

WELLBEING POLICY

At Oakbridge Little Learners we understand that ensuring the wellbeing of all our staff has a positive impact on the workplace as a whole, inclusive of productivity, motivation and engagement with everyone, whether it be as peers, parents of visitors as well as children at the heart.

To tackle mental wellbeing of our employees we endeavour to provide a positive supportive culture. To enable us to achieve this we will:

- Support employees to increase their awareness of mental wellbeing.
- Be non-judgemental and provide proactive support for those who experience any mental health issues.
- Include any information regarding wellbeing.
- Be as flexible as possible, wherever possible
- Ensure everyone has a clear job description, responsibilities, and resources to help them do their job.
- Manage conflict effectively to ensure the workplace is free from bullying, harassment, or any form of discrimination.
- Ensure all staff, regardless of mental health, are treated fairly.
- Be supportive in cases of anyone who is off on long-term sickness and where possible have a graduated return to work.
- Treat all matters relating to any aspect of their wellbeing in strictest confidence.
- Not to make any assumptions that a person with any mental health issues will be more vulnerable to workplace stress.
- To provide any training for any staff who want to access it.

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