



Getting Started

Stage 2: Development in Staff Wellbeing

Develop and implement targeted actions that respond to your workplace's identified staff wellbeing needs.



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



PRIORITISE ACTIONS

Rooted in wisdom and discernment, we seek to determine what is best by listening to our community, understanding identified needs and implementing wellbeing actions that support the flourishing of all (Philippians 1:9–10).

Staff wellbeing initiatives are intentionally selected and prioritised based on identified workplace needs and available evidence.

Individual Investment

Example Actions

- Engage with and support the agreed staff wellbeing initiatives at your workplace.
- Reflect on how your own wellbeing practices contribute to the collective wellbeing of the workplace.
- Participate in staff wellbeing initiatives and provide constructive feedback on their effectiveness.
- Be open to trying new approaches that support your own wellbeing and that of others.

What does good look like?

- Staff understand the agreed staff wellbeing priorities and actively participate in agreed initiatives at the workplace.
- Staff demonstrate ownership of staff wellbeing by contributing positively to agreed actions.
- Staff regularly reflect on their own wellbeing and identify opportunities for personal growth.
- Staff embrace new wellbeing practices and contribute ideas for continuous improvement.

Collective Responsibility

Example Actions

- Develop a Staff Wellbeing Action Plan based on staff voice, data and identified priorities and opportunities for enhancement.
- Prioritise a small number of achievable staff wellbeing initiatives that respond to identified needs.
- Foster shared leadership responsibility to support the implementation and embedding of staff wellbeing initiatives.
- Regularly communicate progress and celebrate milestones with all staff.

What does good look like?

- A clear wellbeing action plan identifies agreed priorities, actions, responsibilities and measures of success.
- Wellbeing initiatives are targeted, achievable and clearly linked to staff feedback and workplace data.
- Staff understand the wellbeing priorities, why they have been selected, and how leadership and staff work together to implement them.
- Progress is regularly reviewed and communicated, with staff recognising enhancements in workplace wellbeing.



BUILD CAPABILITY

As we grow in knowledge, skills and confidence, we strengthen not only our own wellbeing but also the wellbeing of the whole community through the gifts we each bring.

Staff are equipped with the knowledge, skills and confidence to support their own wellbeing and contribute positively to workplace wellbeing.

Individual Investment

Example Actions

- Participate in professional learning that strengthens your understanding of staff wellbeing.
- Apply practical wellbeing strategies within your daily work practices.
- Develop the confidence to seek support and access available wellbeing resources when needed.
- Share knowledge, ideas and effective staff wellbeing practices with colleagues.

What does good look like?

- Staff actively engage in learning opportunities that support their own wellbeing and professional growth.
- Staff confidently apply wellbeing strategies that promote healthy and sustainable work practices.
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- Staff know where to access support and feel confident to seek assistance when required.
- Staff contribute positively to a culture of shared learning and mutual support.

Collective Responsibility

Example Actions

- Provide professional learning aligned to identified wellbeing priorities.
- Build leaders' capability to have supportive wellbeing conversations and respond appropriately to staff needs.
- Promote awareness of available wellbeing resources, supports and services.
- Create opportunities for staff to learn from one another and share successful wellbeing practices.

What does good look like?

- Professional learning opportunities reflect the wellbeing needs identified through staff voice and workplace data.
- Leaders demonstrate confidence in supporting staff wellbeing and facilitating meaningful wellbeing conversations.
- Staff understand and can readily access wellbeing resources and supports available to them.
- Wellbeing knowledge and effective practices are shared across teams, strengthening a culture of continuous learning.



REVIEW AND ADAPT

*"Test everything; hold fast to what is good."
(1 Thessalonians 5:21)*

Wellbeing actions are regularly reviewed to ensure they remain meaningful, responsive and effective.

Individual Investment

Example Actions

- Reflect regularly on the impact of wellbeing initiatives and your own wellbeing practices.
- Provide honest and constructive feedback to support continuous improvement.
- Be open to adapting personal wellbeing practices as needs and circumstances change.
- Celebrate successes and recognise opportunities for further growth.

What does good look like?

- Staff regularly reflect on their own wellbeing and the impact of wellbeing initiatives.
- Staff confidently share ideas and feedback that contribute to improving workplace wellbeing
- Staff demonstrate flexibility and a willingness to try new approaches that support wellbeing
- Staff acknowledge progress while identifying opportunities to strengthen staff wellbeing.

Collective Responsibility

Example Actions

- Regularly review the Staff Wellbeing Action Plan using staff voice, feedback and workplace data.
- Gather ongoing staff feedback through conversations, pulse surveys or wellbeing check-ins.
- Celebrate achievements and recognise progress towards wellbeing goals.
- Refine wellbeing priorities and actions in response to emerging needs and changing circumstances.

What does good look like?

- Staff wellbeing initiatives are regularly evaluated to ensure they remain relevant and effective.
- Staff can clearly see how their feedback informs staff wellbeing decisions and future actions.
- Successes are acknowledged, shared and celebrated across the workplace.
- Wellbeing practices continue to evolve, remaining responsive, sustainable and embedded within the workplace culture.