

Health and Wellness Policy

Web Link	
Category	Policy
Version	1.2
Policy Contact	Director of Academic Programs
Approving Authority	Academic Governance Board
Endorsing Authority	Executive Leadership Capability Advisory Committee (ELCAC)
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Related Documents	<p>External Agencies</p> <p>Australian Federal Police Corporate Plan 2021-2022</p> <p>Australian Federal Police SHIELD program</p> <p>Australian Federal Police Health and Wellbeing Strategy 2018-2023</p> <p>Australian Federal Police Diversity and Inclusion Strategy 2023-26</p> <p>World Health Organisation Healthy Workplace Framework and Model (2010)</p> <p>AIPM</p> <p>Health and Wellness Strategy (2023-2026)</p> <p>Equity, Diversity and Inclusion Policy</p> <p>Student Health and Wellness Procedure</p> <p>Sexual Harassment and Sexual Assault Policy and associated Procedure for Students</p>

1. Purpose

- 1.1 The Australian Institute of Police Management (AIPM) is committed to the health, safety and wellbeing of its staff, students and affiliates.
- 1.2 This policy provides a framework for AIPM's commitment to providing a safe and supportive environment for work and study within the higher education programs. It is guided by the [World Health Organisation Healthy Workplace Framework and Model \(2010\)](#) and is in accordance with the relevant sections of the [Work Health and Safety Act 2011 \(NSW\)](#), the [Australian Federal Police \(AFP\) Corporate Plan 2022-2023](#), current AFP strategies such as set out in 2.2, and other relevant legislation.

2. Scope

- 2.1 This policy applies to all staff (refer [Definitions](#)), students and visitors to the AIPM.
- 2.2 This policy should be read in conjunction with the [AFP Health and Wellbeing Strategy](#), [AFP Diversity and Inclusion Strategy 2023-26](#), [AIPM Equity, Diversity and Inclusion Policy](#), and the [AIPM Sexual Harassment and Sexual Assault Policy](#).

3. Policy Principles

- 3.1 Health and wellness as discussed within this policy encompasses physical, mental and social health.
- 3.2 A healthy work and study environment is one in which all participants collaborate in a continual improvement process to protect and promote the health, safety and wellbeing of each other. This includes both health protection and health promotion.
- 3.3 Student self-disclosure is encouraged by notifying relevant staff about their own wellbeing and safety, as well as any risks they may pose to self and others, so reasonable adjustments to the learning environment and the conduct of assessment may be made, to facilitate effective participation and progress in learning.
- 3.4 Within the broader AIPM Health and Wellness Strategy, the AIPM will place an emphasis on strategies that champion mental health promoting practices or initiatives, including targeted mental health initiatives to support the specific needs of the student population.

4. Policy Statements

- 4.1 The AIPM undertakes the following activities to provide an environment that supports the health, safety and wellbeing of its staff, students and visitors:
 - 4.1.1 Complies with health and safety legislation as well as other requirements such as codes of practice, Australian Standards and AFP strategies, as detailed in clauses 1.2 and 2.2.
 - 4.1.2 Provides and disseminates health and safety training and information, including mental health literacy training to staff, students and where appropriate, affiliates.
 - 4.1.3 Develops and implements wellness initiatives, activities and support (refer the AIPM [Health and Wellness Strategy](#) and [Student Health and Wellness Procedure](#)). This includes student access to the AFP Health and Fitness team and the AFP SHIELD Triage team (SHIELD-Triage@afp.gov.au), [a one-stop-shop for all health and wellbeing related advice and giving access to a team of clinicians and health professionals and health and education programs. Refer Student Health and Wellness Procedures Section 3 for more details.](#)
 - 4.1.4 Develops and implements processes to facilitate the early identification of and/or management of concerns relating to a student's mental or physical wellbeing, in keeping with the [Health and Wellness Strategy](#), and as set out in the [Student Health and Wellness Procedure](#).
 - 4.1.5 Ensures that decision making considers student wellbeing and safety, and acknowledges impact on mental wellbeing, when developing and enacting AIPM academic policies and procedures.
 - 4.1.6 Ensures that all documentation relating to student wellbeing, safety and fitness to study concerns are kept confidential and disclosed only to those persons who have a right to the information by virtue of their role in the process, or as required by law.

- 4.1.7 Reports regularly on health, safety and wellbeing matters to the Academic Governance Board and through them and the Head of School, to the Executive Leadership Capability Advisory Committee (ELCAC) and the AIPM Board.
- 4.2 The AIPM will maintain a Health and Wellness Strategy that will detail the activities required to provide a work and study environment which is healthy and safe, and which promotes the physical and mental wellbeing of AIPM staff, students and community.

5. Definitions

Staff includes continuing, fixed-term, casual, affiliate and visiting staff associated with the learning, teaching and scholarly activities of the AIPM.

REVISION HISTORY				
Version	Endorsed By	Approved By	Approval Date	Description of changes
1.0	ELCAC	AGB	1.7.23	New document.
1.1	N/R (minor)	DAP on behalf AGB	4.8.23	Update of cross references to (corrected) title of Health and Wellness Procedure and Health and Wellness Strategy.
1.2	N/R (minor)	DAP on behalf AGB	24.4.25	Inclusion of reference to the AFP SHIELD program.