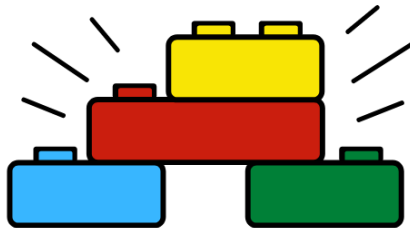


BRIGHT **BLOCKS**

PRESCHOOL



STAFF WELLBEING POLICY

At Bright Blocks Preschool we promote the good health and well-being of all our staff. As a setting, we endeavour to support staff well-being, not only to ensure that children receive high quality care, but also to ensure our employees feel supported and cared for, as part of a team.

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: September, 2022

Date of last update: September, 2024

Date agreed and ratified by Bright Blocks Preschool Directors: September, 2024
Date of next full review: September, 2025

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

Key Contacts

	Name	Contact information
Designated Safeguarding Lead (DSL)	Elaine Nwokolo	07593 019 237 brightblockspreschool@gmail.com
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Manager	Elaine Nwokolo	07593 019 237 brightblockspreschool@gmail.com

Mental ill-health is usually caused by a combination of work and non-work related factors. There is a myriad of reasons for mental ill-health, from the pressure of ongoing change at work to longer or more intense hours exacerbated by financial pressures at home, or relationship problems and greater caring responsibilities. Striking the balance between what is considered appropriate results, or output, and robust mental health is tricky. We are committed to constantly upskilling ourselves so that we know about how to create and maintain conditions that support and encourage good mental health, as well as recognise the signs of mental ill health and provide appropriate support.

We recognise the importance of safeguarding the mental health of all of our employees, by providing a happy and nurturing working environment. With statistics in the UK showing that each week 1 in 6 of us experiences a common mental health problem, we are committed to acknowledging and supporting our staff's physical and emotional needs.

Our ethos

We know that the care and education of babies and young children is highly rewarding. However, we are also aware of the day-to-day demands and pressures of modern life such as family life, financial worries, health concerns and work-life balance and how these pressures, alongside the role of providing high quality care and education to babies and young children, can place a high level of demand on all of our employees.

In order to support our staff team, the management team put procedures in place that ensure staff well-being remains one of the key focuses of our practice. In doing this, we aim to provide our team with a safe, inclusive and nurturing working environment that acknowledges their needs, not just within the workplace but as a whole person.

Elaine Nwokolo is the named member of staff who leads our setting's well-being practice. They offer support on staff well-being and know where to access external support.

Elaine Nwokolo is also committed to keeping their well-being and mental health knowledge up-to-date and is responsible for reviewing our practices, supporting the developing knowledge of the whole staff team, to ensure we are implementing the necessary strategies to safeguard the well-being of our staff.

The preschool will promote a culture of good mental health and wellbeing to all staff as follows:

- Through effective communication designed to raise awareness and understanding about mental health and wellbeing.
- By implementing measures at all levels of the organisation that provide a workplace and culture promotes good mental health.
- By listening to our staff and adapting workplace policies (as required) and implementing the policies and evaluating their effectiveness.

The preschool will provide knowledge and skills training to help management, supervisors and staff support their own mental health and wellbeing and that of others.

This training will be designed to address the following:

- The promotion of understanding of the importance of mental wellbeing to all employees, including best practice.
- How to deal with issues around mental health and stress effectively.
- Ensure that any employee suffering from mental illness is treated fairly, with respect and confidentiality and without discrimination.
- Where appropriate, the organisation will train Mental Health First Aiders to support the goals and implementation of this policy.

Providing support to our staff:

Bright Blocks Preschool undertakes to provide the following measures and ways of working to promote mental health and wellbeing.

- Offering flexible working arrangements where practicable.
- Working with employees to create a culture where bullying, harassment, discrimination and racism is not accepted.
- Providing training for all employees to raise awareness of everyday contributory factors, such as stress and excessive workload, that undermine mental health.
- Ensuring that managers and supervisory staff are aware of their obligations to promote a good working environment for their staff and colleagues as defined within this policy.
- Implementing training and awareness programmes to create a culture where staff are able to talk openly about mental health problems and disclose difficulties without fear of discrimination or reprisal.
- Providing proactive support for individual staff who are experiencing mental health problems, inside and outside the workplace, in a positive manner.

Where an employee is experiencing mental health issues, the preschool will provide support in the following ways:

- proactively making employees aware of third-party organisations that might be able to provide information, advice and support in these situations, offering continued employment where practicable subject to appropriate adaptations to the role.
- In situations where the staff member experiences a period of absence from work due to mental ill-health, working with the employee to develop a "Return to Work Plan" that provides the best opportunity for the employee to return to work as soon as is reasonably practicable.
- ensuring that the employee is treated fairly and without discrimination
- encouraging staff to seek the appropriate help through the NHS or a mental health support organisation
- identifying and remediating any factors within the workplace that are contributing to the negative mental health issues.
- dealing with the mental health related issues in a sensitive manner, respecting the employee as an individual and acknowledging their right to

confidentiality.

- Being mindful of the organisation's responsibilities under The Equality Act 2010.

This policy recognises that reducing stress in the workplace is a key component of supporting mental health and wellbeing. Our organisation shall promote the principles and activities below through workforce training and ongoing staff communication.

- Workload demands and expectations placed on employees should be effectively communicated, be achievable and accepted by all parties.
- We will promote an environment where staff are encouraged to feedback to their line management about factors in their job roles that may induce stress, such as excessive workload or overly stretching performance targets.
- Provide adequate support and training to enable the employee to meet the requirements of their role.
- Provide sufficient communication to keep employees adequately informed about any information that may impact the organisation and their roles.
- Ensure that managers and supervisors are aware of their responsibilities towards their staff, including setting and managing performance in a manner that is consistent with this policy.