

# **STAFF HEALTH and WELLBEING POLICY**

## **RATIONALE:**

This policy applies to all staff/employees at Baden Powell College. We are committed to our staff having the opportunity to engage in positive health and wellbeing practices.

## **PURPOSE:**

At Baden Powell College we are committed to creating and maintaining a workplace environment where the mental health and wellbeing of all staff is highly valued. Our workplace environment encourages and supports our staff to maintain or adopt healthy lifestyles.

Everyone in this workplace has a responsibility to maintain and support our healthy workplace. All individuals have the right to choose their level of participation.

## **OBJECTIVES:**

- To raise awareness within the workplace about issues that impact on mental health and wellbeing, including health benefits of physical activity and healthy eating.
- To promote a positive and equitable workplace environment where positive mental health and wellbeing is supported.
- To promote and encourage participation in workplace mental health and wellbeing initiatives within and outside the workplace.
- To develop further awareness of ways each individual can implement positive behaviours to assist them undertake a healthy life/work balance.

## **IMPLEMENTATION:**

Baden Powell College will meet its commitment to supporting our staff members to achieve our objectives by:

- Establishing a Health and Wellbeing taskforce as a sub-committee within the whole college Welfare Committee.
- Hosting information sessions on work and life balance.
- Organising opportunities for staff to be involved in a range of health and wellbeing supporting activities at the workplace.
- Providing all employees with information on how to support and maintain positive health in the workplace.
- Ensuring all staff are aware of this policy and its provisions via the notice board, intranet, staff meetings and as part of new staff induction process.
- Establishing a noticeboard and resources area in the staffroom.

## **EVALUATION:**

- Staff will be provided the opportunity to give feedback. This could be through simple surveys.
- The Health and Wellbeing Taskforce will be responsible for undertaking an annual review.

Student Welfare Policy Cont'd.....