



THE LAKES SOUTH MORANG COLLEGE STAFF HEALTH AND WELLBEING POLICY

Rationale:

Staff health and wellbeing is a significant factor in overall school performance. A school staff with strong mental and physical health is more likely to seek out new challenges, more likely to provide a positive learning environment, and more likely to enjoy their time in their workplace.

As a health promoting school, we will promote the health and wellbeing of staff through learning, policies, creating a safe and healthy physical and social environment and developing community links and partnerships.

Definition:

The World Health Organisation (WHO) definition of health suggests that health is a continuum, and extends the notion of health to include states of positive wellbeing. Health is 'a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity'¹.

Aims:

- To provide our teachers and staff with a safe, healthy and supportive environment in which to work
- To recognise that the health and wellbeing of our teachers and staff is important, and that it not only benefits the individual, but also students, families and the wider community
- To provide a supportive workplace culture where healthy lifestyle choices are valued and encouraged.

Implementation:

It is recognised that every member of the school impacts on the health of each other and can contribute to creating an environment that promotes health and wellbeing. All staff, contractors, student teachers and volunteers will be supported to meet this policy.

- ensure all teachers and staff are accepted and valued as individuals and professionals
- ensure effective health and wellbeing communication channels are in place
- recognise teachers and staff for the work they do and provide relevant and regular feedback
- ensure the policy is available to all teachers and staff and easy to access
- continue to offer, where possible, professional development aimed at maintaining and improving staff health and wellbeing.
- encourage staff to be physically active eg. participate in the 'Victorian Teacher Games' and /or any other staff social or physical activities.
- encourage teachers and staff to provide input into health and wellbeing initiatives within and outside the school
- engage health professionals, services and organisations who can support promotion of staff health and wellbeing.

¹ DIMENSIONS OF HEALTH. Jul 31, 2006. Defining health - Australian Bureau of Statistics
www.abs.gov.au/ausstats/abs@.nsf/0/BCDF2C64DD5B539CCA2571B90011998C?

- where possible all staff will promote awareness of key health issues for teachers and staff, and provide a healthy physical and social environment that supports healthy eating and oral health, physical activity, tobacco control/smoke free environment, safe environments, mental health and wellbeing, sun safety, responsible alcohol and other drug use and sexual health and wellbeing.

Evaluation:

- This policy will be monitored and reviewed by teachers, staff, school council, school leadership, families and the health and wellbeing team.
- It will be reviewed at least once every three years as part of a policy review schedule.

This policy was endorsed by School Council on 13/08/19.

The Lakes South Morang College Child Safety Statement:

To thrive, children need a safe and supportive environment at school, at home and in the broader community; no exceptions. At The Lakes South Morang College, we believe meeting the physical and emotional needs of our students is paramount in laying the foundations for a fulfilling future. We pledge to provide an environment that has zero tolerance to child abuse and will strive to work in partnership with our parents and community members to keep our students safe every day, in every way.