



Psychosocial Safety Program for Independent Schools

Build a compliant and sustainable approach to psychosocial risk management within 9 months.

The Psychosocial Safety Program for Independent Schools is an all-new program from FlourishDx tailored specifically for the needs of independent schools in Australia.

The education sector is one of the worst performing for mental injury workers compensation claims. School Board directors and school leaders are all accountable for ensuring the working environment is psychologically healthy under WHS legislation. Wellbeing and EAP programs will not meet this responsibility.

The 9-month program will provide participating schools with all the tools and know-how they need to implement a comprehensive program of works that meets the needs of their Board, WHS regulators, and school community members.

Working in a cohort of up to 20 schools, participants will benefit from formal instruction, policy templates and tools, and supervised psychosocial risk management activities facilitated through monthly community of practice sessions.

Target Audience

The PSPIS program is designed specifically for those working in schools responsible for staff wellbeing and compliance. This includes:

- ✓ Deputy Principals
- ✓ Human Resources
- ✓ Health and Safety
- ✓ Compliance Officers
- ✓ Wellbeing Leads

Feedback from Previous Psychosocial Safety Programs

FlourishDx has designed and facilitated several other cohort-based psychosocial safety programs across industries. This is what participants had to say about the program:



"Great Course"

"A great course. Certainly met my expectations and more. Great to hear from others and their experiences"



"Incredibly Practical"

"The course was incredibly practical, the reasonable pace and copious amount of additional resources was really unexpected."



"Highly Valuable"

"The sharing of knowledge in CoP sessions was highly valuable, which I had not anticipated coming into this course."



"Excellent"

"This was excellent, and I have already recommended it to others. Thank you!"

Participant Experience

- ✓ 6 x 1 hour live* and interactive Zoom lectures (available on-demand after)
- ✓ 6 x 1 hour Community of Practice Sessions
- ✓ Access to FlourishDx Software for program duration (psychosocial risk assessment, action planning and hazard reporting tools)
- ✓ Bonus video content

- ✓ Templates for policy, employee comms and Board reporting
- ✓ 6 quizzes to test learning
- ✓ 6 reflection exercises
- ✓ 9-months access to all lectures and content
- ✓ Email and Teams support from FlourishDx experts

*Live sessions are on Wednesdays at midday AEST/AEDT.

Content and Activities Overview

Introduction

Discover the latest in workplace mental health best practice including the three pillars of preventing harm, promoting flourishing and responding to ill-health.

Activity: Review current workplace mental health activities and gap analysis to compliance

Psychosocial Risk Assessment

Learn the ins and outs of psychosocial risk assessment to reliably understand likelihood and consequence of harm arising from work experiences.

Activity: Conduct a psychosocial risk assessment survey across school staff

Monitoring Psychosocial Controls

Discover why monitoring is important and the various data sources that can assist in monitoring the effectiveness of psychosocial risk controls in a school environment.

Activity: Create action plans within the FlourishDx software and assign ownership of actions

Structures and Systems

Learn about WHS legislation on psychosocial risk management and the obligations of schools to prevent psychological harm.

Activity: Use templates to update or create psychosocial policies and staff communications

Action Plan Development

Learn how to unpack survey results with staff via an effective focus group. Gain input into actions that follow the hierarchy of controls and reduce risks.

Activity: Conduct focus groups with groups of staff

Continuous Improvement and Reporting

Learn how to make your psychosocial safety program sustainable, stand up to regulator inspection, and provide assurance to the Board so they can exercise due diligence.

Activity: Plan how you will monitor and report on activities to school leadership and Board

Your Instructors



Lead Instructor: Jason van Schie

Jason is a Master's degree accredited Psychologist with a primary focus on human factors. He is the founder of FlourishDx and co-hosts 'Psych Health and Safety' podcast with other experts.



Support Instructor: Dr Alicia Papas

Alicia is a registered Clinical Psychologist, with a Doctorate in the field. She has in-depth knowledge of workplace mental health from her work in academia and as a consultant (internal and external).



Support Instructor: Joelle Mitchell

Joelle is a registered Organisational Psychologist and ISO 45001 lead auditor. She has a wealth of experience in consultancy and at a regulator as a human factors expert.



Support Instructor: Heather Ikin

Heather is a registered Organisational Psychologist. She chaired the peak body in Australia for Organisational Psychologists for several years and contributed to national best practice approaches.