



# Broadford 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 Health & Well-Being team will be formed each year with the purpose of auditing, 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 professional development, 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.
- All staff will be provided with free inoculations against influenza and hepatitis annually and any other viruses or diseases as recommended by an agreed general practitioner.
- Professional health and fitness assessments will be offered to all staff, with recommended programs being developed for all participants.
- A social committee will organise regular social events as part of its responsibilities.
- Exercise programs will be offered to staff after work hours. Programs will be subsidised if possible and/or partial contribution by the school.
- 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 Health and Well-Being 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....

**May 2013**