

Barnies Day Nurseries and Preschools

STAFF WELLBEING POLICY

Barnies provides childcare and education for a broad and variable society which may reflect and respond to many different and diverse cultures and beliefs. High levels of wellbeing in adults equates to high levels of wellbeing for the children in their care. The World Health Organisation defines health as a 'state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.' Barnies realizes that many factors can impact on wellbeing and the support of colleagues at all levels to maintain good levels of wellbeing has significant value for the children attending the setting. It recognizes the importance of, safeguarding the mental health for all employees by providing the best possible nurturing and happy working environment. Barnies is committed to acknowledging and supporting the staff's physical and emotional needs.

PHYSICAL

Staff have occasion to move about without prolonged static periods. Opportunities to be outside is part of the daily routine and encouraged. Manual handling is part of the annual risk assessments.

Staff breaks are organised to ensure rest and respite with indoor and external areas provided.

A healthy lifestyle is promoted, discussed during supervision, and encouraged. Return to work meetings are completed following absence to ensure employees are fit for work.

All elements of physical health are risk assessed on an individual basis and duties and workloads managed to ensure that specific physical wellbeing is supported. Examples include, but not exhaustive, Menstruation, Pregnancy, Menopause, Diabetes, Physical injuries etc.

MENTAL

Workloads have contact and non-contact periods within the routine, but staff are encouraged to recognise stress indicators and when they might need 'time out' to redress. Through collaborative working around the routine of the day staff can manage daily tasks with equality and cooperation.

There is a strong ethos to providing a good induction and ongoing training as well as offering continual professional development (cpd), support and mentoring towards qualification.

Opportunity to attend external training is regularly sourced and feedback to improve whole setting provision encouraged.

Communication channels at all levels are encouraged, 'See it, Say it, Sort it' and an 'Even better if ..' approach is considered as a positive critical friend. There is an 'Open Door' policy supported by all the management team and Proprietor.

SOCIAL

All staff are encouraged to place entries on the Positivity Board to identify, share, celebrate and applaud achievements.

Social occasions include a whole staff Winter and Summer event as well as regular training meetings.

Family lunch across the whole nursery is used to promote the family ethos each term as well as for celebrations such as Christmas dinner and British celebrations.

Barnies operates a confidentiality policy in all aspects of its operations and procedures. This policy is governed by its contents.

This policy will be reviewed on an annual basis or whenever further legislation is introduced which may require amendments to its constitution.

Ann Windsor
Proprietor

Amended annually in October.