events and initiatives to promote health and wellbeing.
- Ensure the wellbeing policy is kept under review and updated.
- Liaise with senior leadership team to develop and implement wellbeing policy in school.
- Manage surveys to better understand the areas of work stress and other negative effects on staff wellbeing.
- Promote reward schemes.

Employees will:

- Treat all colleagues with mutual respect and dignity.
- Cooperate with school authorities for implementing and maintaining the staff wellbeing policy.
- Participate in staff wellbeing programs.
- Work collaborately for the betterment of school.
- Take self-responsibility for working productively and supporting others to avoid work stress.

Monitoring and Reviewing:

The staff wellbeing policy will be monitoring by the school wellbeing team. Online surveys and analysis will be conduct for reviewing the staff wellbeing policy.