



IRAMOO PRIMARY SCHOOL No. 5152

STAFF HEALTH & WELLBEING POLICY

Rationale:

Iramoo Primary School is committed to ensuring the safety, health and wellbeing of its staff through the provision of safe practices and procedures in the workplace.

Aims:

- To encourage staff to value their individual health and wellbeing.
- To promote staff health and wellbeing in the workplace.
- To provide programs and support that will enable each individual to perform both mentally and physically at their very best.
- To prevent/minimise injury and illness occurring in the workplace.

Implementation:

- A Health & Wellbeing team will be formed with the purpose of discussing staff wellbeing needs, supporting and monitoring staff health and wellbeing across the school.
- A social committee will organise regular and varied social events.
- An active Occupational Health & Safety committee will ensure that staff working conditions comply with the Department of Education & Training (DE&T) safety policies.
- Communication processes throughout the school will be reviewed regularly with all staff being consulted on decisions that affect the school.
- All staff will be provided with the opportunity to negotiate their teaching roles and professional development plans that cater for their individual needs.
- All staff will be provided with an opportunity to participate in the immunisation against influenza as recommended by general practitioners.
- All staff are expected to participate in First Aid training offered by the school.
- The Employment Assistance Service for individual, professional and free counselling will be promoted and made accessible to all staff.
- Staff are encouraged to pursue and participate in leisure and physical activity.
- The school will promote and enforce a smoke free environment.
- The school will comply with DE&T OH&S procedures, practices and other relevant policies in accordance with statutory requirements and accepted health and safety standards.
- Workplace accidents and incidents will be reported and recorded with eduSafe, as well as investigated and acted upon to prevent possible re-occurrence.
- An annual Emergency Management plan will be implemented and practised.
- All school excursions, camps and other events that require children and staff to leave the school will be recorded on the DE&T Student's Activity Locator Online Data Base.
- The school Staff Opinion Survey will be annually reviewed by the appropriate staff/committee to identify any staff health and wellbeing needs.

Evaluation:

This policy will be reviewed as part of the school's three year review cycle.

Ratified by School Council in August 2015
Review date: August 2018