

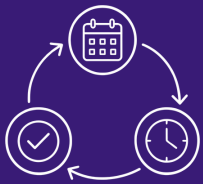


Getting Started

Stage 3: Embedding Staff Wellbeing

Ensure wellbeing becomes a sustained, integrated part of workplace culture.





EMBED INTO EVERYDAY PRACTICE

*"Whatever you do, in word or deed,
do everything in the name of the Lord
Jesus..." (Colossians 3:17)*

Wellbeing is embedded into everyday leadership, decision-making and workplace practices, ensuring it remains a shared responsibility across the workplace.

Individual Investment

Example Actions

- Model positive wellbeing behaviours through everyday interactions and decision-making.
- Continue to prioritise your own wellbeing and encourage others to do the same.
- Consider the wellbeing of others when making everyday decisions.
- Actively contribute to maintaining a positive workplace culture.

What does good look like?

- Staff consistently demonstrate behaviours that contribute to a respectful, healthy and supportive workplace.
- Staff maintain healthy wellbeing practices and positively influence others.
- Staff contribute to a culture where wellbeing is everyone's responsibility.
- Staff consistently model the values and behaviours that strengthen workplace wellbeing.

Collective Responsibility

Example Actions

- Embed staff wellbeing into meetings, planning and workplace practices.
- Ensure staff wellbeing is reflected in leadership practices and workplace priorities.
- Include staff wellbeing in induction, mentoring and ongoing staff development.
- Continue to strengthen and sustain staff wellbeing initiatives through shared responsibility and ongoing commitment.

What does good look like?

- Wellbeing is routinely considered in workplace planning and decision-making.
- Leaders consistently model and reinforce staff wellbeing through everyday practice.
- New and existing staff experience staff wellbeing as a natural part of workplace culture.
- Staff wellbeing remains a visible and valued workplace priority.



STRENGTHEN CULTURE

Strong, respectful relationships and a shared commitment to wellbeing foster a workplace culture where all staff feel valued, connected and able to flourish.

Positive relationships, trust and psychological safety create an environment where individuals and teams can flourish together.

Individual Investment

Example Actions

- Foster respectful, trusting and supportive relationships.
- Celebrate the strengths and achievements of colleagues.
- Encourage open, honest and respectful conversations.
- Contribute positively to workplace culture through everyday actions.

What does good look like?

- Staff demonstrate trust, respect and genuine care for one another.
- Recognition and appreciation are evident across the workplace.
- Staff feel psychologically safe to share ideas and concerns.
- Staff actively strengthen a culture of belonging and inclusion.

Collective Responsibility

Example Actions

- Celebrate staff wellbeing achievements and successes.
- Continue providing opportunities for staff voice and collaboration.
- Encourage collaboration across teams and leadership.
- Share successful staff wellbeing practices across the workplace.

What does good look like?

- Successes are regularly recognised and celebrated.
- Staff feel heard, valued and involved in shaping workplace wellbeing.
- Relationships across the workplace are characterised by trust and shared purpose.
- Effective wellbeing practices become embedded across teams within the workplace.



SUSTAIN AND GROW

"Let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up." (Galatians 6:9)

Staff wellbeing is continuously strengthened through reflection, evaluation and a commitment to ongoing improvement.

Individual Investment

Example Actions

- Continue reflecting on and strengthening your personal wellbeing.
- Share ideas that support continuous improvement.
- Mentor and encourage others in sustaining healthy workplace practices.
- Celebrate progress and embrace opportunities to grow.

What does good look like?

- Staff demonstrate an ongoing commitment to their own wellbeing and professional growth.
- Staff actively contribute suggestions that strengthen workplace wellbeing.
- Staff willingly support colleagues to maintain positive wellbeing practices.
- Staff recognise wellbeing as an ongoing journey and shared responsibility, rather than a one-off initiative.

Collective Responsibility

Example Actions

- Review staff wellbeing outcomes annually using staff voice and workplace data.
- Refresh staff wellbeing goals and action plans to maintain relevance.
- Share successful practices across teams and the workplace.
- Continue to invest in leadership, capability and workplace wellbeing.

What does good look like?

- Wellbeing priorities continue to evolve in response to changing workplace needs.
- Workplace wellbeing is continually strengthened through evaluation and improvement.
- Effective wellbeing practices are sustained and shared across the organisation.
- Staff wellbeing is recognised as an integral part of organisational culture and continuous improvement.