Our Lady Star of the Sea
School Staff Health and Wellbeing Policy

Purpose:
A healthy school is one which promotes the health and wellbeing of all staff and supports the development of safe, healthy and social environments for learning and working.

A focus on the health and wellbeing of staff can help to improve their physical and mental health, concentration and productivity, and reduce staff absenteeism and staff turnover. National research has shown that healthy, engaged employees are nearly three times more productive than employees with poor health.

Our Lady Star of the Sea School:
● Is committed to providing our staff with a safe, healthy and supportive environment in which to work.
● Recognises that the health and wellbeing of our staff is important, and that it not only benefits the individual, but also families and the wider community.
● Will commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged.

Responsibility:
Staff at Our Lady Star of the Sea School are encouraged to:
● Read, fully understand and action the staff health and wellbeing policy in their work roles.
● Support the policy to ensure the workplace culture is conducive to staff health and wellbeing.
● Be respectful towards each other.
● Comply with the policy at all times while completing work related duties.
● Inform the school Principal if they believe the policy is not being followed.

The Principal and Leadership team of Our Lady Star of the Sea School has a responsibility to:
● Ensure all staff are accepted and valued as individuals and professionals.
● Ensure effective health and wellbeing communication channels are in place.
● Enable and cultivate a workplace culture that promotes connectedness, is inclusive and provides support.
● Recognise staff for the work they do and provide relevant and regular feedback.
● Ensure that staff members and volunteers are aware of the policy at induction and have the opportunity to provide feedback.
● Monitor the implementation of this policy.
● Ensure policy is available to all staff and is easy to access.
● Ensure that all staff are encouraged to contribute at review.
● Discuss any changes to the policy.

Procedures:
Our workplace will:
• Promote awareness of key health issues for teachers and staff, and provide a healthy physical and social environment and that supports:
  o healthy eating and oral health
  o physical activity
  o tobacco control/smoke free environment
  o safe environments
  o mental health and wellbeing
  o sun safety
  o responsible alcohol and other drug use
  o sexual health and wellbeing
• Encourage teachers and staff to provide input into health and wellbeing initiatives within and outside the school
• Engage health professionals, services and organisations who can support promotion of staff health and wellbeing.

Communication:
Our Lady Star of the Sea School will ensure that:
● All staff receive a copy of this policy during the induction process
● This policy is easily accessible by all staff members of the school
● All staff are informed when a particular activity aligns with this policy
● All staff are encouraged to actively contribute and provide feedback to this policy
● All staff are notified of all changes to this policy.
Related school policies
- School Community Grievance Policy
- Anti Bullying Policy
- Smoke Free Policy
- School Sun Smart Policy
- School Safe Environments Policy
- Occupational Health and Safety Policy
- Workplace Equal Opportunity Policy
- School Privacy Policy
- The Victorian Teaching Profession Code of Conduct

Monitoring and review

The Staff Health and Wellbeing policy will be monitored and reviewed by the staff, school board and the school’s Health and Wellbeing team at least once every three years.

Ratified by School Education Board: 9 June 2015

Initial Policy: 2015
Next Review: 2018