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 ongoing 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