

## INTRODUCTION

Staff welfare 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.

### 1.0 PURPOSE

- To be proactive in when it comes to staff welfare issues
- To build and maintain staff morale at a high level.

### 2.0 POLICY IMPLEMENTATION

- Each individual is ultimately responsible for his or her own welfare.
- School organisation, administration, workload and departmental influences affect everybody, but the impact this has on the morale of individuals varies enormously. This is because the morale and wellbeing of individuals is more about attitude, than environment.
- Wellbeing 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. However, we recognise that welfare of individual staff can be enhanced by achievement, support, opportunities and recognition.
- Negative talk is not welcome at our school – we seek and expect positive solutions to difficult or disappointing situations.
- An active staff welfare/association 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 approved staff welfare activities.
- 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 performance plans.
- 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 Staff Opinion Survey. The results will be analysed and interpreted by all staff.

### 3.0 EVALUATION

- This policy will be reviewed every three years as part of the school's regular review cycle.