



HEALTH & WELLBEING POLICY

Rationale:

- Our staff is our most valuable resource. Their health and well-being is important to us as individuals as well as vital in the optimum delivery of programs for students.

Aims:

- To develop a staff that values their individual health and well-being, that is aware of ways to improve their health and well-being, and are provided with the programs and support that will enable each individual to perform both mentally and physically at their very best.

Implementation:

- A School Wide Positive Behaviours team will be formed each year with the purpose of auditing, developing and implementing a strategic plan for the support of staff health and well being across the school.
- All staff will be provided with the opportunity to negotiate role descriptions and personal professional development plans that cater for their individual needs.
- Communication processes throughout the school will be reviewed regularly, with all staff consulted on decisions that affect their daily working lives.
- Staff will be encouraged to pursue employment opportunities such as professional development, International Teaching Fellowships, Sabbatical leave, Flexible Work options, study leave etc.
- An active Occupational Health and Safety committee will ensure that staff working conditions comply with acceptable standards, codes of conduct and practices.
- A social committee will organise regular social events as part of its responsibilities.
- Ergonomic high quality office style furniture will be purchased over time for all staff.
- Public recognition will be given to recognise the achievements and efforts of staff.
- The annual staff opinion survey will be dissected and analysed by the School Wide Positive Behaviour team with recommendations being made to the Principal for consideration.

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

November 2016