

# Wellbeing Elements - Leaders

## Element



## Spiritual

## Strategies

- Lead initiatives that enhance understanding and expression of Catholic tradition across the school community.
- Provide staff with access to formation, dialogue, and learning experiences that explore Catholic values, mission, and spirituality.
- Collaborate with Catholic Identity and Mission experts to support staff in growing their knowledge and practice of Catholic Identity and spiritual wellbeing.
- Create space for all staff to engage in spiritual renewal, reflection, and connection—honouring both personal and collective journeys.
- Invite local Elders and Education Officers to share cultural wisdom, fostering respectful engagement with Indigenous spirituality and wellbeing.
- Connect with Laudato Si' and care for creation by encouraging reflection on ecological spirituality, recognising the sacredness of the Earth and our shared responsibility to protect it.

## Resources

- Enhancing Catholic School Identity: [ECSI](#)
- Catholic Diocese of Ballarat: [Website](#)
- Catholic Earthcare Ballarat Diocese: [Laudato Si'](#)
- AITSL: [Cultural Responsiveness](#)
- Caritas Australia: [Website and Resources](#)
- Volunteering Victoria: [Website](#)



## Emotional

- Provide access to Employee Assistance programs and initiatives.
- Lead by example in reward and recognition achievements.
- Seek opportunities for further education in leading others and recognising signs of a decline in emotional health.
- Provide opportunities for all staff to complete Mental Health First Aid Training.
- Seek support for specialised practitioners to assist with referral information to support staff.
- Access Professional supervision for a structured and confidential space to support own personal and professional wellbeing.

Manager Resources - Employee Assistance Program: [Converge](#)

Beyou: [Wellbeing Tools for leaders](#)

Be You: [Educator wellbeing within your learning community.](#)

Business Victoria: [Create a Mentally Healthy Workplace](#)

WorkSafe: [Preventing and managing work related stress](#)

The Resilience Project: [Website and Resources](#)

Black Dog Institute: [Keeping your team healthy. What can you do as a manager to help?](#)

Department of Education: [Mental Health and Wellbeing – Employees](#)

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### Social

## Strategies

- Model inclusive and relational leadership that prioritises connection, respect, and belonging across the school or system.
- Champion initiatives that foster collegiality and collaboration, such as staff social events, cross-school networks, or peer mentoring.
- Lead the opportunity to celebrate achievements from within the school staff community.
- Proactively identify and respond to signs of social disconnection, isolation, or conflict within teams or school communities.

## Resources

AITSL: [The Essential Guide to Professional Learning: Collaboration](#)

Employee Connection Ideas: [Article](#)

Celebrating success in the workplace: [A Guide for Managers](#)

Effective Mentoring Program: [EMP](#)

VIT- Mentoring and Effective Mentoring Program: [EMP](#)

Crucial Conversations- Facilitated by DOBCEL CEB: [PL Calendar](#)



### Physical

- Advocate for and invest in workplace health initiatives that support physical wellbeing.
- Ensure workplace procedures and practices support physical wellbeing by encouraging movement, rest, and sustainable work habits throughout the day.
- Lead by example in prioritising physical health and modelling sustainable work habits.
- Partner with health professionals or wellbeing consultants to support staff needs across schools and the system.

Healthy Eating Advisory Service (HEAS): [Staff rooms and staff kitchens](#)

Department of Health and Aged Care: [Physical Activity and Exercise Guidelines](#)

Walking for Health: [Victoria Walks](#)

Promote Physical Activity in the Workplace: [Article](#)

Healthy Workplaces: [Physical Activity guide](#)

Workstation Ergonomic Set Up: [WorkSafe and Setting up your workstation](#)

Workstation Assessment Tool: [DOBCEL Template](#)

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## Strategies

- Promote a culture of continuous learning and reflective practice across schools and the system.
- Provide access to high-quality professional development aligned with strategic priorities.
- Recognise and support individual growth pathways, including leadership development.
- Model lifelong learning and encourage innovation and inquiry in educational practice.
- Engage in Professional Supervision for support reflective dialogue and goal setting.

## Resources

DOBCEL: [Leadership competency Framework](#)

DOBCEL: [Professional learning Calendar](#)

AITSL: [Resources to build Leadership in Australian Schools](#)

AITSL: [Develop yourself as a leader](#)

AITSL: [Develop others](#)

Effective Mentoring Program: [EMP](#)

VIT- Mentoring and Effective Mentoring Program: [EMP](#)

Converge: [Career coaching](#)

Victorian Academy of Teaching and Leadership: [Resources](#)



- Develop and implement procedures and practices that uphold fairness, safety, and equity.
- Establish structures that monitor and respond to workplace risks, including psychosocial hazards, discrimination, and workload pressures.
- Embed wellbeing into strategic planning, ensuring it is a core consideration in decision-making, resource allocation, and leadership development.
- Build capacity in leaders at all levels to foster inclusive, respectful, and psychologically safe environments.
- Partner with CEB People and Development to audit, evaluate, and continuously improve workplace wellbeing practices.

Nous: [Better workload management can help schools focus on what matters most](#)

The Department of Education Victoria: [Respectful workplaces](#)

The Department of Education Victoria: [Psychological Health and Safety](#)