



Design

Spaces for Wellbeing

| Safe | Healthy | Achieving | Nurturing | Active | Respected | Responsible | Included |
|--|---|--|----------------------------------|--|---|---|---|
| Trusting, intentional relationships | Work/life balance | Productive | Self-care & self-nurture | Growth in wellbeing practice following disruption/loss | Feeling appreciated | Taking responsibility | Positive teams – collaboration |
| Structure and organisation | Calm | Confident, challenged, expansion | Supportiveness and understanding | Growing, adapting, being resilient | Honesty | Good communication | People invested in my and their own wellbeing in my community |
| Feeling held, safe, accepted, not judged | Giving space for thinking and breathing | Dividing tasks evenly based on strengths | Celebrations | Cleanliness | Valued and valuable | Open and honest Communication | United goals |
| Boundaried and intentional community | Brew and chat | Direction and understanding | Reflective spaces | Planning for the future | Confident | Practices that bring clarity and present in the moment feedback | Recognised my efforts and team's efforts |
| Supervision | 4-day work week | Be creative | Accepting | Streamline – not repeating or overworking | To feel freedom in being able to grow and develop as a person | Clean and organised areas | Team meeting, group brainstorming |

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|-----------------------|---|--|---|--|--|--------------------------|--|
| Security | Emotional literacy | Togetherness | Listening culture | Knowing and building on strengths | Feel valued | Thinking space by myself | Ease and joy as something we share |
| Safety - consistency | Time to build trust and understanding of shared purpose and strengths | Unity | Support | Fix the world | Understand our potential but also our limits/constraints | CPD | Active listening - reflecting back so I feel heard |
| Safe and supported | Down time Resting | Empowered | Building our skill in staying with uncertainty, difficulty & discomfort | Building gratitude and pauses into our business meetings | Respected | Meaningful experience | To feel recognised |
| Debriefs on incidents | Less pressurised society | Utilise feedback and outcomes in a better way | Dedicated time for reflection as part of our working week | Development and Creativity | Feeling trusted - empowered | Worthwhile tasks | Asking them what could be better |
| | Feeling resourced | All staff growing self-awareness of their strengths and how they are used in their team and role | Spaces for listening | More planning and collaboration | Review of pay scales | Money | A wider collaborative community of youth workers, psychologists, parents, community activists we develop practice with |

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|-------------|----------------|------------------|--|--|----------------------------|---|-------------------|
| | | Priorities | Quiet rooms | Being able to fully utilise new technology | End high stakes assessment | Unpicking the damage done by structural injustices and inequities | Group supervision |
| | | | Putting less pressure on yourself | Talk more | Lots of communication | | |
| | | | Happiness | Professional learning to build on our wellbeing practices | | | |
| | | | Supported to meet expectations and a shared sense of purpose | Develop how we do feedback and assessment well in class rather than away from learners | | | |

