



MARIST CATHOLIC SCHOOL

PROCEDURE: **Staff Wellbeing**

As part of our commitment to health and safety, we value the wellbeing (hauora) of our staff and aim to create a safe physical and emotional environment that creates a positive, inclusive culture for both students and staff and supports effective teaching and learning.

The school monitors the health of workers as part of its [primary duty of care](#), and discusses workload and stress levels at [health and safety meetings](#) and during professional conversations. Free counselling is available for many New Zealand teachers through the Employee Assistance Programme (EAP), or through a general practitioner (GP).

At Marist School:

- we provide appropriate induction and professional guidance
- we recognise [stress in the workplace](#) as a hazard to be managed
- workplace [harassment](#) or [bullying](#) is unacceptable
- staff may request access to professional development and mentoring, as required, to increase competency and confidence and reduce stress
- staff may request [leave](#) as required
- in the case of injury or illness, we recognise support and rehabilitation as an important part of our safety management system
- when a staff member is made aware that they are the subject of a concern or complaint raised by a member of the school community, they are informed about the [concerns and complaints](#) process and are offered appropriate support
- if a staff member is involved in a confrontation with a student (physical or verbal), they are offered support appropriate to the situation, which may include an incident debriefing
- if a staff member becomes aware that a colleague is at risk of self-harm or suicide, they consult with senior staff. In the case of the imminent threat of suicide of a staff member, we ensure the person's immediate safety and ring 111 or the regional mental health services [crisis assessment team](#)