The Australian Principal Occupational Health, Safety and Wellbeing Survey 2019 Data

Catholic Secondary Principals Australia (CaSPA)

A Full Response

CaSPA welcomes the release and publication of The Australian Principal Occupational Health, Safety and Wellbeing Survey 2019 Data. The ten-year data is a highly valuable resource to inform the best ways for Governments and Systems to care for Principals and for Principals to care for themselves. The Recommendations developed from the data are also highly endorsed by CaSPA.

In line with the four Strategy recommendations of the 2019 Data Report, The CaSPA Board recommends Australian Governments and Catholic Education systems to consider the following:

**Strategy A: Improving the wellbeing of school leaders through professional support**

- Advocate for and work to implement the Key Recommendations from The Australian Principal Occupational Health, Safety and Wellbeing 2019 Data.
- Raise the profile of Principals, teachers and education workers within the community, especially following the key role they played during the COVID-19 pandemic. Acknowledge and promote their dedication and generosity during this challenging time.

**Strategy B: Professional learning**

- Support cross sectorial approach to Principal wellbeing such as in Western Australia.
- Provide professional learning for Principals to assist with abuse, personal wellbeing and safety.
- Give serious consideration for wellbeing and professional learning to be a part of Principals Salaries and Conditions Agreements.
Strategy C: Review work practices

- Acknowledge the high time demands and compensate in the demands in the total employment package.
- Reduce demands, compliance and allow greater collaboration in professional reviews from Governments and Catholic Education System Offices.
- Consider the increasing complexities and search for ways to compensate and support wellbeing in judgement and person, without reducing autonomy, which has a proven outcome in leadership.
- Monitor Governance Structures / Systems to ensure there is trust, Principal Autonomy and respect for personal privacy.
- Collaborate with CaSPA to achieve appropriate and positive outcomes particularly in Salaries & Conditions negotiations.

Strategy D: Address bullying and violence

- Reduce violence and abuse towards Principals particularly in the Remote areas of Australia.
- Advocate for the professionalism and profile of Educational Leaders in the broader community.
- Place more focus on support for Principals in difficult situations in preference to a compliance paradigm.

CaSPA looks forward to participating in good faith with Principals, Governments and Catholic Education Systems to improve the conditions for current and emerging school leaders. CaSPA also encourages Governments to take a long-term bipartisan plan for education. High functioning Principals have a direct correlation to high quality staff performance and improved student outcomes. CaSPA also remains committed to supporting cross-sector approaches for the long-term benefit of all students in Australian Education.

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