



DUBAI  
INTERNATIONAL  
ACADEMY

Al Barsha

# STAFF WELLBEING INITIATIVES



Dream. Inspire. Achieve. *Belong*



# Wellbeing Initiatives for Staff...

## Staff Surveys:

Conducting regular staff surveys ensures that the voices of employees are heard, allowing for the identification of areas for improvement and tailoring initiatives to address specific needs, ultimately enhancing overall staff wellbeing.

Staff Wellbeing Survey Over Time		Percentage Agree	
Section	Question	2022-23	2023-24
1	I would recommend this school as a good place to work	99	98
2	I trust the school leadership	100	100
3	The culture of the school is a good fit for me	99	99
5	I have good friends at work	94	94
5	I have opportunities to meet co-workers outside of my direct team	69	80
5	School leaders care about me	97	95
5	I feel part of the school team	96	98
6	There is someone in the school that is encouraging my development	86	89
7	Health & Wellbeing of employees is promoted in this school	75	92
7	I can effectively manage my work-life balance	72	77
10	If I raise a concern it is listened to	93	96
12	The school helps to protect my physical health	83	89
12	The school helps to protect my mental health	76	84
12	I have someone to approach if I have a problem	97	96
12	I feel I have a good work-life balance	67	78

# Wellbeing Initiatives for Staff...

## Staff Charter:

Establishing a staff charter communicates shared values and expectations, creating a supportive work culture that prioritizes the wellbeing of employees and reinforces a positive and collaborative work environment.

## Creation of Wellbeing Team:

Setting up a dedicated wellbeing team emphasises the organisation's commitment to staff welfare. This team focuses on implementing initiatives, providing support and fostering a workplace environment that prioritises the holistic wellbeing of all staff members.

## STAFF WELLBEING CHARTER



The infographic is titled 'STAFF WELLBEING CHARTER' and is organized into six categories, each with a list of initiatives and a corresponding illustration:

- BELONGING**: Cultural Celebrations, Prayer Rooms, SLT Open Door Policy, Staff Voice Survey. Illustration shows people at a table.
- HEALTH**: Private Healthcare, School Counsellors, School Doctor & Nurses, Awareness Campaigns & flu vaccines, Healthy food options, Access to School Facilities (gym, field, etc). Illustration shows people sitting at a table.
- INTELLECTUAL**: CPD Library, NPQ Qualification Subsidy, Staff CPD Budget, Induction Buddy, Career Development Opportunities. Illustration shows people around a table with a brain icon.
- OCCUPATIONAL**: Heat & Air Quality Policy, Security personnel onsite, Email Timing Policy. Illustration shows people in safety gear.
- SOCIAL**: Termly Social Activities, Calendared Wellbeing Activities, Staff Rooms available, Complimentary tea & coffee. Illustration shows people in a social setting.

# Wellbeing Initiatives for Staff...

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## **Reduced Duties This Year:**

Implementing reduced duties for staff acknowledges the importance of work-life balance, alleviating stress and preventing burnout, ultimately contributing to improved mental and emotional wellbeing.

## **No Emailing between 5pm and 7am:**

Establishing a no-email policy during certain hours allows staff to disconnect and recharge, promoting a healthier work-life balance and reducing the impact of constant connectivity on mental wellbeing.

# Wellbeing Initiatives for Staff...

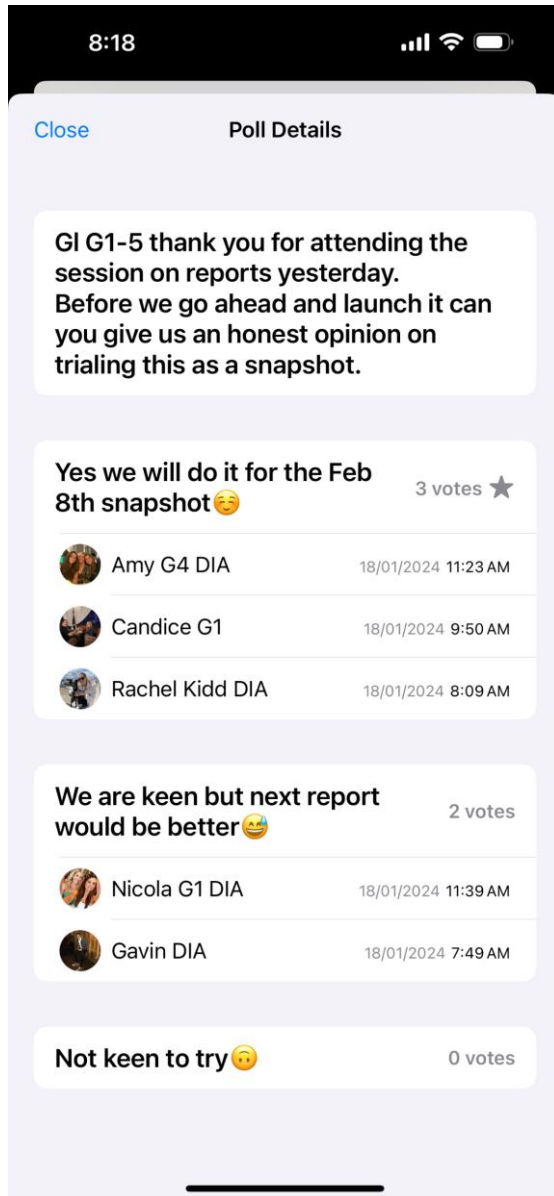
## **Staff Social Events:**

Organising staff social events fosters a sense of community and camaraderie, providing opportunities for colleagues to connect outside of work settings, promoting positive relationships and contributing to staff members' emotional wellbeing.

## **Free Access to Fitness Facilities:**

Providing staff with free access to fitness facilities encourages a healthy lifestyle, supporting physical wellbeing and stress management, while also promoting a positive workplace culture that values the health of its employees.





# Wellbeing Initiatives for Staff...

## Changes to Reports:

Streamlining and improving report processes reduces administrative burdens on staff, contributing to a more efficient and less stressful work environment, positively impacting overall wellbeing.

## Start of Year Assessment Sheet:

Implementing a start-of-year assessment sheet ensures easy access to critical data on one page, reducing administrative stress for staff and enhancing efficiency, contributing to a positive work experience.

# Wellbeing Initiatives for Staff...

## **Sporting Events (e.g., Bike Ride and Football Match):**

Organising sporting events provides staff with opportunities for physical activity and team-building, promoting not only physical health but also fostering positive relationships and a sense of community among colleagues.

