INTRODUCTION

St Joseph’s School is a place of learning. As such, students have the right to learn and teachers have the right to teach in an environment that is safe and supportive.

Dignity, safety and well being of people are central to the Church’s teaching. St. Joseph’s School acknowledges this and recognizes its responsibility to ensure the health and safety of each of its workers at work and the students who are enrolled.

This policy is to assist the school in maintaining a safe and healthy working and learning environment, by ensuring that all workers implement safe system of work which harness the willingness and motivation of staff and develop organization health, whilst delivering high quality service and learning outcomes.

RATIONALE

MISSION STATEMENT

“St. Joseph’s School offers a holistic education within a Catholic Christian environment whilst developing and valuing the uniqueness of the individual as we encourage each student to become a life long learner.”

The mission statement of St. Joseph’s School stresses the idea of “education within a Catholic Christian environment”, which implies that there is a need for a safe and healthy work and learning environment. “Valuing the uniqueness of the individual” means that issues of health and safety are significant to all students and workers at the school.

Ensuring that the St Joseph’s learning environment is safe and healthy therefore critical to the successful fulfillment of our mission.

Increasingly the value and sustainability of the school lies within its workers and human resource management practices. Therefore the school should develop a culture that works ‘with and for’ the enthusiasm, commitment willingness and satisfaction of staff.

This leads to:

- Healthy motivation, high staff morale and low incidence of staff absence, incidents, accidents and injury
- Sustained improvements in leadership and managerial performance
• Improvements in outcomes such as innovation, service delivery, ethical behaviour and student experience
• Low staff turnover and the perception that the school is a desirable place to work

GOSPEL VALUES

Respect, personal dignity, justice, honesty, care, compassion, responsibility, cooperation, collaboration, justice.

DEFINITIONS

Policy – the St Joseph’s Psychological Health policy is a statement expressing the commitment of the school to increase links to employee satisfaction resulting in high level service delivery, learning outcomes, sustainable growth, staff retention and attracting high-quality staff.

Health Work Site – is a site that has all the following elements operating effectively whilst delivering a high quality service:
• effective and supportive structures and processes
• supportive professional relationships including supportive leadership
• commitment to a shared vision by management and individuals
• congruence between organizational values and staff behaviour
• skills and knowledge for effective performance, professional development and continuous improvement
• supportive physical environment.

Organisational climate/health refers to the perceptions that workers have about the way the organization functions.

Psychological Health is a state of emotional well-being, in which individuals are more able to cope with the challenges of daily life and to recover from and learn from difficult or traumatic experiences.

Psychological Health Hazard – the inherent characteristics of an activity or environment, a changing set of circumstances, a condition or illness, a perceived or real threat to a person or their property that present potential for illness or injury.

Psychosocial Health Hazard - covers the interactions among job content, work organization and management, and other environmental and organizational conditions, on the one hand and the worker’s competencies and needs on the other. These interactions can prove to be hazardous, influence the health of workers through perceptions and experience.

POLICY STATEMENT

St Joseph’s School, as part of the wider Christian community, is committed to ensure the health, safety and welfare of all employees, students, parents, volunteers and other persons who are legally present on the school premises. This involves a commitment to provide a healthy and safe environment by ensuring that development and implementation of safe systems of work which harness the willingness and motivation of staff and develop organizational health while delivering high quality services.
CONSEQUENCES

- Positive experiences of staff that build site morale and organizational health.
- Supportive professional relationships; commitment to a shared vision by management and individuals; congruence between organizational values and staff behaviour; skills and knowledge for effective performance, professional development and continuous improvement; and a supportive physical environment
- Best practice in the management of organizational health which is part of organizational cultural development and this occurs within a context of ongoing communication, consultation, negotiating, engagement, monitoring and review.
- Supportive leadership, fundamental to best practice in people management which is a critical aspect of organizational cultural development and this includes both maximizing the health benefits of positive staff experience and minimizing the health risks associated with vulnerable staff and negative staff experiences.
- Provision of facilities and resources to support psychologically safe working environment for staff
- Ensure that staff are provided with such information, instruction, training and supervision as are reasonably necessary to ensure they are safe from risks to psychological health and injury.
- Ensure that supervisors understand their roles and responsibilities in relation to developing and implementing psychologically safe systems of work which maximize staff well-being and minimize unnecessary distress and risk of psychological injury.
- Maintain a consultative structure and processes that support staff well-being
- Maintain information and records relating to psychological health work-related injuries and retain that information for the required time

Michael McCarthy                  Peter Sullivan
Principal                       Board Chair