Staff Well Being Policy

Wellbeing is all about holistic health, including the physical and emotional. When staff have good levels of wellbeing, they feel that life is in balance and that they can generally cope well. They feel motivated and engaged, are resilient and able to deal effectively with daily troubles, as well as ’bounce back’ from life’s challenges.

Good staff wellbeing is essential for

* promoting children’s wellbeing and achievement.
* retaining and motivating staff,
* helping to reduce absence (both short and long term),
* promoting staff engagement and the setting’s performance

Town Street Playgroup is committed to:

* Making sure that the Staff Wellbeing Policy is implemented so that each individual is able to cope successfully with the demands in their lives, whatever the cause.
* Recognising the impact work can have on staff members’ stress levels, mental and physical health.
* Responding sensitively and flexibly to external pressures that impact on staff members’ lives, e.g. requests to attend events for their own children, whilst at the same time ensuring the efficient running of the setting.
* Supporting staff members’ health and wellbeing by making sure that all employees are treated fairly and consistently.
* Supporting and encouraging staff to develop personally and professionally.
* Recognising performance and achievements through positive feedback at weekly staff meetings, termly supervisions and annual appraisals.
* Engaging the whole team in reflecting on practice and encouraging them to contribute to the Setting Development Plan.
* Encouraging staff to manage their workload effectively and to complete paperwork in the setting, where possible.
* Communicating all relevant information to staff through informal discussion, Daily communication book, weekly staff meetings, and email updates
* Encourage colleagues to provide social support to each other and support social activities organised for staff by staff.
* Ensure that staff are aware of where and how they can access mental health and psychological support services and facilitate access to such services

HELEN PARK is the named person with responsibility for Staff Wellbeing.

September 2023