

Pearl British Academy Wellbeing Policy

1. Policy Statement

At Pearl British Academy, there is a strong commitment to promoting the health and wellbeing of every member of the school community—students, staff, parents, and carers. Wellbeing is understood as a state of complete physical, mental, and social wellbeing, and not merely the absence of illness, in line with the World Health Organisation.

This policy is aligned with ADEK Wellbeing Policy and Framework, ADEK Performance Standard 5 and ADEK Child Protection Policy.

2. Aims and Objectives

- Develop an environment where all members of the community feel safe, valued, and able to flourish.
- Provide personalised, engaging, and inclusive learning experiences.
- Celebrate achievement across all areas of school life.
- Ensure access to appropriate wellbeing support for all.
- Promote a culture of respect, kindness, and compassion.
- Create an environment where staff wellbeing is prioritised and supported.

3. Scope

- All students and their families
- All staff and volunteers
- All areas of school life

4. Whole-School Approach

Pearl British Academy adopts the Five Ways to Wellbeing:

- Connect
- Be Active
- Keep Learning
- Be Aware
- Give

5. Promoting Wellbeing

5.1 Student Voice and Leadership

- Opportunities for student leadership through School Council and ambassador roles
- Promotion of student voice in shaping school initiatives
- Development of peer support and leadership opportunities

5.2 Parental Engagement

- Workshops, information sessions, and regular communication
- Community events that strengthen home–school partnerships
- Clear feedback channels that inform school improvement

5.3 Staff Wellbeing

- Designated staff wellbeing leadership
- Professional development and planning time
- Promotion of a healthy work–life balance
- Recognition and appreciation of staff contributions

5.4 Learning Environment

- Safe, inclusive, and well-resourced learning spaces
- Clear routines and high expectations
- Respect for diversity and individual needs

5.5 Personal Development and Support

- Wellbeing embedded within the curriculum including PSHE and Moral Education
- Access to counselling and pastoral support
- Opportunities to develop resilience and confidence

6. Accessing Support

- Speaking to a trusted adult
- Contacting the school counsellor
- Seeking support through teachers or senior leaders

7. Confidentiality

Wellbeing support is provided confidentially except where safeguarding concerns arise.

8. Monitoring and Evaluation

- Gather feedback from students, staff, and parents
- Monitor attendance, behaviour, and engagement
- Review and adapt provision as required

9. Review

This policy will be reviewed annually by the Senior Leadership Team.