

# Health and Safety

## Hauora Wellbeing Policy

**Hauora is a Māori philosophy of health and wellbeing unique to Aotearoa New Zealand. In Te Ao Māori a holistic view of health and wellbeing known as Hauora is paramount.**

### Rationale

The Board has a responsibility to provide a workplace with a positive and healthy culture. Our workplace has a role in promoting, protecting and supporting our employees' and students' health and wellbeing.

### Purpose

To provide an environment where hauora is at the core of the school's work and learning spaces, practices and policies.

Hauora comprises taha tinana (physical wellbeing); taha hinengaro (mental and emotional wellbeing); taha whānau (social wellbeing); and taha wairua (spiritual wellbeing).

### Guidelines

- a) All policies, procedures and practices will be designed with wellbeing in mind.
- b) Health information will be treated in confidence. We will never share any information about employees or students unless it has been agreed by them and/or their families and only to ensure wellbeing and safety.
- c) Employees and students will be supported and treated in ways that promote wellbeing through:
  - encouraging a culture of openness where it is safe to speak up about any concerns at any time and know they will be heard by leadership.
  - ensuring staff and students feel supported to seek help for any issues or distress, including using our conflict resolution and restorative processes.
  - ensuring staff and students understand what is expected at school in terms of work and behaviour.
  - offering flexible work practices according to the needs of students and when legally required.
  - opportunities for professional skills development and growth including mentoring and peer support.
  - zero tolerance of bullying, harassment, or discriminatory behaviour.
- d) To maintain wellbeing in our work and learning spaces we will:
  - consult, at least annually, with staff about what workplace wellbeing means and what initiatives might be useful.
  - provide contact details for support services which can be easily and discreetly accessed by staff and/or students.
  - encourage staff to take breaks, both to refresh and to connect with others.

- e) For staff or students needing support we will:
- encourage asking for help as early as possible.
  - all disclosures will be treated confidentially.
  - do what we can to help find the support that is needed.
  - Health and wellbeing for students is supported through wraparound ILP processes. The school also offers an Employee Assistance Programme, which provides free confidential and professional counselling support to staff.

Adopted August 2023

Presiding Member \_\_\_\_\_

Review Date February 2026