



AGNES GOODE KINDERGARTEN/OCCASIONAL CARE

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PSYCHOLOGICAL HEALTH POLICY

Rationale

At Agnes Goode Kindergarten we believe that

- The psychological health and wellbeing of staff is an important part of our philosophy
- A safe and caring environment that supports staff psychological health is central to quality teaching and learning and promotes an inclusive and positive work place.

Psychological health and wellbeing of staff at Agnes Goode Kindergarten will be promoted and supported by:

- Identifying and addressing major psychological health risk factors
- Using the Psychological Hazard and Health Checklist for Sites on a regular basis (6 monthly)
- Including Psychological Health in our WHS Action Plan
- Ensuring staff are informed about and accessing relevant psychological health, training and learning opportunities
- Supporting staff in times of psychological vulnerability or personal difficulty
- Ensuring all staff have regularly reviewed, documented performance discussion and performance management plan in place
- Staff being aware of employee initiatives, contact and processes e.g. Employee Assistance Program (EAP) Converge International.
- Having effective induction processes in place for new staff
- Staff being aware of their right and obligation to report psychological health hazards and injuries
- Promoting a positive, safe working environment, with effective conflict management and grievance procedures in place
- Having a site that values teaching and learning, and celebrates success.

Below are related documents for further information:

www.decd.sa.gov.au/docs/documents/1/PsychologicalHealthManagement.pdf

or see Agnes Goode Kindergarten Work health and Safety folder.

REVIEWED: APRIL 2014

DATE FOR NEXT REVIEW: TERM 2 2016

AUTHORISED ON BEHALF OF GOVERNING COUNCIL: *K Wiseman, Director*