

# Anglesea Primary School

## Staff Wellbeing

### **Rationale:**

To promote the health, safety and wellbeing of the Anglesea Primary School Staff and to provide an organisational culture that supports the health and wellbeing of all staff.

### **Policy Statement:**

This policy applies to all employees of Anglesea Primary School.

Anglesea Primary School is committed to providing employees with a healthy and safe environment. Our workplace environment encourages, promotes and supports staff to improve health, safety and wellbeing and prevent workplace injuries and illnesses.

Staff Wellbeing is the concern and responsibility of every staff member for both themselves and their colleagues.

### **Implementation:**

- School organisational processes will take into account staff wellbeing and safety.
- A quality working and learning relationship between staff will be fostered.
- Staff will conduct themselves in accordance with the responsibilities and rights as outlined in the APS Student Engagement Policy as well as DEECD Teaching Service Orders.
- Social and recreational opportunities will be organised to unite staff and allow time for celebration, humour, and recognition of success.
- Results of the annual Staff Opinion Survey, professional reviews (PRP's), Professional Learning Team (PLT), Staff and Unit meetings will be used to inform Staff Wellbeing Priorities.
- Staff will be encouraged to provide and seek support from other staff and to share responsibilities within the learning environment.
- An organisational culture will be maintained that has policies, procedures and protocols that clearly identify best practice in supporting staff wellbeing.
- All staff will follow the guidelines outlined in the Teaching Profession Code of Ethics (VIT doc).
- Staff Wellbeing issues are to be raised at staff meetings and minuted, unit meetings or with the principal.
- Staff will undertake professional development as part of a team or individually so that they remain up to date in their teaching practice. Individual staff professional development plans will be updated at least once annually and will reflect both the school strategic direction and the individual staff member's PDP.

### **Evaluation and review:**

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

This policy was last ratified by School Council in....	August 2018
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### **References and Related Policies:**

- *Anglesea Primary School Student Engagement Policy*
- *VIT Code of Ethics*
- *Performance and Development Culture guidelines.*
- *Staff Performance and Development Process (PDP) – customised individual teacher developmental plans.*
- *Teaching Service Orders.*