



Suitable person

2.9 Staff wellbeing policy

At School House Nurseries we promote the good health and well-being of all our staff. As a nursery, 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.

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, can place a high level of demand on our employees.

In order to support our staff team, the management team puts staff wellbeing as a high priority. 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.

Procedures to minimise work related stress:

- To ensure staff are supported within the setting, new staff will receive a full induction, so they feel competent and capable to carry out their role and responsibilities.
- Staff will receive ongoing training and coaching to ensure that they are supported to feel confident in their role.
- Practitioners are respected and valued in their work, whatever their role. Tasks are shared out appropriately according to their role and level of responsibility, the workload is monitored and reviewed on a regular basis.
- Regular supervisions take place every two months in which staff have an opportunity to raise their wellbeing.
- Staff are encouraged to have a healthy work-life balance.
- We carefully review our expectations around the amount of paperwork that staff must complete, including observations and assessments of children. We work as a team to ensure all record keeping is meaningful and kept to an appropriate level.
- We work hard to maintain a reflective culture within the setting that encourages feedback from staff about their work and their working relationships. This reflective culture supports an environment of teamwork.
- Staff are encouraged to take their breaks at appropriate intervals to ensure they have time to rest and recuperate, with time away from busy rooms.
- The Manager and well-being representative are available for staff to come and discuss any issues or concerns.



- The nursery ensures that confidential conversations take place in private, away from other staff members and children.
- All information remains confidential or on a need to know basis to support the facilitation of open and honest conversations. These measures will be discussed in a sensitive and understanding manner with the staff member, as appropriate.
- We actively promote a culture of mutual respect, tolerance and cooperation tolerance, in line with the British values.
- Team meetings are facilitated to support with team development, to raise awareness of mental health and well-being by engaging staff in conversations about how the setting maintains a supportive environment.
- We promote a culture that supports any staff member who is experiencing a mental health related illness to discuss this and reasonable adjustments will be made to support any staff experiencing stress and any mental health issues.
- Leaders and managers support practitioners in a safe culture where bullying, harassment and discrimination is not tolerated, along with a culture that challenges and deals with any inappropriate behaviour in a timely manner.

Supporting staff members individually

If a member of staff is returning to work after a period of absence, a back to work interview is carried out. We follow all statutory guidance on the safeguarding of our workforce and as stated, if the Manager is concerned about the safety of a member of staff, we will work with the Designated Safeguarding Lead to ask for support from the appropriate external agencies; this is to ensure the continued safety of our workforce at all times.

This policy was adopted on	Signed on behalf of the nursery
March 2023	Stuart Watt