



PROMOTION OF STAFF WELLBEING POLICY



Policy	Promotion of Staff Wellbeing
Version	1.0
Date of Approval	Jul 23
Effective date	Aug 23
Date for Review	Jul-25
Policy Officer	KEM EO

<p>Rationale</p>	<p>The purpose of this policy is to promote healthy, safe, inclusive and hope-filled communities, committed to respect for the sacred dignity and thriving of each Kildare Education Ministries (KEM) staff member and associate.</p> <p>KEM recognises that promoting the health and wellbeing of staff is imperative and is therefore committed to providing a positive and supportive workplace culture – one in which support is a given.</p> <p>KEM also recognises that the health and flourishing of each individual member can affect the flourishing of all other members of KEM communities. This policy emphasises cooperation, inclusion and connectedness.</p>
<p>Principles and Values</p>	<p>Welcome Inspired by the Gospel teachings of love, justice and peace, KEM welcomes all into their diverse communities. KEM cultivates a strong understanding of different cultures and religions and promotes freedom from discrimination of any kind for all community members.</p> <p>Right relationships KEM communities are models of faith where co-creative and life-giving relationships with God and others enable all to collaborate and grow in community.</p> <p>Common Good All KEM communities work towards achieving the Common Good. This entails the promotion of deep understanding, prayerful reflection and a willingness to act with courageous and collegial integrity.</p> <p>Empowerment All members of KEM communities are empowered to act as positive participants of society, with attitudes inspired by Gospel teachings. Motivated by life-long learning, they will be robust enquirers and respectful challengers, with a deep understanding of their place in the world.</p>

Audience	The audience for this document is the Board and Secretariat of KEM, personnel employed or engaged in KEM schools, and the wider school communities.
Definitions	Wellbeing is the state of being comfortable, healthy and happy <i>“It helps us stay resilient, build social support and self-efficacy, and cope with adversity.”</i> ⁽¹⁾
Procedure	<p>KEM will enact this policy by requiring all KEM schools to establish practices that</p> <ul style="list-style-type: none"> • accept and value all staff and associates as individuals and professionals in their fields of expertise. • recognise staff for the work they do and establish channels to foster relevant and regular feedback. • promote professional development and resources to support staff and to enhance their understanding of their own social and emotional health and wellbeing. <p>School Principals KEM recognises a special responsibility for supporting its Principals. KEM is committed to:</p> <ul style="list-style-type: none"> • the appointment of a Board Director as a contact and a support with each KEM Principal and school. • the allocation of a Principal allowance for <ul style="list-style-type: none"> ▪ professional supervision ▪ other activities of the Principal’s choosing, to support health and wellbeing. • the establishment of formal and informal communication channels such as between the Executive Officer (EO) and the Principals and the formal reports to the Board.
Responsibilities and Communication Obligations	The KEM EO is responsible for communicating this policy to the KEM Principals, who in turn must convey it to all key stakeholders in their school communities.
Breaches of this policy	Breaches of this policy may be addressed by further education or, where judged necessary, corrective or disciplinary action.
Appendices	Nil
Related Policies and Procedures	<ul style="list-style-type: none"> • KEM Role of the Principal Policy • KEM Professional Standards Policy • KEM Promotion of Student Wellbeing • KEM Principles of Teaching and Learning
Resources	<p>National</p> <ul style="list-style-type: none"> • Kildare Ministries’ Values, Vision and Mission Statement • Kildare Education Ministries’ Mission Statement • The Living Justice Living Peace Charter – Kildare Ministries 2021

	<ul style="list-style-type: none">• National Safe Schools Framework• (1) Black Dog Institute (Wellbeing definition)• Heads up• Beyond Blue <p>South Australia</p> <ul style="list-style-type: none">• Wellbeing Resources Hub - CESA• Work Safety Hub <p>Victoria</p> <ul style="list-style-type: none">• Wellbeing in a Catholic School - CEM• eXcel: Wellbeing for learning in Catholic school communities• VRQA website• Worksafe Victoria
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