



Wrap Around Care

Health, Well-being and Mindfulness for Staff

Mental health is a state of well-being 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 Mental Health organisation, [Human Rights Act 1998](#), Equality Act 2010, Mental health act 1983 have all been considered when creating this document.

The biggest asset our pre-school has is its staff; the biggest asset they have is their health and wellbeing. This policy is intended to outline the ways in which we can work together to make sure our pre-school is a safe, caring and happy place to work, which, if we get it right, can help to enhance individual wellbeing, through personal fulfilment and professional identity. This in turn will benefit our children and our community.

We spend more daylight hours in pre-school than at home, so it is important that we can have ownership of many of the decisions that affect us and that we have agency in our working lives. We can do this, even in areas where we have no choices about what we do (e.g. deadlines, monitoring progress of the EYFS for all children, profile work), by taking responsibility for these actions and approaching the tasks in our own way.

All our work should be healthy, safe and supportive, Management and trustees have a responsibility to ensure our practices contribute to staff wellbeing. This includes monitoring staff absence and regularly requesting feedback from staff about wellbeing. Management to recognise the importance of the wellbeing of staff in our pre-school.

We advocate a holistic, proactive approach to managing health and rehabilitation issues at work, with everyone working together, staff, Management, trustees, occupational health and health and safety professionals, to:

- tackle the causes of workplace injury and ill health, including stress and anxiety
- address the impact of health on employees' capacity to work, providing support for those with disabilities and health conditions and rehabilitation

- promote healthier lifestyles and wellbeing to help improve the general health of the workforce
- Where requested, confidentiality can be important in establishing trusting relationships and rehabilitation, providing the safety of the person, or others is not compromised. However, where possible, staff are encouraged to share their mental and/or physical needs in an open way with colleagues, to maximise support networks available. This practice also helps to de-stigmatised issues related to health conditions in the workplace.

Time off work for medical reasons

Staff are encouraged to arrange medical appointments outside of school hours. However, if this is not possible, then support will be given on an individual basis.

To support the well-being of our staff our priorities are:

Language – to be mindful of the language we use to talk mental health at all times

Communication – to encourage individuals to communicate their needs and concerns

Relationships – to promote good relationships between staff through training, staff meetings, time to listen

Kindness – to promote the importance of treating people as we would want to be treated ourselves

Tolerance – for different ways people think and act, providing our goal of ensuring good outcomes for pupils is not affected.

Respect – for how a staff member may want to manage their own mental health or health, providing this doesn't impact on the safeguarding of our children.

Harmony – to promote ways of being with each other, including times when opinions differ, or when a person becomes upset with another.

Equality – to ensure all staff having an equal right to well-being in the workplace

Trust – to develop a supportive process in which staff can trust, for the continued wellbeing of staff

Empowerment – to ensure staff members feel a part of the decisions which affect them. This includes consultation on key decisions which affect individual staff, including policies and a genuine right to reply and appeal on decisions, which may have an adverse effect.

Balance – to recognise the demands of workload on staff and to find ways to ensure a good balance over a pre-school year, between work that is necessary for good outcomes for children and time to enjoy when not at work.

What Works Well at Woodcroft pre-school?

We all talk to each other and are very good at being 'aware' of each other.
Being able to go to our own children's assemblies and sports' days where possible, as long as enough notice is given.
If someone notices someone isn't 'quite right' but they don't feel they can approach them they'll flag it to management or colleague who is closer to them.
Inset Days offer a variety of time for meetings and time to learn.
Staff offered time and/or financial support towards professional development.
We laugh a lot and try to sing throughout the day.
Diverse characters and personalities with a shared dedication and commitment.
Staff ideas for change listened to.
Staff can communicate concerns in person, email or text. Can be open and honest with each other in times of need.
Staff supported to debrief incidents of violent or aggressive behaviour from children with social, emotional and mental health needs.
We work together towards a happy environment.

Someone to talk to:

Solent MIND- <https://www.solentmind.org.uk>

Solent Mind's Head Office reception staff can signpost you to mental health services Monday to Friday between the hours of 09.30am and 3.30pm (except Bank Holidays). Please be aware our reception staff are not mental health support workers.

T: 023 8202 7810

E: info@solentmind.org.uk

The Samaritans -offer emotional support and a listening ear, 24 hours a day, 365 days a year:

Free UK Telephone Number: 116 123

Mind operates an Information Line which provides information on types of mental health problem, where to get help, medication and alternative treatments and advocacy. It operates from 9am to 6pm Monday to Friday (except Bank Holidays)

- 0300 123 3393
- Or text 86463
- info@mind.org.uk

The charity SANE provide emotional support and specialist information to anyone affected by mental health problems. Their SANE Line operates from 4.30pm to 10.30pm every day of the year:

- 0300 304 7000
- Elefriends is an online, supportive community provided by Mind:
- www.elefriends.org.uk

Rethink have an Advice Phone Line – 0300 5000 927 which is available Monday to Friday – 09.30am to 4pm (except Bank Holidays).

Talking Change

Tel: 0300 123 3934

Address: Psychological Services, 8F The Pompey Centre, Fratton Way, Portsmouth, Hampshire, PO4 8TA

Website: <https://www.talkingchange.nhs.uk>

Email: SNHS.TalkingChangeSolent@nhs.net

You can access Talking Change if you're aged sixteen or over, you live in Portsmouth, and you're registered with a doctor in the city.

You can self-refer by calling Freephone 0300 123 3934 or by visiting www.talkingchange.nhs.uk

You can also join us on Facebook: www.facebook.com/talkingchange

iTalk- Who do we help?

italk helps people with common mental health problems including depression and anxiety. The service is open to anyone aged 16 and over who is registered with a GP in the localities of Andover, Basingstoke, Bordon, Eastleigh, Fareham, Gosport, Havant, New Forest, Petersfield, Romsey, and Winchester.

Please note italk is unable to offer a service to people currently seeing other mental health services and counsellors. You can be referred to italk by your GP, or you can refer yourself using our online self-referral form, or by calling 023 8038 3920.

Self-referrals

You can refer yourself to italk without needing to see your GP.
info@italk.org.uk

Domestic Abuse services:

[IDASH External Link](#)

0330 0165 112

A confidential help service for women, men, children and young people experiencing domestic abuse in Hampshire.

[Stop Domestic Abuse](#) [External Link](#)

02392 065494

Providing inclusive services to all those affected by domestic abuse in Portsmouth.

Bereavement Counselling:

Cruse Bereavement Care's vision is that all bereaved people have somewhere to turn when someone dies. Our Areas and Branches offer free and confidential services provided by trained volunteers.

Contact us to find out the range of services we offer in your area.

South Hampshire 023 8077 4900

National helpline: 0808 808 1677

This Policy was Adopted in October 2019

Signed:

Director:

Woodcroft pre-school & wrap around care

