

STAFF WELLBEING FRAMEWORK



Staff wellbeing is a responsibility shared between Catholic Schools Parramatta Diocese (CSPD) and individual employees. CSPD values and respects all employees and recognises that our people are our most valuable asset in achieving quality outcomes for students. CSPD promotes the link between student success and staff wellbeing. An important contributor to wellbeing is when staff and students are engaged in work that has meaning and purpose. Professional satisfaction comes from feeling purposeful, respected and successful at work.

The approach to staff wellbeing is based on the belief that God's plan is for every person to achieve fullness of life (John 10:10) and that people working in community bring different and diverse gifts. St Paul teaches that **"...there are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all"** (1 Corinthians 12:4-11). In the same way, our response to the wellbeing needs of our staff reflects the diverse skills and experiences that each employee brings to their work and to their team.

Wellbeing in the workplace flourishes in the context of Catholic community and respectful, collaborative relationships. Leadership for wellbeing requires acting with justice, compassion and a commitment to synodality.

CSPD has a legal and moral obligation to ensure our workplaces are safe, inclusive and supportive. The purpose of this framework is to provide direction to all teams, leaders and employees, informed by data, that will enhance the conditions and environment in which every employee can support their own wellbeing and contribute to the wellbeing of their colleagues. This framework is informed by the CSPD Staff Wellbeing Policy.



Catholic Schools Parramatta Diocese (CSPD) is a ministry of the Catholic Church at the service of the people of Western Sydney and the Blue Mountains. CSPD strives to be an exemplary employer whose strategic intent is to transform the learning of each student and enrich the professional lives of staff within a Catholic learning community. The health and wellbeing of our staff is a key priority in carrying out this mission and is inextricably linked to the learning and wellbeing of our students and the flourishing of our learning communities. CSPD recognises that *“health is central to an individual’s sense of wholeness and wellbeing”*¹.

Five elements of the CSPD framework for staff wellbeing have been identified:

VALUE

CSPD, schools, teams and leaders seek to value, celebrate and recognise the contributions of our employees and teams in informal and formal ways.



We value our people and celebrate excellent contributions to our shared mission

INNOVATION

Staff and leaders aim to work collaboratively in ways that are innovative, healthy and contribute to the CSPD strategic intent.



Learning and leading together, we can examine healthier ways of working

Principles of Wellbeing

Wellbeing is defined as “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”, as well as the capacity and skills to achieve this state. The aspects of wellbeing include:

SPIRITUAL WELLBEING • The approach to staff wellbeing is based on the belief that God’s plan is for every person to achieve fullness of life (John 10:10) and that people working in community bring different and diverse gifts.

PHYSICAL WELLBEING • The ability to maintain a healthy quality of life that allows us to get the most out of our daily activities without undue fatigue or physical stress or risks to our safety.

PSYCHOLOGICAL WELLBEING • When you are psychologically well, you have positive feelings about yourself, you’re content with your situation in life and can derive pleasure and fulfilment from daily activities, and you feel optimistic for the future and have resilience in coping and emotional regulation.

FINANCIAL WELLBEING • Taking control of our finances and having the financial freedom to make choices to allow us to enjoy life and have financial security.

COMMUNITY WELLBEING • This relates to having connections and a sense of belonging with the people around us and being part of something greater.

¹VanderWeele, Promotion of Human Flourishing, 8148.

LEADERSHIP



Our leaders will co-create opportunities for us to support our wellbeing at work

Leaders are provided opportunities to develop their own skills and capacity to respond to the mental health and wellbeing needs of their teams.

ENGAGEMENT



We can collaborate to explore and suggest what wellbeing at work can look like

Staff are encouraged to engage with their teams, colleagues and leaders to increase their capacity to manage their wellbeing and contribute to the general wellbeing of their workplace.

AGENCY



We share responsibility for our wellbeing at work and can take steps to look after ourselves and each other

Wellbeing is the personal and shared responsibility of each staff member. Leading together, we facilitate the conditions, leadership and resources to support individuals to protect and enhance our wellbeing and resilience at work.

“We are called to live a new paradigm not of top-down linear thinking, and competition, but that of shared purpose, diversity, inclusion and agency”

BISHOP VINCENT LONG 2023



EFFECTIVE PRACTICES FOR DEVELOPING AND SUPPORTING STAFF WELLBEING AT A SYSTEM, SCHOOL, TEAM AND INDIVIDUAL LEVEL.



LEADERSHIP

- L1** CSPD will provide support to System Leaders in ways which acknowledge the particular wellbeing demands of leadership

- L2** System Leaders will allocate resources in the area of staff wellbeing

- L3** CSPD will provide opportunities for data-informed professional learning for System Leaders in the area of mental health, wellbeing and people management

- L4** System Leaders exemplify, set and maintain high standards for respectful, collaborative and professional relationships and communication in the workplace

- L5** Conflicts and disputes will be managed respectfully, compassionately and according to the principles of procedural fairness. Where necessary, external specialist support is provided to System Leaders by CSPD



VALUE

- V1** CSPD will explore an awards scheme for the recognition of staff excellence at school and team level, with nominated staff members being considered for recognition at system level

- V2** CSPD will seek opportunities to share the good news of its employees' achievements across diverse forums and platforms

- V3** Schools and teams are encouraged to collaborate and consult to find authentic ways to celebrate and recognise staff achievements and contributions at every opportunity

- V4** Employees should be given meaningful opportunities to reflect on their work with peers and/or leaders and managers and receive feedback to support their development

- V5** Staff will be supported in professional learning, leadership development and career planning



ENGAGEMENT

- E1** Schools and teams are encouraged to provide mechanisms for consultation about staff wellbeing. These should be developed in a synodal way

- E2** All staff are invited to participate in an annual survey of employee engagement and wellbeing which will give rise to action plans

- E3** Schools and teams may consider adding staff wellbeing as a regular agenda item, for example, in staff, leadership and WHS meetings

- E4** CSPD will support schools and staff by facilitating access to initiatives and strategies for enhancing staff wellbeing

- E5** CSPD will provide resources for self-guided learning about wellbeing at work



INNOVATION

- I1** CSPD and System Leaders will recognise and respect the personal agency of employees and, in the spirit of synodality and subsidiarity, encourage the exercise of responsibility for one's work

- I2** Leading together, we are encouraged to explore innovative ways of contributing to the CSPD strategic intent, especially the flourishing of staff

- I3** System Leaders should consider the impact of decisions on staff wellbeing and, where appropriate, consult with their team members

- I4** System Leaders should ensure that there are consultation arrangements in place through which wellbeing and work practice concerns can be raised

- I5** Staff should inform themselves about the standards for their role and ways of working that are effective and professional. For example, teachers aspire to excelling in the Australian Professional Standards for Teachers



AGENCY

- A1** Staff have access to professional learning about their wellbeing and mental health at work

- A2** Programs for staff wellbeing provided by CSPD will connect wellbeing to a Catholic way of being and flourishing

- A3** All staff and their families have access to an Employee Assistance Program which provides free and confidential counselling for them and their family. This will be actively promoted by CSPD

- A4** CSPD will gather and analyse data about staff engagement and wellbeing at work in order to respond to opportunities and emerging issues

- A5** CSPD will provide information and resources online to support individuals and teams to access wellbeing services and opportunities