



Policy name : Student Wellbeing and Mental Health Policy
2025-2027

Policy Reviewed by: Helene de Bergeyck

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Date of Next Review: October 2027

Student Wellbeing and Mental Health Policy

JPS is an Ever-Evolving Experience for Ever-Evolving Learners, ensuring Success for Today and Preparedness for Tomorrow

Everyone Welcome, Everyone Belongs, Everyone Succeeds

At GEMS Jumeirah Primary School, we believe that everyone can achieve highly with equitable access to the right opportunities and support. We recognise and embrace the uniqueness of every child. We create an inclusive, nurturing environment, prioritising the psychological wellbeing of all, allowing children to feel happy, safe and confident. Children at JPS know that anything is possible for them and they aspire to be the best versions of themselves.

We meet the diverse needs of all children and their families to facilitate the best possible individual experience to ensure our learners excel beyond their potential flight path. Our bespoke, innovative curriculum is carefully designed and continually reviewed to:

- * Guide learners in developing their values, behaviours and learner competencies to prepare them for success in an ever-evolving world
- * Challenge learners and help them to discover their passions, talents and interests
- * Provide leadership opportunities for all learners, allowing them to influence the direction of travel for key aspects of school

We are a diverse learning community, passionate about inspiring a love for learning in our children, staff and families. Our inclusive actions and behaviours are led by our core values of Kindness, Empathy, Respect, Hard Work and Resilience. This is clear through our acts of philanthropy and environmental sustainability. The JPS family is proud to lead the way in contributing positively to our local and wider community.

Aims of the policy

The policy intends to fulfil the school's objectives to provide a safe environment for its students, promote wellbeing and mental health and respond sensitively to all wellbeing concerns.

1. Creating a safe and supportive learning environment

Jumeirah Primary School is committed to safeguarding and promoting the welfare of our students, including their physical and psychological safety, mental health and emotional wellbeing. The School expects all staff and volunteers to share this commitment. We recognise that students have a fundamental right to be protected from harm and that pupils cannot learn effectively unless they feel secure. We therefore aim to provide an environment that promotes self-confidence, a feeling of self-worth and the knowledge that students' concerns will be listened to and acted upon.

a. JPS staff members

- Class teachers
- Heads of Year
- Phase Leaders: Maxine Schreiber (EYFS, KS1); Laura Cunliffe (KS2)
- Well-being Curriculum Leader: Ms. Emma Deans
- Head of Inclusion: Mrs. Jodie Quinn
- Head of Belonging: Mrs. Natasha Dowding
- Head of Student Leadership: Mrs. Lan Lieberman
- Student Counsellors: Dr. Olivia Gavin, Mrs. Natalie Sinclair, Mrs. Helene de Bergeyck
- Designated Safeguarding Lead: Mrs. Emma Hurst, Deputy Principal
- School Principal: Mrs. Rachel Higgins

If there is any concern regarding the wellbeing or mental health of a student, the first point of contact is the student's class teacher, then the Head of Year.

If there is a fear that a student is not safe, the normal child protection procedures are followed, with an immediate referral to the DSL or deputy DSL. The Wellbeing and Connect referral form is communicated every day in the morning email, and allows relevant staff to be made aware of the various needs in school.

b. Students with special educational needs

Effective collaboration between JPS staff, the Wellbeing team and the Inclusion team is paramount to this policy.

The school is aware that some pupils may be more vulnerable, particularly students of determination. Special care and attention will be taken to protect our students and promote inclusion and kindness.

Where a student is known to be especially vulnerable, teachers will be briefed by a member of the Wellbeing or Inclusion team and suitable adjustments made, if required.

2. Promoting wellbeing at Jumeirah Primary School, an embedded Wellbeing Curriculum

All staff at school have a responsibility to promote student wellbeing and to make sure they deliver wellbeing programmes effectively. During the academic year, in addition to curriculum provision, there will be a number of events and lessons taking place to further enhance student wellbeing. These include, but are not limited to:

- JPS values, shared weekly in the Principal's newsletter
- Assemblies: Assembly topics are linked to wellbeing topics, including national events and campaigns
- Birthday celebrations with the SLT
- World Mental Health day
- World Mental Health weeks
- Anti-Bullying week
- Moral Education and Social Studies lessons
- Whole school calendar of events
- External speakers

- Promoting Islamic and British values
- Leadership opportunities
- Mental Health First Aiders
- ASA programme
- House competitions

The wellbeing curriculum overview has been written based on the Positive Psychology Model and the UK PSHE curriculum, whilst incorporating the UAE's Ministry of Education Drug Awareness guide. The key aspects are:

- Positive emotions
- Positive relationships and community
- Positive health and balance
- Positive achievement

3. Responding to individual needs

All staff at school have a responsibility to respond appropriately and in a sensitive manner to individual wellbeing concerns. Students have a number of ways they can report any concerns. These are listed below:

- Daily wellbeing check-ins through Upstrive Education for KS2
- Daily wellbeing check-ins through Zones of Regulation posters for EYFS and KS1
- Class teachers
- Heads of Years
- Senior Leadership Team
- Principal
- Student counsellor
- Medical team
- Safeguarding 'Keeping Children Safe' team
- Any adult at Jumeirah Primary School

The JPS Referral Pathway, Early Identification and the Multi-Tiered System of Support (MTSS)

Teachers can initiate a referral through the referral link in the daily morning email. Referrals received by the JPS Counsellor Team are systematically reviewed and organised within a Multi-Tiered System of Support (MTSS). This structured framework ensures that every student's wellbeing needs are identified, prioritised, and met with the most appropriate level of intervention. The MTSS process provides a clear and consistent approach to student support, enabling early intervention, targeted assistance, and ongoing monitoring to promote positive wellbeing outcomes. This tiered referral system enables JPS to deliver a responsive, inclusive, and child-centred wellbeing programme—ensuring that every student receives the right level of care, at the right time, from the right professionals.

Tier 1 – Universal and Occasional Support

Students requiring short-term or situational support.

- Examples include friendship concerns, minor classroom challenges, or short-term adjustment issues
- Interventions are typically one-off or occasional sessions, such as informal check-ins or small group discussions

- The focus is on building resilience and self-management skills to prevent issues from escalating

Tier 2 – Targeted and Regular Support

Students with persistent wellbeing or emotional challenges

- Common reasons include ongoing anxiety, family concerns, or sustained emotional distress
- Support is structured and regular, to provide consistent guidance and coping strategies
- Collaboration with parents, class teachers, and the Wellbeing Team ensures a joined-up approach to care and progress monitoring

Tier 3 – Intensive and Specialist Support

Students with urgent, complex, or safeguarding-related needs

- These may include trauma, self-harm, abuse, or serious mental health issues
- Students receive intensive support, typically through weekly or bi-weekly sessions (up to six) with a qualified counsellor or psychologist
- Where necessary, external referrals are made to clinical or specialist services to ensure long-term care and continuity of support

4. Monitoring wellbeing

The class teachers, in collaboration with the Assistant Principal responsible for 'Journey of the Child' and Heads of Years, are responsible for monitoring student wellbeing. Regular monitoring of student wellbeing will allow us to see emerging patterns and provide timely interventions where appropriate. The following methods will be used to monitor student wellbeing:

- Staff input
- Parent input
- JPS student wellbeing surveys done termly through the Upstrive App for KS2
- PASS surveys (Term 1)
- KHDA wellbeing census
- Wellbeing team and counsellor input
- Safeguarding concerns - Guard analysis using Power Bi
- Medical team input
- Inclusion Support Team
- Collaboration with external professionals

5. Roles and Responsibilities

At Jumeirah Primary School, we recognise the importance of a student's personal and social development, and their health and mental wellbeing.

The Lead of Student Wellbeing will ensure:

- Wellbeing is promoted effectively
- Evaluation tools are implemented appropriately
- Data is collected and analysed to track and monitor student wellbeing
- Wellbeing trends are identified
- Feedback is gathered and responded to accordingly

The Student Counsellors will:

- Support the Lead of Student Wellbeing in promoting and evaluating student wellbeing
- Respond to individual needs with counselling support services
- Work collaboratively with students, staff, parents and external agencies
- Continue to stay informed of local networks and best practices

The School Senior Leadership Team will:

- Promote a culture of safety and care as well as mutual respect between students and staff in order to foster a positive learning environment
- Ensure that staff can access relevant training
- Report termly on student wellbeing to the Local Advisory Board (LAB)
- Regularly review this policy

The Designated Safeguarding Lead will:

- Ensure that mental and physical wellbeing considerations are embedded within safeguarding and child protection practice
- Monitor and support mental health and wellbeing as well as child protection concerns
- Ensure that all staff understand their safeguarding duties including mental health
- Regularly review systems for supporting good mental and physical health and wellbeing

6. Links to other policies:

- Child Protection and Safeguarding policy
- Health and Safety policy
- Inclusion policy
- Behaviour and Anti-bullying policy
- Student Voice and Leadership Policy
- Staff wellbeing policy
- Parent Engagement and Belonging Policy

7. Monitoring Arrangements

This policy will be reviewed by the Wellbeing Team.

At every review, the policy will be approved by the Principal and CEO