

Staff Health and Wellbeing



Grass Roots Nursery Group: Staff Health and Wellbeing Policy

Purpose:

To outline Grass Roots Nursery Group's commitment to promoting the health and wellbeing of all staff members, fostering a supportive and positive work environment.

Key Principles:

- **Wellbeing as a Priority:** We recognize the importance of employee wellbeing and its impact on performance and job satisfaction.
- **Supportive Culture:** We aim to create a supportive and inclusive work environment where staff feel valued and encouraged.
- **Open Communication:** We promote open communication and encourage staff to raise concerns or seek support.
- **Continuous Improvement:** We strive to continuously improve our health and wellbeing initiatives.

Procedures:

- 1. Wellbeing Champion:**
 - Designate a Wellbeing Champion responsible for promoting staff wellbeing.
 - The Wellbeing Champion will collaborate with the Senior Management Team and provide support to staff.
 - Offer confidential sessions for staff to discuss concerns and seek guidance.
- 2. Positive Work Environment:**
 - Create a positive work environment with clear vision, purpose, and recognition of individual contributions.
 - Foster a culture of open communication, collaboration, and support.
- 3. Holistic Wellbeing:**
 - Promote holistic wellbeing, encompassing mental, emotional, physical, spiritual, and social aspects.
 - Encourage a healthy work-life balance and provide support for staff facing challenges.
- 4. Mental Health Support:**
 - Offer resources and support for employees experiencing mental health issues.
 - Provide training on mental health awareness and stigma reduction.
- 5. Stress Management:**
 - Implement strategies to manage stress and promote a healthy work environment.
 - Offer stress management workshops and resources.
- 6. Physical Health:**
 - Encourage healthy lifestyle choices, including regular exercise and nutrition.
 - Provide opportunities for physical activity, such as staff exercise groups or discounts on gym memberships.
- 7. Work-Life Balance:**
 - Support flexible working arrangements to accommodate personal and family needs.
 - Encourage staff to take breaks and vacations to recharge.
- 8. Recognition and Rewards:**
 - Recognize and reward staff for their contributions and achievements.
 - Celebrate successes and milestones.
- 9. Confidential Support:**
 - Offer confidential support through channels such as the Employee Assistance

Program (EAP) or one-on-one sessions with the Wellbeing Champion.

10. Feedback and Evaluation:

- Gather feedback from staff to assess the effectiveness of health and wellbeing initiatives.
- Regularly review and update the policy to ensure it remains relevant and effective.

Additional Considerations:

- **Mental Health Awareness:** Promote mental health awareness and challenge stigma associated with mental health issues.
- **Diversity and Inclusion:** Ensure that health and wellbeing initiatives are inclusive and accessible to all staff.
- **External Resources:** Provide information about external resources and support services available to staff.

By following these procedures, we aim to create a supportive and healthy work environment that promotes the well-being of our staff at Grass Roots Nursery Group.