

STAFF WELL-BEING POLICY

Introduction

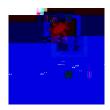
We have approximately 90 students based on one campus who have a range of varying disability classifications. As a fully serviced school our staff are made up of a range of professionals including:

Specialist Educators
Paramedical Therapists (O.T., Speech, Physiotherapists)
Allied Health Therapists (Psychologist, Social)
Art & Drama Therapists
Specialist team (Swim, Art, Drama, Music, Dance)

The School as employer has a duty to ensure the health, safety and welfare of its employees as far as reasonably practicable. It is also required to have in place measures to mitigate as far as practicable well-being, which includes work-related

stress. This duty extends only to those factors which are work-

This policy recognises that there are many sources of work related stress and that stress can result from the



Schools Mission Statement

Port Phillip Specialist School (PPSS) is committed to values of professional excellence, ∞ -



Promote effective communication and ensure that there are procedures in place for consulting and supporting employees on changes in the organisation, to management structures and working arrangements.

Encourage initiatives and events that promote health and well-being.

Leaders and co-ordinators will:

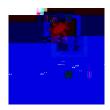
Treat individuals reporting to them with consideration and dignity, and will promote a culture of mutual respect in the teams they manage. They will not permit unacceptable behaviour and will take decisive action when issues are brought to their attention.

Ensure that there is good communication within their team and there are opportunities for

team and the Health and Safety staff at an early stage where concerns are raised.

Attend training as appropriate in order to increase their awareness of the causes and effects of work-related stress.

Co-



References	Victorian Government Schools Reference Guide