

Flemington Primary School

POLICY FOLDER



STAFF HEALTH & WELLBEING

Staff Morale

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. Research indicates that high staff morale is a predetermining factor of high student morale and overall improved performance.

Aims:

- To build and maintain staff morale at a high level.

Implementation:

- Each individual is ultimately responsible for his or her own morale.
- School organisation, administration, workload and departmental influences affect everybody, but morale of individuals varies enormously.
- Individual 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 Health and Well-being committee will operate at our school.
- The staff Health and Well-being committee will provide a range of social, health and well-being activities and opportunities for all staff.
- A budget will be provided for Health & Well-Being activities.
- All staff will be offered preventative immunisations and vaccinations if requested,
- School organisation and communication processes will ensure all staff have access to clear and open channels of communication. Goal congruence will be highly valued.
- 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 participate in professional learning teams which will provide a forum for communication, consultation and feedback

- 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.
- Results of the Staff Opinion Survey will be communicated to staff after analysis by both the administration and the Health & Well-being committee.

References

Schools of the Future Reference Guide

DEECD Human Resources website

<http://www.eduweb.vic.gov.au/hrweb/safetyhw/health/wellbeing.htm>

Evaluation:

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