جيمس مدرستنا الثانوية الإنجليزية، دبي
GEMS Our Own English High School, Dubai

STAFF WELLBEING POLICY

The aim of pastoral care is to create a caring school community which effectively meets the academic, social and emotional development needs of both students and staff. A focus on staff wellbeing is key to promoting and supporting student wellbeing.

Developing students' academic, social and emotional capabilities is highly dependent on skilled, competent, and dedicated school staff. Providing emotional support to students, in addition to their responsibilities as educators, can intensify the burden on school staff, with school leadership and teaching consistently associated with experiencing higher levels of work-related stress than those in other occupations.

A caring school community promoting staff wellbeing is achieved at GEMS OOD through a whole-school approach characterized by three factors:

a. Caring and supportive relationships are encouraged amongst school members:
   - collegiality amongst staff;
   - staff to discuss and solve problems together constructively;
   - staff to act as mentors and provide support to colleagues;
   - celebrating each other's achievements;
   - understanding between staff and administration; and,
   - regular communication with parents.

b. School members engage in meaningful and influential ways with each other:
   - being well informed and actively participating in school activities, staff meetings, curriculum planning and policy development;
   - being given particular roles and responsibilities at the school;
   - being provided with adequate support, resources and technology;
   - being treated equally and contributions valued;
   - through teaching partnerships and mentoring schemes; and,
   - providing professional learning opportunities.

c. Addressing and supporting staff emotional wellbeing and education needs:
   - provision of designated areas where staff can take a break, or socialize and connect with each other;
   - staff being given the opportunity to apply for positions, roles and promotions;
   - importance being given to staff job satisfaction and fulfilment;
   - school policies and provisions to help staff cope with and manage stress, and reduce and prevent staff burnout; and,
   - provisions for access to professional advice and assistance.

Staff wellbeing and mental health is actively promoted through a caring and protective school community combined with personal, social and emotional resources. Social and emotional competence enables staff with effective coping and resilience, high social awareness and skills, being able to collaborate with others and engage in decision making, being aware of their own strengths and weaknesses, regulating their own emotions, and building healthy relationships. Experiential professional learning experiences, mindfulness training, and opportunities to build self-efficacy, confidence, and professional growth are offered to staff.

Reviewing, monitoring and regularly evaluating a school's pastoral care policies and practices are part of improving school staff wellbeing. Regularly surveying staff about ways to improve their mental health and wellbeing identifies strengths and improvements to objectively determine targets for intervention. A plan of action is developed collaboratively with all school staff, or a representative of staff, who prioritize targets for intervention and ways for monitoring and evaluating the action plan.

Dr. Sheeba Jojo
Principal

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