



Wellbeing Policy

Latest Review: November 2025

Review cycle: 1 year

Next Review: November 2026



Wellspring Learning Community

Wellbeing Policy

Contributors to the 2025 review:

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Related Policies:

Code of Ethical Conduct
Child Protection Policy
Learning Behavior Policy
Student Handbook
Staff Handbook
Continuous Professional Development Policy
Faculty Performance Review Policy
Data Safeguarding Policy
Bring Your Own Device Policy
Inclusion Policy
Learning Diversity Policy
Recruitment Policy
Retention Policy
Parent Concerns Policy
Grievance Policy

Approvals - names and signatures:

Chairperson of the Board

Head of School

Wellspring Learning Community

Wellbeing Policy

2025-2026

Wellspring Learning Community's Mission Statement

Wellspring Learning Community aims to establish an inquiry-based learning environment in which students from diverse backgrounds are given every opportunity to optimize their social, emotional and academic capacities and talents. Our students will become confident, resourceful, creative, caring, responsible global and local citizens prepared to use their education to contribute in meaningful ways towards improving society, both locally and internationally.

Rationale

Wellspring strives to nurture and promote a positive learning environment that supports the cognitive, social-emotional, mental, physical, and spiritual development and wellbeing of students and staff, which extends to parents and the community. Wellbeing is an integrated whole-school driver that engages all stakeholders in a collaborative endeavor to align their practices with the Wellspring motto, mission statement, PRACIS values, and guiding principles.

As an IB continuum school, Wellspring ensures that wellbeing is an essential component of its rigorous curriculum, in which students actively cultivate their own voice and agency, as these are essential to building strong, respectful, and supportive learning environments that respond to the needs of all. The IB Approaches to Learning (ATL) skills, learner profile attributes, whole-school Personal, Social, and Emotional (PSE) curriculum, support services, and student life (holistic experience), along with a structured approach to evaluation, contribute to a data-driven, positive school culture in which students and staff are safe and supported.

Definitions

Wellbeing:

As a CIS-NEASC accredited IB Continuum World School, Wellspring fully adheres to the ethical standards set by these international organizations and has chosen to define wellbeing in a manner that effectively addresses the institution's needs. At Wellspring, student and staff wellbeing is defined as a state of positive physical, social-emotional, cognitive, and spiritual health, characterized by: (A) clear access to resources and support across each of these domains, (B) active engagement with these resources to foster growth and resilience, and (C) a culture that prioritizes safety, respect, and empathy.

Wellspring has adopted the WHO definition of wellbeing which states:

“Wellbeing is a state in which every individual realizes his or her potential, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community” – World Health Organization, 2014.

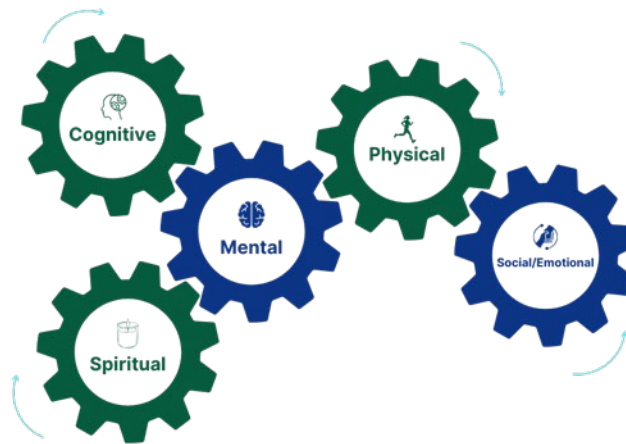
If the stresses of life become overwhelming or persistent, Wellspring will refer students to internal support, including counselors, and, if necessary, to external services for further assistance.

Whole-School Approach:

The Head of School, Principals, and academic leaders actively promote a positive learning environment where students, teachers, staff, and families feel safe, respected, connected, and included. This approach encompasses school culture, the physical environment, whole-school policies, concerned partners, and the administration's role in engaging the entire community and every aspect of student life and staff development. The approach ensures that the school is proactive, reflective, and responsive to the needs of individuals within the community.

Wellbeing Dimensions – CoMPSS:

Wellspring recognizes that wellbeing is a central driver of a thriving school culture. Key dimensions of wellbeing have been identified to guide practices that ensure all students and staff can achieve their full potential. The following five interdependent dimensions are adopted from the EU Commission’s holistic approach to wellbeing (European Commission, 2016):



5 Interdependent Dimensions for Holistic Wellbeing

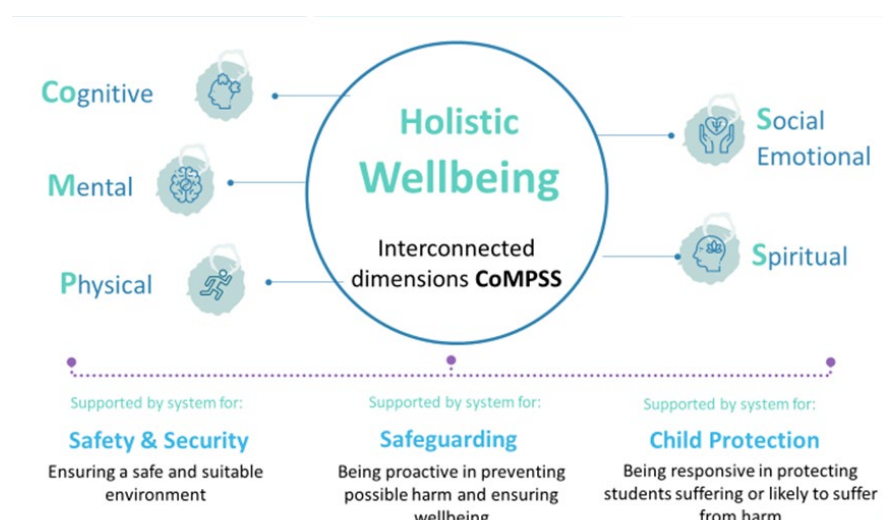
- **Cognitive Wellbeing:** Promotes healthy cognitive development and brain growth, fostering skills such as problem-solving and critical thinking that are essential for understanding the world.
- **Social-Emotional Wellbeing:** Emphasizes positive relationships, connectedness, and empathy, which support pro-social behavior and emotional intelligence. Emotional wellbeing is linked to self-reflection and the capacity to relate to others.
- **Mental Wellbeing:** Relates to self-awareness, emotional regulation, and resilience. It includes the ability to cope with challenges and build emotional strength.
- **Physical Wellbeing:** Focuses on physical safety and health, including nutrition, physical activity, safety, and preventative healthcare. It promotes positive health outcomes and supports individuals in maintaining a healthy lifestyle.
- **Spiritual Wellbeing:** Connected to one's sense of meaning, purpose, and values which are shaped by culture, community, and, where applicable, religion. It supports the development of ethics, beliefs, and personal growth.

Wellbeing at Wellspring

Wellbeing and Safeguarding

At Wellspring Learning Community, safeguarding is an essential and foundational element of our commitment to wellbeing. Safeguarding is defined as the proactive approach to preventing any form of harm, not only maltreatment but also neglect, exploitation, discrimination, bullying, and any other risks that may compromise the safety and security of individuals within our community.

Safeguarding is not limited to protection from abuse, but also includes ensuring that students, staff, and the broader community are safe from any harm that may interfere with their ability to learn, grow, and develop emotionally and mentally, as well as contribute positively to society. Safeguarding is an essential component of our holistic Wellbeing framework, which ensures that individuals are supported, respected, and empowered to thrive both academically and personally.



By embedding safeguarding within the Wellspring Wellbeing policy, Wellspring commits to:

Protection: Ensuring the safety of all individuals through clear policies, responsive procedures, a safe school culture, and highly skilled trained staff. This is in line with our **duty of care**, which obliges us to take all reasonable steps to protect students and staff from harm.

Prevention: Actively working to prevent harm by fostering an environment of safety, respect, and awareness and supporting the development of inter and intrapersonal skills.

Response: Addressing any incidents or concerns swiftly, transparently, and with appropriate evidence-based practices to support and guide students during challenging times.

Wellspring adheres to national and international safeguarding standards, complying with the ethical codes of CIS-NEASC and the guidelines set forth by the International Baccalaureate (IB). Safeguarding is regarded as a shared responsibility, requiring collaboration between school leaders, staff, students, parents, and external agencies. It is also viewed as a data-driven framework and response, ensuring that actions are monitored, measured, and iterated.

At Wellspring, wellbeing and safeguarding are not only central to our educational philosophy but are fundamental to our vision of creating a safe, supportive, and empowering environment. Wellspring is committed to nurturing the emotional, social, and academic growth of every student while ensuring that they are protected from harm. Together, as a community, active collaboration takes place to promote wellbeing, safeguard all members of the school community, and enable every student to reach their full potential. To that end, the following are currently being implemented at Wellspring:

- A **Wellbeing Department**, led by the Wellbeing Coordinator and supported by various campus wellbeing committees, serves students across grade levels K-12. The department's work is aligned with the school's wellbeing dimensions and safeguarding practices
- **Wellspring Policies, Procedures, and Handbooks** (refer to Appendix A). This includes other relevant school policies and procedures, such as the Child Protection, the Student Handbook, the Behavior Policy
- **Whole-School Personal, Social, and Emotional (PSE) Curriculum**
- **Whole-School House System**
- **Inter-Department Collaboration:** Collaboration across departments, including parent and teacher advisory committees, Service as Action, CAS, learning diversity, school life, student council, and class representatives.
- **Competent Multi-Disciplinary Specialists:** Counselors, learning diversity team, student life leaders and full-time nurses.
- **Wellspring Varsity and Sports Teams and After-School Activities**
- **Staff Wellness Programs:** In support of our staff's wellbeing, Wellspring offers programs focused on stress management, self-care, and work-life balance. These initiatives aim to foster a healthy, sustainable work environment where staff are empowered to thrive, ensuring they can best support our students' academic and personal growth.

These structures and practices ensure that Wellspring has a strong, multi-faceted wellbeing and safeguarding framework that supports both students and staff. Wellspring uses a number of measures to identify concerns, provide interventions, and respond effectively.

As such, this is informed by:

- A strong and supportive policy and practice for child protection
- The availability of comprehensive Personal Social Emotional program
- A structured process whereby students in need of support can readily be identified and catered for.

- Well- trained staff members with abilities to identify and respond to student's wellbeing need
- Clear school accountability regarding child protection and wellbeing.

Action Plan for Dimensions of Wellbeing:

- **Cognitive Wellbeing:** Implementing inquiry-based learning, providing access to tutoring and academic support, and promoting critical thinking skills.
- **Social-Emotional Wellbeing:** Implementing SEL programs, fostering peer mentoring, providing conflict resolution training.
- **Mental Wellbeing:** Providing access to counseling services, promoting mindfulness and stress management techniques, and reducing stigma around mental health issues.
- **Physical Wellbeing:** Promoting healthy eating habits, encouraging physical activity, ensuring access to healthcare services.
- **Spiritual Wellbeing:** Providing opportunities for reflection, promoting values-based decision-making, fostering a sense of purpose and meaning.

Monitoring and Evaluation

Based on the school evidence-based approach to programs implementation, Wellspring relies on a variety of data tools and sources to monitor student wellbeing, including the Wellbeing Campus Check observation form, student surveys, attendance records, academic performance data, and nurse health data to regularly assess student wellbeing and inform the development and implementation of targeted interventions.

This policy will be reviewed and updated annually to ensure its continued relevance and effectiveness in meeting the evolving needs of our students and staff.

Appendix A – Structures, Practices, Policies and Partnerships

School Culture and Environment:

- Wellspring school anthem
- School culture governed by Wellspring values: PRACIS (Perseverance, Respect, Accountability, Creativity & innovation, Integrity, Selflessness.)
- Co-educational and non-sectarian identity
- Multilingualism and cultural diversity
- Health clinic and registered nurse on each campus
- Strict security and safeguarding practices
- Well maintained, no smoking campuses
- Comfortable learning environments
- Ample outdoor play time and breaks
- Welcoming morning and afternoon routines
 - Open door practices

Student life activities

- After school activities and varsity teams
- Wellspring houses system and activities
- Celebration and recognition of accomplishments and earned awards
- Inter-programme orientation and induction practices

School wide policies

- Child Protection Policy
- Wellspring Code of Ethical Conduct
- Wellbeing Policy
- Safety and Emergency Procedures
- Bus Rider Pledge

Student Policies

- Primary school healthy food expectations (lunches from home)
- Learning Behavior Policy
- Learning Diversity Policy
- Inclusion Policy

Teacher Policies

- Faculty Performance Review Policy
- Continuous Professional Development

Parent Policies

- Parent Concern Policy

HR Policies & Procedures

- Recruitment Policy
- Medical Records Procedure
- Retention Policy
- Grievance Policy

Digital Policies

- Bring Your Own Device Policy
- Data Safeguarding
- Digital Citizen Contract

Handbooks

- Student Handbook

- Staff Handbook

The Curriculum

- Personal, social and emotional program embedded in IB and national/local curricula
- Inquiry-based, student-centered and conceptual learning
- Curriculum mapping and articulation across programs to ensure consistency in student wellbeing
- Differentiation and accommodation
- Whole school approaches to learning (ATL) skills
- High quality: evidence-based teaching and learning
- Provision of individualized student support
- Diverse co and extra-curricular activities and experiences

Partnerships, Affiliations and Committees:

In School

- Wellspring Teacher and Administration Committee (WTAC)
- Wellbeing Committee
- Environmental Awareness Committee
- Wellspring Parent Advisory Committee (WPAC)
- Student Council in middle and secondary school
- Class representatives in primary school

Locally

- Partnership with Himaya local NGO advocating for child protection
- Partnership with the Office of Advancement at the American University of Beirut
- NGOs and organizations which are carefully vetted beforehand according to the following principles:
 - Alignment with IB mission & educational goals
 - Operational integrity & safety
 - Educational impact

Internationally

- International Baccalaureate (IB), Council of International Schools (CIS) and New England Association of Schools and Colleges membership and accreditation
- Adherence to Data Protection Council of European Union-General Data Protection Regulation (GDPR)

- NGOs and organizations which are carefully vetted beforehand according to the following principles:
 - Alignment with IB mission & educational goals
 - Operational integrity & safety
 - Educational impact