



Getting Started

Stage 1: Prioritising Staff Wellbeing

Establish staff wellbeing as a clear priority by building awareness and creating strong foundations through shared understanding and clarity of purpose.

Building Awareness

	Example Actions	What does good look like?
<p>All Staff recognise, staff wellbeing as a strategic priority aligned with our vision:</p> <p><i>As partners in Catholic Education, open to God’s presence, we pursue fullness of life for all.</i></p>	Individual Investment <ul style="list-style-type: none"> Take time to reflect on what wellbeing means to you as a staff member in Catholic Education—perhaps through journaling, prayer, or a quiet moment before class or a meeting—and consider how it influences relationships in your workplace. Engage in learning about the DOBCEL Staff Wellbeing guide and consider the elements of wellbeing, your engagement and daily practices that could enhance these. Reflect on how your role contributes to “fullness of life for all”. 	Individual Investment <ul style="list-style-type: none"> Recognise the impact of your role on the wellbeing, dignity and flourishing of others. Engage in regular personal reflection and prioritise your own wellbeing. Model positive self-care practices in your daily work. Consider developing a personal wellbeing plan to support and strengthen your wellbeing. Participate in open and respectful conversations about wellbeing. Recognise when support or adjustments are needed and respond accordingly.
	Collective Responsibility <ul style="list-style-type: none"> Encourage all staff to actively support and promote staff wellbeing. Provide opportunities for staff to build a shared understanding of wellbeing through professional learning and dialogue. Explore how staff wellbeing initiatives align with and strengthen the School Improvement Plan (SIP). Create opportunities for staff to contribute ideas and collaborate on wellbeing priorities. 	Collective Responsibility <ul style="list-style-type: none"> Regular staff meetings and discussions build shared understanding and invite all staff to co-design wellbeing initiatives and goals. Staff meetings and communications include a consistent focus on promoting and enhancing staff wellbeing. Staff wellbeing goals are clearly embedded within the School Improvement Plan and reviewed through leadership reflection. Staff voice is evident in the development and ongoing refinement of wellbeing initiatives.

Decide Based on Data

	Example Actions	What does good look like?
<p>Staff wellbeing workplace planning is informed by data and staff perspectives, ensuring actions are meaningful, responsive and grounded in evidence.</p> <p><i>Rooted in the Gospel, our approach to wellbeing honours the sacred dignity of every individual and the unique gifts they bring to the Body of Christ</i></p>	Individual Investment <ul style="list-style-type: none"> Engage honestly with surveys and self-assessments. Reflect on your own wellbeing needs and strengths to inform school planning. Provide feedback and ideas in an open and constructive way. Take opportunities to share your perspectives and experiences of wellbeing. 	Individual Investment <ul style="list-style-type: none"> Reflect on personal wellbeing using a self-assessment tool. Contribute to surveys by providing constructive suggestions for improvement. Participate in staff dialogue sessions about wellbeing priorities. Share your wellbeing strengths with others to help inform initiatives. Staff voice is evident in wellbeing discussions and planning.
	Collective Responsibility <ul style="list-style-type: none"> Review staff wellbeing data (surveys, engagement, absenteeism, feedback). Gather staff voice through surveys, pulse checks or discussions. Discuss insights together to identify strengths and improvement areas. Use insights to set wellbeing priorities, supported by a small working group. 	Collective Responsibility <ul style="list-style-type: none"> Leadership share wellbeing data and invite staff to interpret, reflect and contribute their perspectives in a safe and respectful environment. Staff participate in visioning and dialogue to identify aspirations and priorities for staff wellbeing. A staff wellbeing focus group gathers deeper insights and supports ongoing reflection on what is working well and where improvement is needed. Wellbeing initiatives are developed and shared based on evidence, staff voice and ongoing dialogue, ensuring staff can see how their feedback informs action.

Build Accountability

	Example Actions	What does good look like?
<p>Staff Wellbeing is strengthened through collaborative structures and shared responsibility, reflecting a collective commitment across the workplace.</p> <p><i>This reflects the Catholic understanding of community, where each person contributes to the wellbeing of the whole, much like the Body of Christ (1 Corinthians 12:12).</i></p>	Individual Investment <ul style="list-style-type: none"> • Model a culture of wellbeing by demonstrating respectful, inclusive and supportive behaviours. • Participate collaboratively in staff wellbeing initiatives or focus groups. • Contribute to wellbeing activities, such as supporting or leading small initiatives (e.g. walking or prayer groups). • Support and encourage colleagues by celebrating contributions, offering constructive feedback and assisting during busy periods. 	Individual Investment <ul style="list-style-type: none"> • Staff model positive wellbeing behaviours, support colleagues and celebrate staff wellbeing achievements. • Staff contribute to wellbeing planning, including participating in focus groups and ongoing improvement. • Wellbeing is part of regular staff dialogue, with colleagues supporting one another during busy or stressful times. • Leaders and staff review wellbeing progress together, ensuring initiatives are shared and sustained across teams.
	Collective Responsibility <ul style="list-style-type: none"> • Establish a staff wellbeing focus group to guide the wellbeing action plan. • Include wellbeing as a standing agenda item in meetings. • Provide professional learning on staff wellbeing. • Encourage staff collaboration and reflection on wellbeing initiatives. 	Collective Responsibility <ul style="list-style-type: none"> • A staff wellbeing group meets regularly and shares updates. • Wellbeing check-ins are included in staff meetings. • Staff share wellbeing practices after professional learning. • Staff and leaders review wellbeing initiatives together.