



**LORETO**  
Mandeville Hall Toorak

## Staff Wellbeing Framework

The Loreto Toorak Staff Wellbeing framework draws upon Self-Determination Theory, which emphasises autonomy, competence, and relatedness, and aligns with the core values of the Loreto Educational Philosophy, supporting holistic wellbeing. Moreover, this framework has been developed by our context-specific data and ongoing staff feedback to ensure the framework is relevant and effective in promoting staff wellbeing, ultimately leading to a more positive and productive educational environment.

### Our vision

A supportive and positive workplace that enables staff to thrive personally, professionally and spiritually and builds a sustainable culture where staff feel connected, respected and valued.



*"Never let your hearts ... get narrow, dried up or small ... the heart is capable of great expansion there is room in it for all God would have us love" Mother Gonzaga Barry (1903)*

# The Four Pillars



## Respect and Connection

Understanding the wellbeing of our Staff and how we can improve wellbeing outcomes

Supporting individual wellbeing through policy, process and support services

Supporting healthy, positive interpersonal relationships between Staff

Valuing the relationship between ourselves, the community and the environment

Promoting respectful communication and behaviour

Recognising, respecting and celebrating each individual's contribution and collective successes



## Spiritual, Cultural and Community

Maintaining a focus on our values: Freedom, Justice, Sincerity, Verity, Felicity

Fostering a sense of belonging and formation

Supporting meaningful engagement and collaboration within our School community

How we work together to build a culture that supports health and wellbeing

Connecting with each other to support health and wellbeing

Acknowledging the benefits of diversity and inclusivity



## Supporting Growth and Development

Clear and defined role expectations

Professional learning circles and communities for growth and collaboration

Professional development, reflection and career pathway opportunities

Working towards a culture where feedback is valued, constructive and safe

Growing our individual and shared literacy for wellbeing, promoting resilience and supporting each other

Acknowledging the importance of recognition, respect and celebrating professional success for teams and individuals

Developing structures and programs supporting individuals and team



## Systems, Resources and Environment

Recognising the importance of our physical environment on our wellbeing

Providing a safe environment, safe places and safe spaces

Acknowledging impact of systems and processes on health and wellbeing

Identifying and managing work related risks to wellbeing

Deepen our focus on wellbeing into policies, processes and systems

Embedding measurable wellbeing activities into our framework