MERCY COLLEGE MACKAY

STAFF AND STUDENT WELLBEING POLICY

Year Adopted: 2015

POLICY AREA: Staff and Student Pastoral Care

VALUES: Each person is made in the image and likeness of God, which calls us to unconditionally accept, respect and reverence ourselves and others

RATIONALE: We at Mercy College believe that all members of our school community are entitled to develop fully as individuals (academically, spiritually, culturally, socially, physically and emotionally)

Mental Health issues are a common concern within the community. Many such conditions begin to manifest themselves in childhood or middle-adolescence. In addition, a child’s enduring impression of their school experiences may impact on mental health well into the future

POLICY DESCRIPTION: Through targeted programs, school wide initiatives and a welcoming, supportive culture, Mercy College will actively cultivate an environment that promotes positive mental health and wellbeing

STAFF CONSEQUENCES: The College will facilitate:

- access to professional and confidential counselling is provided
- opportunities for interaction, exchange of ideas are facilitated
- opportunities for engagement to develop a sense of belonging in the school community through social and professional events, on and off school premises, on formal and informal occasions are facilitated
- opportunities for annual restorative retreats are available
- attendance at reflective masses is encouraged
- access to a range of voluntary activities, that promote physical and mental wellbeing, in and outside the school community

STUDENT CONSEQUENCES: The College will facilitate:

- access to professional and confidential counselling is provided
- youth targeted programs are offered to advance social skills and emotional awareness
- opportunities for social engagement and participation within the school and the broader community are facilitated
- opportunities to experience the spiritual richness of mass and group liturgy are provided
- opportunities for a range of activities that promote physical wellbeing, participation, team work and sportsmanship
- programs which promote a healthy lifestyle, including mental health and emotional growth of the student

IMPLEMENTATION ISSUES: (1) Resources to support student wellbeing and mental health
(2) Complementary experiences in the academic program to cultivate a wellness culture

To be reviewed: 2018
References/Reflection Materials:
Peter Wilson, chairman of the Australian Human Resources Institute article ‘workplace mental health requires a far better response’ published in The Australian June 20-21 2015; Dianne Vella-Brodrick, Education Review Podcast on School Management ‘positive education links wellbeing to outcomes’ July 9 2015; Discussions with Mr Peter Robertson and Ms Susan McKay Mercy College Mackay Guidance Counsellors; Input and brain-storming exercise by Board members July 2015 meeting.