

Wooragee Primary School

Staff Health & Wellbeing Policy 2016

Rationale:

As a health promoting school, the health and wellbeing of staff is valued and promoted at Wooragee Primary School. Developing a staff policy encourages the school to think about how to support the health and wellbeing of staff.

Aim:

- To provide our staff with a safe, healthy and supportive environment in which to work.
- Recognise that the health and wellbeing of staff is important and that good wellbeing of staff benefits the individual as well as the school community.
- To promote and support staff healthy lifestyles choices and wellbeing.
- To raise awareness of the health and wellbeing benefits for adults, children and young people in eating healthily, and the importance of role modelling.

Implementation:

- As a health promoting school, we will promote healthy eating and oral health to students, staff and families through learning, policies, creating a safe and healthy physical and social environment, and developing community links and partnerships.
- Staff are involved in developing and reviewing policies and have had opportunities to voice their opinions and needs.
- Staff are invited to serve on the Health & Wellbeing team to promote a healthy environment and to complete *The Healthy Together Achievement Program* eight priority areas of:
 - Healthy Eating & Oral Health
 - Physical Activity
 - Sun Protection
 - Tobacco Control
 - Mental Health & Wellbeing
 - Safe Environments
 - Alcohol & other drug use
 - Human development & relationships
- Ensure healthy food options are available at staff meetings, in the staff room, during professional learning sessions, for management meetings and whenever food is provided. For example, try fruit and vegetable platters with hummus and healthy dips, vegetable soup and wholemeal or wholegrain bread, healthy sandwiches and low-sugar fruit muffins. See the Healthy Eating Policy and Catering Guide for Workplaces for guidelines on healthy food provision.
- Provide staff with professional development to support enhancement of own health and wellbeing.
- Support individual right to sexual diversity, health & wellbeing choices, the right to privacy and reputation the right to freedom of thought, conscience, religion, belief and cultural rights, within Australian law.
- School staff may access the Healthy Together Eating Advisory Service and/or the Stephanie Alexander Kitchen Garden Foundation for assistance with menu choices.
- Staff will be encouraged to model lunch box items in line with Australian Guide to

Healthy Eating Guide.

- Nude Food/Rubbish Free Lunch strategies will be modelled by staff where possible.
- Staff are recognised for the work they do and are provided with feedback.
- Healthy body image and enjoyment of food will be encouraged by staff and volunteers.
- Food practices from diverse cultural backgrounds and traditional beliefs will be respected and valued by members of the school community.
- The school will work with the community and local health professionals to deliver and promote healthy eating initiatives.
- Safe food handling guidelines will be followed in the preparation and eating of food at school.
- Confectionary, soft drinks, sports drinks, fried foods, chips, dry noodles, are not generally permitted at school.
- Staff are provided with access to support from the Employee Health Unit on 0396372460 or 1800 337 068 as required.

Related policies and links:

- **Healthy Together Achievement Program for workplaces**
<http://achievementprogram.healthytogether.vic.gov.au/workplace>
- **Healthy Workers Initiative**
<http://www.healthyworkers.gov.au/internet/hwi/publishing.nsf/Content/why>
- **Heart Foundation: Workplace Wellness**
- <http://www.heartfoundation.org.au/active-living/workplace-wellness/pages/default.aspx>
- **Healthy Together Healthy Eating Advisory Service**, Phone -**1300 22 52 88**, email heas@nutritionaustralia.org or visit www.heas.healthytogether.vic.gov.au
- **Healthy Eating Policy and Catering Guide for Workplaces, Victorian Government Department of Health**
- **2013**, <http://docs.health.vic.gov.au/docs/doc/Healthy-Eating-Policy-and-Catering-Guide-for-Workplaces>
- **The Healthy Food Charter, Victorian Government Department of Health 2012**, <http://docs.health.vic.gov.au/docs/doc/Healthy-food-charter:-creating-a-vibrant-healthy-eating-culture>
- National Health and Medical Research Council, Australian Dietary Guidelines
- Oral Health Messages for the Australian Public
- Supporting sexual diversity in schools
<http://www.education.vic.gov.au/Documents/school/teachers/teachingresources/social/physed/sexualdiversity.pdf>
- [Family Life Victoria](#)
- [Family Planning Victoria – Teachers](#)
- [Respecting Diversity](#)
- [Learning and Teaching](#)
- [Rainbow Network](#) - The Rainbow Network provides workshops, information and support to schools in order to ensure their learning environments are safe and inclusive. Their website includes the network contact list and information on their latest workshops.
- [The Victorian Equal Opportunity and Human Rights Commission](#) - The Commission offers professional development programs that assist school communities to create safer learning environments and meeting their obligations under the law.

Evaluation:

- This policy will be reviewed every three years or earlier as required.

Ratified: 16th November 2016

Review Date: 2019