

Activity 4.

Putting your ideas into action

Points to consider:

In this resource, we've highlighted some examples of good practice that early years practitioners have shared with us. We have put these together in a chart below for you think how you could apply them to your setting.

- We suggest you do this as a team using this resource as a starting point.
- You don't have to do everything at once. Think about what would be most valuable in your setting. As a team, identify what you think are the most important issues and prioritise your actions accordingly.
- Write your actions in the middle column.
- You can grade your priorities using the right hand column of the table below as follows:
 - 1 = essential – we need to act now
 - 2 = important – we need to schedule these actions
 - 3 = desirable – we'll get there, but this might take longer
 - 4 = we already do this
 - NA = this is something we can't do at the moment
- You may find it helpful to put some dates or timelines on the actions.
- Mental health and wellbeing is everyone's responsibility – share out actions so you all have an opportunity to put your ideas into practice.
- Remember all actions should be in RATIO! So be realistic and think what is achievable.



Putting staff mental health and wellbeing into action

Intent: Ideas for good practice

Implementation: How can you make this work in your setting?

Priority

1. Supporting each other

- Put up a staff wellbeing board and keep it up to date.
- Make time to talk about mental health and wellbeing in team meetings.
- Hold regular staff social or team building events, including regular wellbeing activities.
- Help staff to recognise when a colleague is experience a mental health difficulty and to know how to support them.
- Value each other's qualities and interests
- Provide staff with a space to have private and confidential conversations about their mental health and wellbeing.
- Provide opportunities for peer support and feedback.
- Encourage feedback from staff about management procedures and working relationships.
- Review and develop policies and practices as a team (for example, ensuring that your setting is free from bullying and harassment, discrimination and racism).

Intent: Ideas for good practice

Implementation: How can you make this work in your setting?

Priority

2. Supportive management

- Ensure all staff have the opportunities to contribute to the mental health and wellbeing policy.
- Share the mental health and wellbeing policy and include it in the staff induction process.
- Provide support for staff who experience mental health difficulties at work, including for those returning to work after absence due to a mental health issue.
- Include a positive statement and information about mental health and wellbeing in the recruitment process.
- Have an out-of-hours policy to reduce workload.
- Have a management open door policy.
- Hold regular supervisions where staff feel confident and comfortable to discuss their mental health and wellbeing needs.
- Have processes to encourage positive feedback, praise and encouragement, between staff member, managers and parents and carers.
- Provide opportunities for flexible working.
- Provide the opportunities for staff to take regular breaks.
- Provide the opportunities for managers to access support.

Intent: Ideas for good practice

**Implementation:
How can you make this
work in your setting?**

Priority

3. Physical environment

- Display clear, visible information about accessing mental health and wellbeing support, including helplines and access to confidential services.
- Provide a space for staff when they are feeling stressed, overwhelmed or needing some time out.
- Provide an appreciation box for staff to share positive messages with each other.
- Provide treats to help everyone feel valued
- Hold regular offsite activities.
- Hold wellbeing days

Intent: Ideas for good practice

**Implementation:
How can you make this
work in your setting?**

Priority

4. Support from outside your setting

- Offer training to support mental health and wellbeing, to help spot the signs and symptoms of mental health difficulties and to promote wellbeing.
- Provide training to support minoritised groups.
- Signpost to external and local support, such as counselling services.
- Link up managers from different settings or having a peer support scheme for managers.