



Gladstone South State Primary

Staff Wellbeing Framework



At Gladstone South State School we recognise that our staff are immersed in emotionally and cognitively challenging work. This type of work can impact on the health and wellbeing of everyone. By supporting our staff we aim to empower them to adopt healthy behaviours and build a supportive work environment. Staff wellbeing is essential to ensuring success for our students and within the community.

	Physical Wellbeing	Psychological Wellbeing	Social & Community Engagement	Occupational Wellbeing	Financial / Personal Resources
Wellbeing goals	<ul style="list-style-type: none"> -Improve the physical health of staff through addressing lifestyle risk factors. eg- smoking, physical activity, nutrition -Provide staff with opportunities to access health information. -Implement staff motivation challenge 	<ul style="list-style-type: none"> -Ensure all staff are accepted and valued as individuals -Improve the mental health of school staff -Provide information and resources to support mental health practices -Increasing the resilience and stress management of staff 	<ul style="list-style-type: none"> -Develop links with organisations that support and deliver wellbeing -Maintain opportunities for staff to be involved in fundraising and charity work -Involve staff in community events impacting the school -Sustain social engagements within the staff 	<ul style="list-style-type: none"> -Provide opportunities for staff to participate in coaching and mentoring practices -Provide access to professional development -Networking with other schools in the region 	<ul style="list-style-type: none"> - Provide information and resources to staff regarding financial services -Providing information regarding school budgeting and processes
Actions	<ul style="list-style-type: none"> -Use staff meetings to promote healthy lifestyle changes -Direct staff to the correct health organisations and engage experts in improving physical choices -Promote safe hygiene practices – signage, full soap dispensers -Hold regular wellbeing meetings to address any concerns or issues. -Create a staff wellbeing challenge – eg. 10 000 steps a day 	<ul style="list-style-type: none"> -Recognise staff for the work they do. eg shout out board -Provide staff with mental health resources eg websites and phone numbers for supporting agencies -Engage in community wellbeing initiatives focusing on individuals – “R U OK” day, national bullying day. -Invite organisation to work with staff to assist them in increasing resilience and managing stress. 	<ul style="list-style-type: none"> -Promote the work of staff through school face book page, newsletter, P&C events -Encourage staff to participate in local community events – (ANZAC DAY, Relay for Life, Election BBQ) -Encourage staff to participate and come along to social gatherings and events -Encourage staff to be active within the school social club 	<ul style="list-style-type: none"> -Develop links with nearby schools for staff to form networks – eg moderation - Update staff regularly on upcoming professional development and the process involved. - New staff to complete school induction process -Provide staff with the chance to participate in collegial coaching practices. 	<ul style="list-style-type: none"> - Invite guest speakers to staff meetings (superannuation, salary sacrifice, financial advisors (e.g. budgeting) etc.) -Share information and resources related to personal finances -Demonstrate to staff the budgeting processes involved for funding certain practices within the school. (eg – photocopying, resources, staffing)

