

Staff Health & Wellbeing Policy

PURPOSE

This Policy will provide guidelines to ensure:

- the wellbeing of all who come in contact with our service is supported
- we maintain a positive organisational culture that facilitates the best possible outcomes for the health and wellbeing of all
- our approach to wellbeing is promoted and celebrated as a core strength of our Kindergarten.

POLICY STATEMENT

1. VALUES

Albert Park Preschool is committed to:

- nurturing wellbeing for all who come in contact with our service - children, families, staff, visitors, and the local community in which we live and play
- creating a welcoming, caring, safe and supportive environment that improves health and wellbeing outcomes for all members of our community both now and in the future
- celebrating the human nature of our workplace
- recognising the importance of health and wellbeing as a precondition for lifelong learning
- empowering children to have the best possible start in life
- recognising the connection between the wellbeing of adults and the wellbeing of children
- supporting the wellbeing of staff to be able to support the wellbeing of children
- understanding that good mental health is more than simply the absence of mental illness
- acknowledging the role of our service within the context of our community and the world in which we live
- strengthening community partnerships to promote best practice and support the transitions of children to and from our service
- embracing and embedding in practice the 8 principles of Health & Wellbeing as developed by DET (formerly DEECD) stated at Item 3 Background below:

2. SCOPE

This policy applies to the Approved Provider, Nominated Supervisor, Certified Supervisor, educators, staff, students on placement, volunteers, parents/guardians, children and others attending the programs and activities of Albert Park Preschool.

3. BACKGROUND

This policy draws on the 8 principles of Health & Wellbeing as developed by DET (formerly DEECD) stated as follows:

Principle 1: Maximise access & inclusion

Principle 2: Focus on outcomes

Principle 3: evidence-informed and reflective practice

Principle 4: holistic approach

Principle 5: person-centred and family sensitive practice

Principle 6: partnerships with families and communities

Principle 7: cultural competence

Principle 8: commitment to excellence

KEY RESPONSIBILITIES

The Committee of Management is responsible for:

- implementing this policy
- authorising change to this policy
- fulfilling the obligations as employer of staff to providing and supporting a workplace that is safe both physically and mentally
- supporting staff health and wellbeing

Staff are responsible for:

- contributing to a positive work culture where the health and wellbeing of all who come in contact with our service is supported and promoted
- participating in the ongoing promotion of health and wellbeing both within the program and as a core strength of our general practice.
- complying with this policy

EVALUATION

In order to assess whether the values and purposes of the policy have been achieved, the Approved Provider of Albert Park Preschool will:

- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service's policy review cycle, or as required
- notify parents/guardians at least 14 days before making any changes to this policy or its procedures.

AUTHORISATION

This policy was updated and formally adopted by the Approved Provider of Albert Park Preschool on 26 Nov 2018.

REVIEW DATE

March 2020