



# Staff Health and Wellbeing

## POLICY

### Purpose

- To promote a positive and equitable workplace where positive health and wellbeing is encouraged and supported.
- To actively promote and encourage participation in initiatives within and outside the workplace that support health and wellbeing.
- To develop awareness of ways individuals can implement positive behaviours to assist them to undertake and maintain a healthy life/work balance.
- To raise awareness about issues that impact on personal and organisational health and wellbeing.

### Guidelines

- This policy applies to all staff and employees at Ocean Grove Primary school. We are committed to fostering and maintaining a workplace environment and culture that supports and values the health and wellbeing of our staff.

### Implementation

- Appoint a Health and Wellbeing representative.
- Creating opportunities for staff to be involved in a range of activities that support and encourage health and well-being.
- Offering workplace health checks if available, annually or bi-annually.
- Ensuring meetings are conducted in accordance with correct protocols and allocated time fractions.
- Creating opportunities for team work and collegiate discussion, so staff can be supported with work-loads.
- Providing staff with information on how to support and maintain positive health in the workplace.
- Providing relevant information to staff under Occupational Health and Safety practices, regarding counselling and support services.'
- Reminding staff of the need to wear broad brimmed hats in term 1 and 4.
- Developing a library of resources for sharing to support health and wellbeing.

- Holding a regular social event off site for all staff.
- Providing staff with access to a copy of the Health and Wellbeing policy.
- Recognising and celebrating staff work and achievements against the AIP strategies.

### Policy Review and Approval

Policy last reviewed	November 2024
Approved by	School Council
Next scheduled review date	November 2025