

Wellbeing

Wellbeing is a state in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. (WHO, 2016). Our school aims to achieve a healthy, happy workplace for all, through

- embedded shared values
- positive trusting relationships
- information
- staff trained in the range of insights, strategies and tools
- proactive and reactive planning and supports
- feedback and reporting e.g., surveys, human resources data, worker's compensation data, Working for Queensland and School Opinion data
- celebration events and activities including staff awards, annual values awards
- reflection, evaluation and future planning activities.

The Department of Education which is our employer, and our school, are strongly committed to staff wellbeing, enacting the Staff Wellbeing Framework. Aspects within the framework are physical, psychological, financial, occupational, and social and community engagement factors.

Activities typically supported across our staff include

- Encouraging good nutrition, and physical activity.
- Reminders about keeping alcohol consumption to healthy limits.
- Discouraging smoking and drug use, including vaping.
- Providing health information and opportunities for screening.
- Providing on campus vaccination opportunities through pro bono medical doctor attendance.
- Explicit and implicit supports for positive mental health.
- Promoting resilience and stress management.
- Access to the Department of Education wellbeing and counselling service – Lifeworks.
- Fostering social and community engagement including trivia nights, social events, team drinks and meal events, staff morning teas and working bees.
- Encouraging charity donation activities.
- Facilitating opportunities for staff to build social capital within our squad and beyond.
- Promoting professional and personal capability development.
- Fostering sharing, mentoring and coaching, including through the school-resourced Team Time initiative for teachers.
- Structuring teaching team sessions including teachers, teacher aides, youth workers, therapists and school leaders.
- Enabling career planning and supporting transition into and beyond the school.
- Enabling accurate and beneficial financial literacy, budgeting and financial planning through qualified pro bono sessions for staff.
- Encouraging staff to make informed choices regarding investments, mortgages and insurance through provision of qualified pro bono sessions for staff.
- Facilitating informed superannuation and retirement planning through qualified pro bono sessions for staff.

Our school's Health and Safety Committee addresses physical and psychological safety and wellbeing issues. The committee, chaired by the Principal, meets at least once per term. The committee manages issues within the school's Annual Safety Assessment, ensuring maximal safety for all on campus. In addition, the committee organises a range of wellbeing activities, supports and events to support wellbeing for us all.



My Good Day Plan

Many people find it helpful to complete and post when it serves as a remind, w Good Day Plan. It might look at bit like this.



Good Day Plan

Name:

Today's Date:

Good Day	Now	Action	Support
What happens on a Good Day?	Does it happen now?	What needs to happen to make it a Good Day?	Who can help me?

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Effective Problem Solving

Having a clear process for effective problem solving helps our wellbeing and makes it easier for each of us to take charge of our own welling. A helpful process might look like this.

PROBLEM	Possible counter measures and Plan										
CURRENT CONDITION	<table border="1"> <thead> <tr> <th>Counter measures</th> <th></th> </tr> </thead> <tbody> <tr> <td>1</td> <td></td> </tr> <tr> <td>2</td> <td></td> </tr> <tr> <td>3</td> <td></td> </tr> <tr> <td>4</td> <td></td> </tr> </tbody> </table>	Counter measures		1		2		3		4	
Counter measures											
1											
2											
3											
4											
	Impact on Target										
GOALS AND TARGETS FOR DESIRED CONDITION	CHECK RESULTS										
ROOT CAUSE ANALYSIS	FOLLOW UP AND REVIEW										

