



THE "RIGHT TO DISCONNECT"

[A message from Mrs Karen Easton:](#)

As part of our ongoing commitment to fostering a supportive environment for both students and staff, I'd like to bring your attention to a recent development that impacts workplaces across Australia, including our own— the introduction of the "Right to Disconnect" laws.

These new guidelines aim to protect personal time by establishing boundaries between work and home life, something that I'm sure resonates with many of you. We recognise the importance of our staff being fully present during the college day, while also having the space to recharge during their personal time. Teaching is a unique profession, where even during personal time, staff may find themselves thinking about how to better assist their students. While this dedication is admirable, it is equally important to protect their time to rest and disconnect. This balance is essential, not only for their wellbeing but also for maintaining the high quality of education they provide to our students.

At Thomas Hassall Anglican College, we highly value our partnership with families, and we know how crucial effective communication is between home and college. While our teachers are dedicated to responding to queries as quickly as possible, they also manage a range of responsibilities both inside and outside the classroom. As a result, it is important to allow them

the appropriate time to respond thoughtfully to any questions or requests.

In line with the new laws, our staff are not required to respond to work-related emails during their personal or family time. We ask for your understanding in this regard. If you send an email to a staff member, please expect a response within two working days (48 hours). For example, if an email is sent on a Friday afternoon, it may not be answered until Tuesday of the following week. Part-time staff may need additional time, depending on their schedules. While many replies may come sooner, this timeframe ensures that teachers can manage their responsibilities without the expectation of being available outside college hours.

We believe this approach will help our staff maintain a healthy work-life balance and return to College feeling refreshed and ready to contribute to the learning environment. In cases of urgent matters or emergencies, we will respond as promptly as possible, as always.

Thank you for your understanding and continued support as we navigate these changes together.
