



Mental Health and Well-being Policy 2024-2025

Purpose:

To create a supportive and inclusive environment that promotes the mental and emotional well-being of all students and staff at **Al Murooj English School**, in line with the school's commitment to holistic development.

Scope:

This policy applies to all students, staff (teaching and non-teaching), parents, and the wider school community. It focuses on mental health support, anti-bullying efforts, and overall emotional well-being.

Policy Statement:

At **Al Murooj English School**, we recognize the importance of mental health and emotional well-being as key components of a student's success and development. The school is committed to providing a safe, supportive environment that promotes mental health awareness, encourages positive behavior, and addresses the emotional needs of students and staff.

Objectives:

1. Promote a positive school culture where mental well-being is prioritized and students feel supported.
2. Provide timely access to mental health services for students and staff.
3. Foster an environment free from bullying and discrimination.
4. Educate the school community on mental health awareness and emotional well-being.
5. Ensure that students have access to guidance and support for managing stress, anxiety, and other mental health challenges.

Implementation Guidelines:

1. **Mental Health Education:** Incorporate mental health awareness programs into the curriculum for both students and staff. This could include lessons on stress management, emotional resilience, and coping mechanisms.
2. **Support Services:** Ensure that students have access to professional mental health support through a the Social Worker.
3. **Anti-Bullying Strategy:** Implement and enforce a zero-tolerance policy for bullying. All instances of bullying will be addressed promptly and fairly, with support provided to both victims and perpetrators to prevent recurrence.
4. **Well-being Programs:** Hold regular well-being campaigns and initiatives, such as Mental Health Awareness Week, to engage students and staff in discussions about mental health.
5. **Stress Management Initiatives:** Offer students stress-relief activities such as mindfulness exercises, art therapy, and relaxation techniques, especially during exam periods or stressful times.



6. **Support for Staff:** Provide professional development sessions on mental health for staff to enhance their ability to support students effectively and manage their own emotional well-being.

Roles and Responsibilities:

- **School Leadership:** Lead the implementation of mental health programs, ensure policies are enforced, and allocate resources for mental health initiatives for students and staff.
- **Social Worker:** Provide counseling services to students, deliver mental health programs, and offer support to staff and students in need.
- **Teachers and Staff:** Model positive mental health behaviors, promote a supportive atmosphere in the classroom, and refer students in need to counseling services.
- **Parents and Guardians:** Support the school's mental health initiatives by encouraging open discussions about mental well-being at home and seeking help when needed.
- **Students:** Engage in mental health programs, seek support when needed, and promote a positive and inclusive school environment.

Monitoring and Review:

- **Student Feedback:** Gather regular feedback from students through surveys and discussions to assess the effectiveness of mental health programs.
- **Staff Feedback:** Collect feedback from staff regarding their own mental health needs and their observations of students' mental health concerns.
- **Annual Review:** The policy will be reviewed annually, with an emphasis on the effectiveness of mental health initiatives, anti-bullying measures, and student support systems.

Approved by: Sundus Altajar
Position: Principal, Al Murooj English School