



## Staff health and wellbeing policy

### Purpose

As a health promoting school, we will promote the health and wellbeing of staff through learning, policies, creating a safe and healthy physical and social environment and developing community links and partnerships.

This policy confirms our commitment to:

- providing our teachers and staff with a safe, healthy and supportive environment in which to work
- recognising that the health and wellbeing of our teachers and staff is important, and that it not only benefits the individual, but also students, families and the wider community
- providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged.

### Policy statement

#### Background

A focus on the health and wellbeing of teachers and staff can help to improve their physical and mental health, concentration and productivity, and reduce absenteeism and staff turnover.<sup>1</sup> Research has shown that healthy, engaged employees are nearly three times more productive than employees with poor health.<sup>2</sup>

#### Whole school engagement

It is recognised that every member of the school impacts on the health of each other and can contribute to creating an environment that promotes health and wellbeing. All staff, contractors, student teachers and volunteers will be supported to meet this policy.

### Responsibilities

**School leadership has a responsibility to:**

- ensure all teachers and 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 teachers and staff for the work they do and provide relevant and regular feedback

<sup>1</sup> Australian Government, Department of Health 2013  
<http://www.healthyworkers.gov.au/internet/hwi/publishing.nsf/Content/why>

<sup>2</sup> Medibank Private 2005 The health of Australia's workforce <http://www.medibank.com.au>

- provide professional development and resources as required, to support teachers and staff to enhance knowledge of their own health
- ensure that the teachers and staff /volunteers/student teachers are aware of the policy at induction and have the opportunity to provide feedback
- monitor the implementation of this policy
- ensure the policy is available to all teachers and staff and easy to access
- ensure that all teachers and staff are encouraged to contribute at review
- discuss any changes to the policy.

**Teachers and staff 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 supportive and positive for teacher and staff health and wellbeing
- be respectful of each other
- comply with the policy at all times while completing work related duties
- inform management if they believe the policy is not being followed.

## Procedures

**Our workplace will:**

- promote awareness of key health issues for teachers and staff, supports:-
  - healthy eating and oral health
  - physical activity
  - tobacco control/smoke free environment
  - safe environments
  - mental health and wellbeing
  - sun safety
  - responsible alcohol and other drug use
  - 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.

## Relevant accountability documents

- Department of Education and Training [Occupational Health and Safety Policy](#)
- Department of Education and Training [Principles for Health and Wellbeing](#)

(Insert any related school policies)

## Monitoring and review

This policy will be monitored and reviewed by teachers, staff, school council, school leadership, families and the health and wellbeing team. It will be reviewed at least once every three years as part of a policy review schedule.

## Related documents

- [Healthy Together Achievement Program for workplaces](#)
- Heart Foundation: [Workplace Wellness](#)
- [Healthy Workers Initiative](#)

**Endorsed by:** \_\_\_\_\_ **Date:** \_\_\_\_\_ **15/03/2017**

**Next review date: 2020**