



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

*As partners in Catholic Education,
open to God's presence,
we pursue fullness of life for all.*

All Staff recognise, staff wellbeing as a strategic priority aligned with our vision.

Individual Investment

Example Actions

- 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”.

What does good look like?

- Reflect on personal wellbeing using a self-assessment tool.
- Contribute to staff wellbeing surveys by providing constructive suggestions for improvement.
- Participate in staff dialogue sessions about staff wellbeing initiatives.
- Share your wellbeing strengths with others to help inform initiatives.
- Staff voice is evident in staff wellbeing discussions and planning.

Collective Responsibility

Example Actions

- Encourage all staff to actively support and promote staff wellbeing.
- Provide opportunities for staff to build a shared understanding of workplace 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 staff wellbeing priorities.

What does good look like?

- Regular staff meetings and discussions build shared understanding and invite all staff to co-design staff 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 staff wellbeing initiatives.



DECIDE BASED ON DATA

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.

Staff wellbeing workplace planning is informed by data and staff perspectives, ensuring actions are meaningful, responsive and grounded in evidence.

Individual Investment

Example Actions

- Engage honestly with staff wellbeing surveys and self-assessments.
- Reflect on your own wellbeing needs and strengths to inform school staff wellbeing initiatives.
- Provide feedback and ideas in an open and constructive way.
- Take opportunities to share your perspectives and experiences of workplace wellbeing.

What does good look like?

- Reflect on personal wellbeing using a self-assessment tool.
- Contribute to staff wellbeing 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

Example Actions

- Review staff wellbeing data (surveys, engagement, absenteeism, feedback).
- Gather staff voice through surveys, pulse checks or discussions.
- Discuss insights collaboratively to identify strengths and opportunities to enhance staff wellbeing.
- Use insights from data to set staff wellbeing priorities, supported by a small working group.

What does good look like?

- Leadership share staff wellbeing data and invite staff to interpret, reflect and contribute their perspectives in a safe and respectful environment.
- Staff participate in dialogue to identify aspirations and priorities for staff wellbeing.
- A staff wellbeing focus group gathers deeper insights and reflect on what is working well and where opportunities for enhancements exist.
- Staff 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

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).

Staff Wellbeing is strengthened through collaborative structures and shared responsibility, reflecting a collective commitment across the workplace.

Individual Investment

Example Actions

- Model a culture of wellbeing by demonstrating respectful, inclusive and supportive behaviours.
- Participate collaboratively in staff wellbeing initiatives or focus groups.
- Contribute to staff 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 offering assistance to others.

What does good look like?

- Staff model positive wellbeing behaviours, support colleagues and celebrate staff wellbeing achievements.
- Staff contribute to workplace wellbeing by participating in focus groups, providing feedback, and supporting the ongoing enhancement of staff wellbeing.
- Wellbeing is part of regular staff dialogue, with colleagues supporting one another.
- Leaders and staff review staff wellbeing progress collaboratively, ensuring initiatives are shared and sustained across teams.

Collective Responsibility

Example Actions

- Establish a staff wellbeing focus group to guide staff wellbeing action plan.
- Include staff wellbeing as a standing agenda item in meetings.
- Provide professional learning on workplace wellbeing.
- Encourage staff collaboration and reflection on workplace wellbeing initiatives.

What does good look like?

- A staff wellbeing focus group meets regularly and shares updates.
- Staff wellbeing check-ins are included in staff meetings.
- Staff share wellbeing practices after professional learning.
- Staff and leaders review staff wellbeing initiatives collaboratively.