

## Wellbeing Policy

TRACKS autism recognises that supporting the mental wellbeing of our employees is an important for both individuals and the organisation. Mental wellbeing is a key factor in an individual's health and safety, social wellbeing and productivity.

A positive, supportive culture for mental wellbeing is important for all employees and therefore is applied across the setting.

At TRACKS autism we are aware that the children we support are extremely rewarding to work with but also can be challenging on staff physically and mentally. We want to support staff in all aspects of their wellbeing at work.

### **At TRACKS we aim to:-**

- Embed practical techniques into everyday routines and interactions to support emotional wellbeing.
- Provide a safe and secure environment that promotes emotional wellbeing and self-regulation.
- Ensure that staff are supported by creating a safe workplace environment and culture.
- Implement wellbeing champions (Jane – Principal), reflective supervision and regular staff support if needed.
- Senior management ensure that staff are supported by making wellbeing a priority.

### **To support staff wellbeing, we will:-**

- Support staff in maintaining a healthy work life balance.
- Encourage a culture of openness where staff feel able to share concerns in a confidential environment.
- Offer regular supervisions will be held with the Principal to ensure open dialogue and opportunity to raise any concerns.
- Offer staff opportunities for Continuing Professional Development to cultivate confidence in staff and their abilities.
- The Principal will make time available if staff need to meet to discuss any wellbeing concerns they have.
- Hold regular staff meetings to create a collaborative team environment and an opportunity support each other.
- Any staff with physical or mental health requirements are encouraged to speak to the Principal who will discuss any reasonable adjustments.