Statistics demonstrate that relative to other industries there is a heightened potential in schools for injury due to the inadequate management of stress.

King’s Baptist Grammar School acknowledges that there is the potential for work related stress to adversely affect the health and safety of employees. This may negatively impact their ability to perform work.

POLICY:

It is the policy of King’s Baptist Grammar School to work collaboratively, as far as is reasonably practicable, in the management of stress.

King’s Baptist Grammar School recognises that mutually agreed strategies are necessary to minimise stress related illness amongst employees in our school.

Persons working at King’s Baptist Grammar School acknowledge that the successful implementation of such strategies rely on individual commitment, participation and appropriate intervention.

PROCEDURES:

1. King’s Baptist Grammar School promotes a collaborative and pastoral approach to stress management.

2. Procedures are in place to resolve conflict of a personal and professional nature. (See appendix A)

3. The Principal will ensure that employees are aware of grievance procedures to deal with Industrial disputes. Use of such procedures will be supported and endorsed.

4. King’s Baptist Grammar School has a sexual harassment policy and Chaplains as trained contact people.

5. The school provides employees with an early intervention program, through access to confidential counselling and therapy services and encouragement and information about their use.

6. The school provides training and staff development in stress management.

7. The school provides a clearly defined plan for critical incident management.

8. The school has a rehabilitation Policy and Procedures (see Policy No. 12)

Principal Date / / 

OH&S committee chairperson Date / / 

Date Implemented: 1/03/12 Review Dates 2015
CONFLICT RESOLUTION

There are times when we, as staff, are challenged with difficult interpersonal situations in our schools. Our listening and responding skills, diplomacy and assertiveness are tested in general interaction with parents, colleagues and students, as well as in specific areas, such as interviews and reviews.

POLICY:

KING’S BAPTIST GRAMMAR SCHOOL is committed to resolving situations in a productive and sensitive manner. Those in leadership positions will take the initiative to apply best practice to situations that could otherwise become excessively stressful for persons involved.

Possible indicators of conflict such as avoidance, physically aggressive gestures, unwillingness to engage in social activity or dialogue etc will be recognised as an occasion for the development of support mechanism rather than the apportioning of blame or criticism of the persons involved.

It is recognised that conflict may arise between various persons in school communities. All involved in these situations will work towards practical, productive and equitable resolutions.

PROCEDURES:

1. The Principal and those in leadership positions will work proactively to develop harmony within the school. They will consider with sensitivity when to intervene and when not to.
2. Skills such as - Assertiveness, Problem Solving, Empathy, Diffusing and Listening will be developed by attendance at suitable workshops, which are made available for the Principal and staff.
3. The process of dealing with conflict will focus the energy of those involved towards an equitable resolution.

STRATEGIES:

1. Those involved in difficult interpersonal situations will attempt to resolve matters informally.
2. In situations where this is not successful in resolving the conflict any of the persons involved are encouraged to seek the assistance of another appropriate person e.g. another employee, school chaplain or union representative, and attempt to resolve the matter, in consultation with them and the other party.
3. Should the conflict continue, in spite of this, the persons involved will seek the assistance of the Principal or appropriate person appointed for this purpose.
4. Should the conflict continue, the persons involved will describe the problem in writing and seek appropriate outside assistance. If it is a grievance, which is appropriately dealt with by grievance procedures as set out in industrial awards and agreements, it must be resolved in accordance with those awards and agreements.