

# STAFF WELFARE

## NARANGA SCHOOL POLICY

### Rationale:

- Staff morale is a significant factor in overall school performance. A school staff with high morale is more likely to seek out new challenges, more likely to provide a positive learning environment, and more likely to enjoy their time at school.
- It is acknowledged that sometimes issues outside of the school environment can affect staff and their wellbeing.

### Aims:

- Continue to build and maintain staff morale at a high level.
- Staff moral is reflective of the positive work experiences of staff
- Staff stress is reflective of the negative work experiences of staff.
- Staff wellbeing is reflective of the balance between the two.
- Respond to emotional wellbeing of staff within a school context.

### Implementation:

- The schools administration will actively monitor individual morale and wellbeing via reviews and other informal processes.
- School organisation, administration, workload and departmental influences affect everybody, but morale of individuals varies enormously. This is because morale is more about attitude, than environment.
- Morale is not inversely proportional to workload. The school in its quest to build and maintain high staff morale, will not compromise the quality or range of programs it offers to students.
- Negative talk is not welcome at our school – we seek and expect positive solutions to difficult or disappointing situations.
- An active Staff Association committee will operate at our school. The committee will provide a range of social, health and well-being activities and opportunities for all staff.
- School council will provide a budget for Health & Well-Being activities.
- All staff will pay a compulsory annual contribution of \$30. Payment contributes to the cost of refreshments and gifts for staff for special events and departures.
- School organisation and communication processes will ensure all staff have access to clear and open channels of communication.
- All staff will be provided with personal professional development opportunities.
- All staff will have clearly defined roles, role descriptions, professional expectations and feedback mechanisms.
- All staff will have the opportunity to define their desired career path, and will be supported by the administration in their attempts to reach their goals.
- One measure of staff morale will be the departmental Staff Opinion Survey. The results will be analysed and interpreted by both the administration and the Health & Well-being committee.

**Evaluation:**

- This policy will be reviewed annually by the School Council and the Health & Well-being committee as part of the school's regular review cycle.

This policy was last ratified by School Council in....

**March 2013**