LISTENING TO YOUR VOICE LIMITED
Annette Ruth Pearson • Award-Winning Leadership Wellbeing Coach
★ *Great British Workplace Wellbeing Award Winner 2025* ★

How WHOLE Aligns with the DfE Wellbeing Charter

Framework Overview | Education Staff Wellbeing Charter Mapping

The DfE Education Staff Wellbeing Charter asks schools to commit to protecting, promoting and enhancing staff wellbeing, creating a wellbeing-focused culture, and treating wellbeing as a shared responsibility, not an afterthought.

WHOLE was built independently, from lived experience — yet its five dimensions map directly onto what the charter asks schools to achieve. WHOLE offers a practical, structured way to bring the charter's commitments to life, rather than leaving them as good intentions on paper.

Charter Commitment → WHOLE Dimension

W	**Charter asks:** "Create a wellbeing-focused culture" **WHOLE Dimension:** Who You Are	**How WHOLE delivers this:** The charter asks schools to build a culture, not just a policy. WHOLE begins here, with the leader's own identity and wellbeing, because a culture can only be built by someone who has first done that work themselves.
H	**Charter asks:** "Open a conversation with staff about their wellbeing" **WHOLE Dimension:** Heard and Valued	**How WHOLE delivers this:** The charter is explicit that wellbeing requires honest conversation. WHOLE builds the psychological safety that makes those conversations genuinely possible, not performative.
O	**Charter asks:** "Encourage debate and accountability" **WHOLE Dimension:** Openness to Change	**How WHOLE delivers this:** The charter wants schools to move beyond declarations into real practice. WHOLE provides the structured pathway from awareness into action that this requires.
L	**Charter asks:** "A shared commitment — everyone's roles and responsibilities" **WHOLE Dimension:** Leadership	**How WHOLE delivers this:** The charter names leadership responsibility explicitly. WHOLE develops sustainable, wellbeing-led leadership habits so this responsibility does not fall on one exhausted individual.
E	**Charter asks:** "Monitor and respond to changes — measuring wellbeing" **WHOLE Dimension:** Empowered to Thrive	**How WHOLE delivers this:** The charter actively encourages measuring staff wellbeing over time. WHOLE's Burnout Audit and evolving team and organisational diagnostics provide exactly this measurement, built specifically for the sequence the charter recommends.

Why This Matters for Schools Considering WHOLE

Signing the charter is a public declaration of intent. WHOLE is the practical delivery mechanism that helps schools live out that declaration with genuine, measurable, structured change — not instead of the charter, but as the vehicle that brings it to life.

Your people are your greatest asset. Are you protecting them?

Book a complimentary discovery call to find out how WHOLE could work for your school.

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