



TITLE	Welfare and Wellbeing Policy
VERSION NUMBER	3
APPROVAL	
RESPONSIBILITY	Board of Management/Co-ordinators
LAST REVIEWED	MAY 2022

Purpose

To outline the reasonable steps taken to promote and safeguard the welfare and wellbeing of any employee, volunteers and other people accessing the House who is engaged in any Waminda Community House activities.

Basic Beliefs

Waminda Community House is committed to discharging its statutory and moral duty to promote and safeguard the welfare of employees, volunteers and other people engaged in Waminda Community House activities.

Definitions/explanations

1. Welfare is defined as a person's freedom from discrimination and opportunity to work, study and participate openly, safely and productively at Waminda Community House
2. Wellbeing is defined as a person's sense of self. The extent that the person attributes this is determined or influenced by work and workplace interventions.

Guidelines

This policy does not replace the employee's, or participant's rights and responsibilities as identified in Commonwealth and State legislation pertaining to occupational health and safety.

Implementation

- Waminda Community House will, in both policy and practice, eliminate discrimination on the grounds of age, disability, marriage, civil partnership, pregnancy, parenthood, race, religion, gender, or sexual orientation.
- Waminda Community House will recognise the right of every staff member and volunteer to work without fear of harassment, victimisation or bullying.
- Waminda Community House will provide an environment in which all individuals can operate effectively, confidently, competently and safely.
- Waminda Community House will promote models of personal and group behaviour, which have a positive impact on the welfare, and wellbeing of people directly associated with the House and its activities.
- Waminda Community House will encourage everyone to make a positive and active contribution to our local and wider community.
- The House Coordinator will document and issues regarding the welfare or wellbeing of people using the House and the actions taken to address these issues. These will be reported to the Board Chairperson.

Risk Management

1. This policy will be reviewed every three years.
2. All reports relating to the welfare or wellbeing of any House users will be documented and reported to the Board of Management Chairperson.

Relevant documentation

1. Fair Work Australia (2009)
2. Equal Opportunity Act (2011)
3. O. H. & S Act (2011)
4. Waminda House O. H. & S Policy (reviewed annually)