

Leadership Commitment

Staff Wellbeing



Guidance: Demonstrating Leadership Support and Commitment

School leadership that values, prioritises, and supports staff wellbeing benefits the school and the staff members. Within a whole-school approach at an individual, social, and organisational level, schools can strengthen a climate where staff feel connected, engaged and appreciated.

Practical Tips:

- *Establish a staff wellbeing team that meets regularly to discuss staff wellbeing, coordinate meaningful wellbeing initiatives, and review and monitor wellbeing outcomes.*
- *Develop a Staff Wellbeing Approach to strengthen a shared understanding of wellbeing that links to the school's values and ethos.*

Considerations when establishing a staff wellbeing team:

- ***Who** will lead the staff wellbeing team? Who is included in the staff wellbeing team? Are there teaching and non-teaching staff on the team and representatives from all parts of the school e.g. Primary, Secondary, Boarding?*
- ***How** will the team be formed? How will the team operate? (consider purpose and scope)*
- ***When** will the team meet?*
- ***Where** will the team meet?*

Considerations when establishing a staff wellbeing approach:

- ***How** does our school define wellbeing and how does staff wellbeing align with this?*
- ***What** are the overarching goals for staff wellbeing?*
- ***What** are the specific objectives and strategies and why are they needed?*
- ***Who** is responsible for planning the staff wellbeing strategy and initiatives?*
- ***Who** is responsible for setting targets?*
- ***How** will the staff wellbeing activities/initiatives be funded?*
- ***How** can all staff be involved?*
- ***How** will progress and effectiveness be monitored?*
- ***How** will the activities be implemented?*
- ***How** will barriers to staff engagement be addressed?*
- ***When** will staff wellbeing activities/initiatives take place?*
- ***When** will the activities/initiatives be evaluated?*