



**At Stretton Lodge we recognise that our biggest asset is our team of staff. This policy is intended to outline the ways in which we can work together to ensure that Stretton Lodge remains a safe, caring and happy place to work. By providing the right environment we can help enhance individual wellbeing. Happy staff will result in happy children.**

*“Mental health is a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. (World Health Organization)”*

The biggest cause of poor mental health and a low wellbeing is stress. Here at Stretton Lodge we want to ensure that all staff feel they have a voice and can seek support if they feel stressed, either work related or in our personal lives.

It is important to establish a good work life balance; we work to live not live to work.

To support our whole team’s mental health and wellbeing, and to ensure that all staff feel that they are valued we will provide the following:

### **Staff Room**

Providing a comfortable retreat for staff during their working day is important, this area should be away from the noise and disruption of the day allowing staff members a chance to take a breath and recharge their batteries.

At Stretton Lodge we have provided a space in the hall where there are kitchen and bathroom facilities with tea and coffee provided. A comment book will be placed in this space for staff to make anonymous comments or requests for additions that will support staff taking a time out.

### **Mental Health and Wellbeing mentors**

We want staff to feel that we all adopt a culture of openness and support, talking about mental health and our wellbeing.



At Stretton Lodge we strive for staff to feel supported and listened to. All staff should feel comfortable to communicate their needs and reach out for support from their Room Lead. The manager and business owner also offer an open door policy where they encourage staff to share their stresses and concerns.

### **Supervisions**

We hold termly supervisions which give staff an opportunity to discuss their strengths and weaknesses, to request support, training or guidance. These are also an opportunity to ensure that staff are managing their time effectively and have enough time within their working hours to complete the expected workload. Supervisions also allow for consideration of working hours, staff relationships, any concerns and for the senior team to provide praise and acknowledgment for practice.

Before their supervision staff are given notice and asked to complete a self-evaluation as well as a wellbeing questionnaire.

### **Regular Room Meetings**

At Stretton Lodge we aim to have regular room meetings, these meetings provide a platform for all staff members to have a voice. These meetings will be led by the room leads with senior members of staff to ensure that any issues are addressed.

### **Staff Sickness**

At Stretton Lodge we have a confidential approach to staff sickness. We hold return to work interviews and can offer gradual returns to work following longer periods of sickness.

### **Peer to Peer Observations**

Staff must complete regular peer to peer observations these will ensure that discussions around best practice and how to improve are commonplace. It is important to continually reflect on practice but delivering this information needs to be done in a sensitive manner. Peer to Peers and the following reflection allow for a joint evaluation between observee and observer.

**Using language to promote wellbeing as a normal concept within the work environment**

We adopt this manner with the children in our care as we identify that positive language supports confidence, development and improves self-esteem. This same approach is also adopted for staff.

We believe that by encouraging a can-do attitude and growth mind-set will support development of an individual's self-belief, which has a positive impact on mental health and wellbeing.

**Robust Staff Induction programmes**

New team members will be mentored and supported closely throughout their induction and probationary period.