

Wellbeing Workshops & Training for staff

Who we are

The Wellbeing and Belonging Team is part of the Office for People, Inclusion and Belonging Portfolio. We are professionally qualified practitioners working to systemically support the Western Sydney University Community. Our Mission is Support Staff, Supporting Students. Our work is grounded in the [Wellbeing and Mental Health Strategy](#).

Our approach

We use a strengths-based model of practice that prioritises a person-centred approach, safe community model, cultural wellbeing framework, and health promotion principles. The Wellbeing & Belonging Team values collaborative partnerships, community engagement, capacity and resilience building, self-determination, and academic progression.

Wellbeing Education

Our team delivers a range of workshops and training for staff. The value and benefit of engaging in wellbeing education for staff and/or students includes:

- Embeds the language, content and practice of **wellbeing skills into business as usual**, across multiple experiences
- **Normalises a focus on wellbeing** as part of team and workplace culture
- Provides opportunity for wellbeing **knowledge, confidence and skills to grow**
- Provides **potential for deeper impact** across a range of offerings

Workshop sessions are available for teams and schools by request, following a short consultation with one of our team members. It is strongly encouraged that staff attend 5 Rs training prior to participation in other workshops.

Certificates of Attendance can be provided after completion.

5 Rs's Training

Foundational wellbeing training for staff and students at WSU, the 5 Rs can be applied to support students, staff, as well as personal wellbeing

Cultural Wellbeing

Builds competency and confidence in cultural protocols, awareness and wellbeing

Managing Challenging Presentations

A practical guide and skills workshop on de-escalating and responding to people in distress and conflict

Navigating Stress & Burnout

An evidence based approach to individual wellbeing strategies that minimise workplace stress and protect from burnout.

Trauma Informed Practice

A workshop on embedding trauma-informed practice into education settings, that benefit everyone.

Responding to Disclosures

Skills to provide compassionate, respectful, and best-practice responses to disclosures of harm, discrimination or violence.



5 R's Training

Online or F2F | 2 hours
Includes PDF Handout and Slides

"The 5Rs is such an accessible framework. It really helped me to understand how I can support my staff"

The 5 Rs staff workshop is core skills training for all staff on the framework to support the wellbeing of others, and themselves. The 5 Rs – Relate, Recognise, Respond, Remind, Reflect, is an evidence-based framework, accessible to all, that when applied, fosters best practice prompts that promote a culture of wellbeing. The Wellbeing and Belonging Team offer open online workshops through MyCareer, or get in touch to request a session for your team, face-to-face or online.

The 5 Rs workshop includes:

- Why wellbeing at WSU is important
- What is wellbeing? Myths and Facts
- Strength-based wellbeing prompts – Relate, Recognise, Respond, Remind and Reflect
- Examples of good practice at WSU
- Case studies

Cultural Wellbeing Workshop

F2F 1-2 hours
Includes Acknowledgement to Country template

"It was so valuable to learn how to give an authentic Acknowledgement to Country. I am so much more confident to do this now"

Cultural wellbeing training focuses on enhancing individuals' understanding and appreciation of diverse cultures within a community. It aims to foster an inclusive environment by promoting cultural awareness, empathy, and effective communication and build the knowledge of people around First Nations approaches to social and emotional wellbeing, as well as diverse cultural understandings of language, meaning and appropriateness of concepts regarding mental health.

This interactive session will

- explore the importance of cultural awareness,
- share effective communication across cultures, and
- demonstrates strategies for fostering an inclusive environment. Overall, cultural wellbeing training is about creating a supportive atmosphere that recognizes and values diversity, ultimately contributing to a healthier and more cohesive community.



Managing Challenging Presentations

Online or F2F 1.5–2 hours
Included PDF guide and slides

"This session really helped me feel more able to support students in distress and know how to refer on, while looking after myself"

Responding to and managing student presentations that involve aggression, distress, and heightened anxiety can be stressful and difficult while also ensuring professional and educational outcomes are met.

This workshop will:

- provide practical resources, tips and skills in de-escalating, diffusing, disrupting and handling confronting, challenging and difficult presentations from students in the university context.
- provide an interactive session with opportunity to reflect on current strengths, strategies and resources, while learning from peers and best practice models of trauma-informed de-escalation and triaging of distressed students.
- content on recognising a range of presentations, understanding behaviours and practical steps to support students present.
- Optional co-facilitation from Disability Support on presentations of neurodiversity and how to accommodate neuroaffirming practices in education settings.

Navigating Workplace Stress & Burnout

Online or F2F 1.5–2 hours
Includes Wellbeing Plan and slides

"The reminder about self care came at the right time, it's easy to forget in the busyness of our work"

Staff wellbeing is a key indicator of a psychologically healthy workplace, that fosters excellence, innovation, creativity and productivity. Workplace stress is a complex and ongoing challenge for individuals and teams in any organisation.

This workshop focuses on

- research and data on the ingredients and causes of significant workplace stress and burnout
- individual evidence-based practical strategies to reduce stress and the risk of burnout into business-as-usual
- how wellbeing habits are protective factors for staying well at work
- how to recognise early signs, and
- a framework for responding to, and applying meaningful self-care and peer support practices that help to minimise the impacts.



Trauma Informed Practice in Education

Online or F2F 1.5–2 hours
Includes Self Care Plan and slides

"It's valuable to understand that creating opportunities for choice and transparency are simple ways to create trauma-sensitive classrooms"

Experiences of trauma impact over half the population, and increasing awareness about how workplaces, schools and institutions can better deliver outcomes while working in trauma informed ways is gaining momentum.

This workshop is designed to provide up-to-date evidence of best practice approaches to working in a range of settings in ways that minimise potential impacts of trauma through a strengths-based lens. The session includes:

- ground-level information about the neuropsychology of trauma, common presentations and impacts,
- accessible ways to acknowledge the potential lived experience of people we work with
- build confidence, practical skills and knowledge to embed meaningful adjustments to education and professional settings in ways that promote trauma-informed practice.

Responding to Disclosures

Online or F2F
1.5–2 hrs

"I like the message that it's not our job to 'fix' but help the person reach out for professional support"

Building strong and healthy relationships with students, peers and colleagues means at times being a trusted person that someone may disclose personal experiences to. This may include experiences of harassment, violence, abuse, bullying, and a range of other personally distressing experiences. Being able to respond compassionately and professionally is a skill that comes with practice.

This workshop covers:

- resources, skills, tips and a framework for providing a supportive, compassionate response while also maintaining personal and professional boundaries.
- learning about the system of professional support and referral services available
- opportunity to reflect on past experiences and what went well.
- includes information about the National Code for Gender Based Violence Prevention in Higher Education, and Respectful Relationships campaigns, reporting mechanisms and support.