



**SCOTCH
OAKBURN**
Creating the future

Wellbeing Policy

Approval date:	September, 2019
Next review date:	September, 2021
Approval:	Board of Directors
Audience:	Staff, Students, Families

Our Principle of Due Care

Scotch Oakburn College is committed to providing an inclusive, safe and supportive learning environment where students develop high self-esteem, resilience, confidence and are caring, respectful and compassionate to others. All members of the College community provide a fundamental role in promoting protective factors to increase the likelihood of positive educational outcomes for all students. The College recognizes that an important aspect for staff is their health and wellbeing and the College has a culture with supporting systems and procedures to achieve that objective.

Our Wellbeing Aspiration

To provide an environment that promotes physical, emotional, spiritual, social and intellectual wellbeing. In so doing, our students are encouraged and supported to develop as:

- inquiring and reflective thinkers;
- effective communicators;
- self-directed, well-balanced and ethical people;
- responsible citizens;
- world contributors;
- informed, lifelong learners.

Our Wellbeing Responsibilities

We believe that our wellbeing aspiration is achievable and we embrace our responsibility for supporting it by recognising that:

- the safety and wellbeing of the College community is our fundamental duty;
- our duty of care underpins and drives College policies and practices;
- when communicating, staff, students and stakeholders abide by the College's values of grace, commitment, compassion, humility, belonging, resilience, integrity, responsibility and inclusivity;
- we help students engage with the broader community including charitable and vocational events to gain their understanding of social justice, the demographic of our environment and encourage their holistic development;
- health and safety awareness assists in the wellbeing of all students and staff;
- experiential learning opportunities within or external of the College environment are strongly encouraged to enhance student learning outcomes.
- staff are valued, supported, and are provided with real opportunities to contribute to and participate in the running of the College;
- staff contribute to the planning and management of their work/life balance;
- together, members of the College community provide students and staff with positive experiences and structures that promote and protect all aspects of their health.

Our Strategies

The methods we develop and implement to promote wellbeing shall:

- be based on professional research and informed by evidence;
- recognise and align with the National Safe Schools Framework;
- be age and developmentally appropriate;
- include risk assessments of the school environment and its managed activities;
- support students to reach their potential;
- be respectful of the cultural beliefs and practices of our staff and students;
- assess, adjust appropriately and address complaints of discrimination, bullying and harassment;
- support victims of discrimination or harassment and deliver on interventions and treatment;
- encourage sustainable outcomes;
- result in a full suite of appropriate Directives and Procedures;
- contribute to and reflect national and state wellbeing policies and directions;
- promote physical activity and participation in sporting, charitable, spiritual and creative activities;
- educate our stakeholders to access nutritious, safe and affordable food;
- educate students to minimise harm, especially use of alcohol and other drugs;
- ensure safety in line with our HSSE Policy;
- maintain effective people management and culture systems.

Reporting

The Principal will measure the effectiveness of this policy by the use of key performance indicators and report to the Board of Directors on an annual basis.

Our Wellbeing Framework and Directives set out how we will implement this policy.