

# FlourishEd

## School Well-being Self-Reflection Checklist

This checklist is designed to support school leaders and well-being leads to reflect on current practice across staff and pupil well-being.

It is not an audit or evaluation tool. *It is an invitation to pause, reflect, and notice patterns.*

### 1. Culture & Leadership

- Our school's values are reflected in everyday interactions and decisions
- Leaders model healthy boundaries and realistic expectations
- Well-being is discussed openly and thoughtfully
- Staff feel safe to raise concerns without fear of judgement

*Reflection:*

What messages about well-being are communicated through daily leadership actions?

### 2. Staff Well-being

- Workload expectations are reviewed and adjusted where possible
- Staff voices are meaningfully heard and responded to
- Support is proactive rather than only reactive
- Well-being initiatives do not add to workload

*Reflection:*

Where might staff well-being be unintentionally undermined by systems or routines?

### 3. Pupil Well-being

- Pupils feel a sense of belonging
- Emotional well-being is supported alongside academic progress
- Staff feel confident supporting emotional needs
- Clear, inclusive pathways exist for additional support

*Reflection:*

How well do our systems respond to the needs of different pupils?

## 4. Inclusion & Relationships

- Diverse experiences and identities are recognised and valued
- Relationships across staff, pupils, and families are prioritised
- Communication is clear, compassionate, and consistent
- There is space for listening, not just responding

*Reflection:*

Whose voices may not yet be fully heard?

## 5. Systems & Sustainability

- Well-being is embedded into policies and everyday practice
- Initiatives are reviewed for impact and sustainability
- Roles and responsibilities are clear
- Change is paced realistically

*Reflection:*

What could be simplified or strengthened to support long-term well-being?

## Final Reflection

What are we doing well already?

What feels most urgent?

What would meaningful progress look like in the next 6–12 months?