



Healthy Workplace Policy

Updated September 2024

At Briar Dene Childcare, we are committed to fostering a safe, supportive, and healthy environment for all employees, children, and families. This policy outlines our commitment to promoting physical, mental, and emotional well-being within our workplace, ensuring that both staff and children thrive in a positive, inclusive atmosphere. This policy applies to all employees, volunteers, and contractors working at Briar Dene Childcare, as well as to anyone involved in the day-to-day operations of the nursery.

Physical Health and Safety:

- **Safe Environment:** We will maintain a clean, safe, and secure facility that meets or exceeds all health and safety standards. Regular risk assessments will be conducted, and appropriate action will be taken to mitigate potential hazards.
- **Injury Prevention:** All staff members are required to follow safety protocols to prevent injuries. This includes using proper lifting techniques, securing hazardous materials, and using personal protective equipment (PPE) where necessary.
- **Workplace Hygiene:** We will maintain high standards of hygiene, including regular cleaning and sanitisation of common areas, toys, and surfaces. Staff and children will be encouraged to practice good hand hygiene through regular handwashing.
- **Ventilation:** Proper ventilation will be maintained to ensure the health and comfort of staff and children. Heating, cooling, and air quality systems will be monitored and maintained regularly.

Mental and Emotional Well-being:

- **Supportive Work Environment:** We believe in creating a positive and supportive work environment where employees feel valued, respected, and heard. Staff members are encouraged to engage in open communication, and managers will provide regular feedback and support.
- **Stress Management:** We acknowledge the demanding nature of working in early childhood care and will provide resources to help manage workplace stress. This includes regular breaks, a reasonable workload, and opportunities for professional development.
- **Conflict Resolution:** We are committed to addressing any workplace conflicts promptly and constructively. Employees are encouraged to report issues to management without fear of retaliation. A formal grievance procedure will be available.
- **Mental Health Resources:** We will provide access to mental health support services such as counselling or stress management workshops to support staff well-being.

Promoting a Healthy Lifestyle:

- **Nutrition and Hydration:** Employees are encouraged to bring nutritious meals and snacks to work and to stay hydrated. We will provide access to clean water and ensure that the staff kitchen is stocked with healthy food options.
- **Physical Activity:** We support and encourage staff members to maintain an active lifestyle. We will promote opportunities for physical activity during breaks and provide information about local fitness resources.
- **Work-Life Balance:** We understand the importance of work-life balance and will ensure that staff have the opportunity to take regular breaks and time off. Flexible work arrangements may be offered where possible to support personal well-being.

Training and Education:

- **Health and Safety Training:** All employees will undergo health and safety training as part of their induction process, with ongoing professional development opportunities to ensure everyone is up to date with the latest regulations and best practices.
- **Mental Health Awareness:** Regular training sessions on mental health awareness and stress management will be offered to help staff recognise signs of burnout and support each other's well-being.

Encouraging a Positive Culture:

- **Team Collaboration:** We encourage teamwork and collaboration to foster a positive, inclusive workplace. Regular team meetings and social events will be organised to strengthen team bonds and promote a sense of community.
- **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive work environment where all employees are treated with dignity and respect, regardless of race, gender, age, or background.
- **Feedback and Improvement:** Employees are encouraged to provide feedback on the workplace environment, and their input will be used to make ongoing improvements to our health and safety practices.

Responsibility:

- **Management:** The management team is responsible for ensuring that this policy is implemented effectively, for providing necessary resources, and for creating an open environment where employees feel comfortable discussing health and safety concerns.
- **Employees:** All employees are responsible for adhering to this policy, promoting a healthy and safe workplace, and reporting any issues or concerns regarding their health and safety or the safety of others.

Review of Policy:

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

Name:	Position:	Signed:	Date:
David Birkbeck	Owner		
Kayleigh Tydd	Director		
Greg Bamber	Nominated Individual		
Zoe Tydd	Manager & DSL		
Abbie Lloyd	Deputy Manager		
Jade Radcliffe	Second Deputy Manager		
Pamela Lear	Practitioner		
Diane Jones	Practitioner		
Emily Gautrey	Practitioner		