



ACT  
Government

healthier  
work

HELPING PEOPLE AND  
BUSINESS THRIVE

CASE STUDIES 2016-17

GOLD

## KEEPING TEACHERS ENERGISED

### *Richardson Primary School – 25 staff*

*Richardson Primary School is a public school in the south of Canberra for preschool to Year 6 students. Their motto is 'Success for Every Student' and they pride themselves on being a small school achieving big things!*

Achieving great outcomes for students is the ultimate goal for the teachers at Richardson Primary School, and keeping both teachers and support staff fit and healthy is a great way to make this happen.

"Our profession loses too many teachers to stress and burnout, so we wanted to put some strategies in place that would prevent this from happening at our school," says Mitch Bartholomew, Executive Teacher at the school.

"Research is very clear that when you value and invest in your staff, results will follow," Mitch says.

Team building activities to re-energise are the most effective, and when combined with physical activity or social linkages, staff are more than happy to get involved. Even starting each staff meeting with a 'silly sport' or 'goofy game' helps to get a laugh and build staff morale.

"We have a family friendly week each term where we don't schedule any meetings and we encourage staff to leave straight after school," says Mitch. "We have also negotiated a staff discount at a local gym, which almost half of our staff have taken up."

Three years into their Healthier Work approach, the school knows the investment they make is worth the effort.

"We have seen a number of significant benefits by investing in the health and wellbeing of our staff," Mitch explains. "Staff absenteeism has substantially reduced, which can be a major disruption for a school. We also have far less staff turnover, enabling us to keep our team together and move forward with our vision."

