

## Application of Sanctuary to Workplace Wellbeing

Workplace Wellbeing Factor	Sanctuary resource	Function
Emotional Labour & Vicarious Trauma	Clinical Supervision	Identify predisposition, signs & protective measures
	Cultural Supervision	As above. Respond to cultural burden
	Personal Safety Plans	Identify triggers, mitigation in the 'moment'
	Self-Care planning	Burn-out prevention strategies identified, socialised & agency taken to self-manage
	Community meetings	Identify thematic challenges, self and team regulation, activation of social support
	Social Responsibility	Team culture of support, accountability and purpose
	S.E.L.F Framework	Tool to foster emotion management, acknowledge loss and ethical challenge
	Growth & Change Commitment	Reflective tools to adapt approaches to fulfil role
Incivility & Bullying	Community Meetings	Cultivate compassion, respect & belonging
	Trauma Theory	Empathic use of 'What happened to you?' with colleagues
	Non-Violence Commitment	Clear articulation of expectations, ability to name non-adherence
	Open Communication Commitment	Vehicle to have difficult conversations, respectfully

	Emotional Intelligence Commitment	Standard set for managing emotions & their impact
	Democracy Commitment	Process for voices to be heard & a transparent rationale for final decisions, reducing resistance
<b>Staff attraction &amp; retention</b>	5 domains of Safety	Create holistic workplace safety
	Sanctuary Model	Focus on staff wellbeing to create an employee value proposition
	S.E.L.F Tool	Create individual & team agency, autonomy & resilience to design solutions where resources are sparse
	Growth & Change Commitment	Opportunity to diversify roles, design improvements, embrace restructures & organisational flux
	Attachment Theory	Language for the experience of belonging within an organisation
	Cultural Safety	Increase the likelihood of attracting and retaining staff with diverse cultural, sexual and religious identity