



STAFF WELLBEING POLICY

1 Rationale

The effectiveness of a school is directly related to the dedication and commitment of its staff. The best teaching and learning program for students is likely to be developed in a school in which there is an environment for staff that is conducive to their physical, emotional and professional wellbeing. The Moreland Primary School Staff Wellbeing Policy is intended to contribute to the development of such an environment.

2 Aim

At our School, we are committed to creating and maintaining a workplace environment where the health and wellbeing of all staff is highly valued. Our workplace environment encourages and supports our staff to maintain or adopt healthy lifestyles. Everyone in this workplace has a responsibility to maintain and support our healthy workplace. All individuals have the right to choose their level of participation.

3 Implementation

Our School will meet its commitment to supporting our staff members to achieve our objectives by incorporating the following:

- Stress management should be introduced through a variety of ways including Professional Development and efforts made to minimise stress
- Staff talents and expertise should be identified and utilised
- Support systems should be set up both formally and informally e.g. networks, curriculum, friendship and social groups etc.
- Mentors should be designated to new or graduate staff
- Professional development should be encouraged on both a personal and whole staff level
- A staff wellbeing/social committee will be established with functions organised on a regular basis
- A safe, attractive and functional environment should be developed through staff input
- Staff should be involved in decision making at all levels where appropriate
- Positive relationships should be developed between staff and the community through organised communication networks
- Effective use of meeting times, formats and procedures should be regularly reviewed
- A Strategic plan should be compiled to assist the school community in the implementation of the school programs
- Time should be set aside on a regular basis for all staff to share ideas and problems
- All staff should be aware of the discipline policy and supported in its use
- Staff should be informed of their rights and responsibilities in the area of employment conditions and be provided with any new information as it arises

4 Evaluation

Amendments to the policy will be made on a needs basis.

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