# Wellbeing Pledge

## Wellbeing Pledge Statement

*We [****org. name****] pledge to ensure that all practices are aligned with health and wellbeing for all, and promotes wellness in all that we do.*

*We recognise that optimal health and wellbeing for our workforce is paramount and integral to achieving best outcomes for our organisation and the people we support.*

*We are committed to having an organisation that de-stigmatises mental ill health and promotes wellness practices to ensure people feel encouraged, supported and valued.*

*Workforce wellness is the cornerstone to our successful organisation, so we are dedicated to creating a supportive and inclusive workplace where every individual can thrive.*

## Organisational Wellbeing Commitments

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| **1** | We will ensure all staff and volunteers are provided opportunities for EAP or external supervision when needed. |
| **2** | We will encourage and support staff wellness activities in the workplace (min. monthly). |
| **3** | We will ensure our organisation is respectful to all and is free from discrimination or harassment. If there is ever a time this occurs, it is dealt with immediately. |
| **4** | We will ensure that our leaders are key role models for positive workplace culture and will role model best practice approaches to workplace wellness. |
| **5** | We will ensure that there are many varied opportunities for people to communicate their needs and provide feedback on organisational ideas and improvements. |
| **6** | We will provide safe spaces for people to have open conversations about their wellbeing needs and opportunities for improved wellness in the workplace. |
| **7** | We will be advocates for mental health awareness and reduction of stigma, as well as provide education and training that promotes workplace wellness. |
| **8** | We aim to provide the most up to date evidence-based resources and tools. |
| **9** | We will ensure we have adequate systems in place for assessing & responding to risk. |
| **10** | We will encourage and embrace diversity in the workplace to accommodate the spiritual, cultural and individual needs of people’s workplace wellbeing plans. |

Scan code below to find wellbeing ideas and activities on The Deck website