



Developing a Shared Understanding of Wellbeing in your setting

The Education Staff Wellbeing Charter recognises wellbeing as:

A sense of 'how we are doing' that includes, but is not limited to, our physical and mental health, and the quality of our social relationships.

Wellbeing can therefore be described as: A state of total health that is not merely the absence of disease or illness.

The education staff wellbeing charter suggests schools and colleges use this working definition as a basis for discussing what wellbeing means for them, in their organisation.

[The Education Staff Wellbeing Charter - November 2021 \(\[publishing.service.gov.uk\]\(https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/98444/education-staff-wellbeing-charter-november-2021.pdf\)\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/98444/education-staff-wellbeing-charter-november-2021.pdf)
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All members of the school community should be involved in helping to develop a shared understanding of wellbeing.

An example definition:

Broadly, emotional wellbeing refers to the way a person thinks and feels about themselves and others. It includes being able to adapt and deal with daily challenges (resilience and coping skills) while leading a fulfilling life.

Emotional wellbeing includes being happy and confident, but nobody can feel happy all the time.

People with good wellbeing can problem-solve, manage emotions, experience empathy, be resilient and attentive. They also have good relationships with others.

This could be developed and shared through a whole school approach launch that may include:

- A launch assembly – including external supporting staff.
- A newsletter to families asking for their views, ideas and feedback.
- Engaging with pupil wellbeing champions or ambassadors.
- Running a series of creative events exploring the meaning of wellbeing and drawing up a shared understanding of what positive health and wellbeing looks like.
- A launch campaign, using posters, noticeboards and digital information to help with sharing and gathering people's ideas