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THE BALANCE COLLECTIVE

Partnership Proposal

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Our Background

The Balance Collective is a wellbeing-focused consultancy founded to support schools in building sustainable, values-aligned practices that prioritise both individual and collective wellbeing. Drawing on a strong foundation in social work, education, trauma-aware practice, and the latest in neuroscience and psychological theory, The Balance Collective brings a practical and compassionate lens to the work of wellbeing in schools.

We believe that wellbeing is not an "extra", it's foundational to how educators show up, connect, lead, and thrive. Our work is tailored, evidence-informed, and relational. We focus on creating safe, supportive spaces that empower staff to understand their nervous system, recognise stress responses, build micro-moments of recovery, and reconnect with their purpose. With a deep understanding of the real pressures schools face, The Balance Collective offers practical tools, engaging professional learning, and long-term strategies that make wellbeing both meaningful and manageable.

Key Objectives

The Balance Collective partners with schools to embed staff wellbeing as a strategic priority, aligned with school values, culture, and departmental frameworks. Our aim is to support staff in understanding and regulating their stress responses through accessible models such as the window of tolerance and polyvagal theory. We focus on building capacity in both leadership and teaching teams to foster a culture of psychological safety, relational trust, and shared responsibility for wellbeing. By offering practical, evidence-informed tools and reflective frameworks, we empower staff to take meaningful agency over their wellbeing in both their personal and professional lives. At the heart of our work is a commitment to strengthening connection and purpose within the school community, recognising that belonging and meaning are powerful drivers of wellbeing. Above all, our approach is designed to be sustainable, providing schools with tools and strategies that can be embedded, revisited, and adapted over time.

Requirements for Successful Delivery

For our work to be impactful and sustainable, we seek a shared commitment from school leaders and communities. Visible leadership support is essential, ensuring wellbeing is not only prioritised but actively modelled. We value having a nominated contact or team within the school to assist with coordination, contextualisation, and communication. To enable deep engagement, we ask schools to provide dedicated time and safe spaces for staff to participate in workshops, reflection, and skill-building activities. Ongoing feedback is integral to our approach, allowing us to tailor and adapt our support in alignment with each school's evolving needs. Where possible, we appreciate access to key planning documents, such as the Annual Implementation Plan or wellbeing strategy, so our work can align seamlessly with existing school priorities. Above all, we work best with schools who are ready to engage in reflective, relational, and long-term approaches to wellbeing, recognising that cultural change is a shared journey that unfolds over time.

Why Partner with Us?

We recognise that the strength of a school lies in the wellbeing of its people. When staff are supported to feel safe, valued, and psychologically well, their capacity to teach, lead, and care is significantly enhanced. Wellbeing is not an 'add-on', it is a foundational condition for learning, leadership, and positive school culture.

Our work is grounded in the belief that when educators are given space to reflect, build resilience, and develop sustainable strategies to manage stress and avoid burnout, the ripple effects reach far beyond individual staff members. It fosters greater team cohesion, strengthens leadership and staff relationships, reduces absenteeism, and ultimately improves student engagement and outcomes.

We approach every partnership with professionalism, respect, and adaptability. We understand that each school operates within unique pressures, whether they be staffing constraints, competing initiatives, or limited budgets. That's why our services are designed to be:

- Flexible; with options for full-year programs or targeted term-based support.
- Evidence-informed; drawing on current research in trauma-aware practice, nervous system regulation, and adult psychological development.
- Responsive; with content and consultation that adapts to your school's emerging needs and feedback.
- Practical and sustainable ; equipping staff with tools they can use immediately and return to throughout the year.

We don't offer generic wellbeing training. We offer meaningful, ongoing partnerships that honour the emotional depth, complexity, and wholehearted commitment that educators bring to their work. Our goal is not just to reduce stress but to build internal resources, strengthen emotional literacy, and support whole-school wellbeing in a way that is strategic, authentic, and sustainable.

Pricing and Inclusions

Initial Whole-School Visit

Includes: Planning consult with leadership, pre-visit needs assessment, 2-hour whole-staff workshop, and a tailored summary report.

Format: Face-to-face

Cost: **\$2,200 (plus travel for remote schools)**

This visit lays the foundation for a shared wellbeing language and direction across the whole staff. It is designed to create alignment between leadership vision and staff experience, provide a psychologically safe space for honest reflection and build energy around practical, strengths-based wellbeing strategies. The report provides clear next steps, resourcing ideas, and a summary of key themes for ongoing planning.

Weekly Wellbeing Modules

Includes: 8-week online program with weekly videos, staff activities, discussion guides, and reflection prompts per term.

Format: Online

Cost: **\$2,950 per term**

This program supports staff to embed wellbeing into the rhythm of the school week. Each module is grounded in neuroscience and relational theory and includes short, accessible content that helps staff understand their stress responses, reconnect with purpose, and build practical recovery strategies. Designed for flexibility and scalability, the program allows staff to engage in their own time, while still fostering a collective wellbeing culture across the term. This investment supports strategic, sustainable staff wellbeing across the school.

Termly Staff Sessions

Includes: One 2-hour session per term, tailored to school needs (e.g. burnout, trauma-informed practice, nervous system education).

Format: Face-to-face or online

Cost: **Face-to-face \$1,500 / Online \$1,200**

These sessions provide time and space for deeper reflection and learning throughout the year. They help sustain momentum, address emerging challenges, and reinforce key wellbeing concepts. Whether focused on boundaries, belonging, burnout, or leadership capacity, each session is evidence-informed and crafted to meet the emotional climate of your staff at that moment in the school year.

Staff Surveys & Reporting

Includes: Termly anonymous staff wellbeing surveys with trend analysis and a concise report.

Format: Online

Cost: **\$1,000 per term**

These surveys provide schools with real-time, honest data about how staff are coping and connecting across the term. The reporting tracks shifts, flags areas of concern, and identifies what's working, supporting strategic decision-making and providing a meaningful feedback loop to leadership. They're also a valuable tool to demonstrate ongoing wellbeing commitment and responsiveness.

While optional, this add-on is highly recommended to turn survey insights into actionable strategies via tailored workshops and leadership coaching. *For schools with fewer than 100 staff, please contact us for tailored pricing options.*

Ongoing Consultation

Includes: Monthly 1:1 leadership consults, ongoing phone/email support, and guidance for internal wellbeing leads or teams

Format: Hybrid

Cost: **\$950 per term**

Leadership matters deeply in staff wellbeing. These ongoing consults offer confidential, focused support for school leaders navigating change, complexity, or cultural challenges. Whether it's checking in on progress, unpacking survey findings, or building internal capacity, this partnership ensures wellbeing doesn't get lost in the noise and provides steady support for sustainable cultural change.

Terms and Conditions

1. Booking & Payment

- A 10% deposit is required at the time of booking to confirm your partnership and reserve your place in our schedule.
- The remaining balance is due in full no later than two weeks prior to the partnership commencement date.
- Payment terms are strictly 14 days from the invoice date, unless otherwise agreed in writing.

2. Cancellations & Postponements

We understand that schools are dynamic environments, and unexpected changes can occur. We aim to be as flexible as possible whilst also balancing our scheduling commitments to other schools.

- Professional Learning Sessions (Face-to-Face or Online):
If you need to cancel or postpone a scheduled PD or staff session, we ask for at least 14 days' notice where possible. This allows us to offer the time to another school. If less notice is given, we will do our best to reschedule the session, though availability may be limited. Cancellation fees are not typically charged but may apply in rare cases where costs have already been incurred (e.g. travel or accommodation bookings).
- Scheduled TEAMS or Zoom Consultations:
Leadership or wellbeing consults can be rescheduled with no penalty, and we encourage open communication if availability changes.
- Online Modules:
Access to wellbeing modules is flexible. Once granted, schools and staff are encouraged to use the content at their own pace within the term. Please note: no refunds or cancellations are available once access is provided.

3. Travel Costs

- Travel expenses apply for remote or regional locations, including flights, accommodation, or mileage where relevant. These will be quoted and agreed upon before booking is confirmed.

4. Module Access & Sharing

- Online modules are licensed for internal school use only and should not be shared outside the purchasing school community.
- Access is provided via secure login and may be linked to staff email domains or restricted logins to ensure appropriate use.

5. Customisation & Intellectual Property

- All content (videos, activities, prompts, presentations) remains the intellectual property of The Balance Collective and may not be altered, redistributed, or repurposed without written permission.
- Customisation options (e.g., branding, specific content tailoring) may be available for an additional fee.

6. Confidentiality

- Any data collected through surveys or consultations will be treated confidentially. Reports will not identify individual staff members unless express consent is given by them.

7. Feedback & Evaluation

- Schools may be invited to provide feedback on the program to support continuous improvement. Participation is optional and will not affect service delivery.