



*St Joseph's School*

*Queenstown*

## **STAFF HEALTH AND WELL-BEING POLICY**

### **RATIONALE**

We believe staff morale is the result of the acceptance and understanding of the needs, welfare and beliefs of all staff members. Staff health and well-being is concerned with:

- Each member's personal and professional self-worth and value within the team.
- The wholeness rather than the oneness.
- The understanding of our roles within the school community, recognising the individuality of each member.
- Our balanced commitments to work, prayer and play.
- Our professional and personal care and concern for each other.

We believe positive health and well-being are important because they contribute to the on-going development of relationships and productivity in the school community.

### **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 programs and support that will enable each individual to perform both mentally and physically at their very best.
- To build self-esteem and feelings of security and confidence amongst the team.

### **PROCEDURES**

- 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.
- Occupational Health and Safety procedures will provide working conditions that comply with acceptable standards, codes of conduct and practices.
- Staff will be encouraged to consider flexible work options or employment opportunities.

## STAFF HEALTH AND WELL-BEING POLICY continued...

- Mental health and spiritual well-being will feature as a component of whole staff professional development activities.
- Staff will organise regular social events.
- Ergonomic office 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.

*This policy and associated practices will be reviewed as part of the St Joseph's School policy review cycle.*

**Implemented October 2005**