ECHUCA SOUTH PRIMARY SCHOOL

HEALTH & WELL-BEING

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 Welfare team will be formed each year with the purpose of 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 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.
• Ergonomic high quality office style furniture will be purchased over time for all staff.
• At least one meeting free week will be scheduled per term.
• 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 Welfare committee 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...2005
Reviewed in 2012 Next review 2015