

SHAIKH KHALIFA BIN ZAYED BANGLADESH ISLAMIA SCHOOL



ABU DHABI EDUCATION COUNCIL
(Licence No. 109/1 Dated 1/10/1980)
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مدرسة الشيخ خليفة بن
زايد البنغلاديشية الإسلامية

مجلس أبوظبي للتعليم
(ترخيص رقم 1/109 بتاريخ 1/10/1980م)
ص.ب : 8174 - أبوظبي
الامارات العربية المتحدة
تلفون : 02-4446904 - فاكس : 02-4446899

Letter No. BISC/PL/146 رسالة الرقم

Date 09.12.2021 التاريخ

WELL-BEING POLICY

STAFF WELL-BEING

SKBZ BANGLADESH ISLAMIA SCHOOL is committed to ensure the health, safety and welfare of all staff.

Aims:

1. To develop a healthy, motivated workforce who are able to deliver a high-standard of education to pupils.
2. To help ensure that our school promotes the health and wellbeing of all staff members, recognising the impact work can have on employees' stress levels, mental and physical health.
3. To recognise that excessive hours of work can be detrimental to staff health and effectiveness and to agree on flexible working practises where possible without damaging opportunities for pupils to succeed.
4. To communicate the importance of a work-life balance to all staff, and to ensure that all policy updates are communicated regularly.
5. To provide staff with training to deal positively with stressful incidents, and provide them with a sense of confidence to deal with emergencies via training.
6. To improve staff development, cooperation and teamwork by creating effective leaders.

Roles:

The Governing Body

1. Will take overall responsibility for implementing this policy and ensuring that staff enjoy a reasonable work-life balance.
2. Will adopt the appropriate policies in respect of 'family friendly' employment, including consideration of part-time working, flexible working patterns etc., where this can be implemented without detriment to the operational requirements of the school.
3. Will ensure that clear procedures are in place that will minimise the levels of stress caused to staff when following formal procedures such as the Capability or Disciplinary Policy.
4. Will review the demands on staff, and seek practical solutions wherever possible.

The Principal

1. Will ensure that all staff enjoy a reasonable work-life balance and lead by example in this regard.
2. Will support the governing body in ensuring that strategies are implemented to effectively manage and, where necessary, reduce employee stress. This includes preventing unnecessary stress and ensuring that any work-based stress employees experience is at a productive, healthy level.
3. Will adopt school policies and provide clear guidance regarding time-off for public or trade union duties, or for personal reasons. For further information refer to our school's Absence Management Policy.

