

**Well Being Statement 2021**

Ridgemount Cottage Nursery School recognises the need for mental well being to be regarded as a priority for all the staff, including apprentices and students.

What we are doing already

1. The nursery organises and funds social events every term for the staff. We listen to what our colleagues would like to do. We do not impose unpopular choices on others. At Christmas 2020 the usual Christmas meal out was not possible due to Covid, so the staff received Amazon vouchers instead.
2. We recognise birthdays, and send a card signed by management and colleagues. We encourage the staff member to bring in a birthday cake to share
3. We run a Positive Comments reward scheme. On learning walks, management are encouraged to record a positive comment where they see best practice. The staff member who has been noticed for their good practice has their name put in the hat. Names get picked and someone wins a bottle of wine, or similar.
4. We have a named Pastoral Lead (Amanda Kemp) for staff well being. Amanda has a background in Coaching and Mentoring, is a qualified Life Coach, and holds a Level 5 Diploma in mental Health Awareness

What we aim to do further

1. We have been looking into Cycle to Work schemes
2. We would like to arrange training in Mental Health Awareness for another member of staff

Covid 19

Covid 19 has put an overwhelming pressure on nurseries and childminders. Ridgemount has responded in a time of crisis, to get the nursery open, to do their best to keep people safe, and to support families and staff.

What we have done in response to Covid-19

1. We have kept the children’s rooms/ groups small and used the available space to set up small Pre School groups in the Den and Cabin.
2. We have supplied an additional Staff Room so that staff members can sit away from others if that is their preference
3. The rooms are being fogged every evening in response to the rise in Covid numbers
4. Repairs and renewals have been moved to evenings and weekends, to minimise the extra people in the rooms
5. We have moved viewings to evenings to minimise the impact of visitors on site
6. We have stopped any eating in the kitchen, and required staff to bring in their own food for lunch, to avoid cross contamination
7. We have used dipping to keep toys sanitised
8. The staff have taken on extra cleaning in the rooms
9. We have taken on board that staff feel overwhelmed by the need to clean the rooms every day, in the absence of professional cleaners willing to take on the work. We have moved some of the laundry to the local launderette in the short term, to try and balance things out
10. We have just set up a new initiative Its Okay Not to Be Okay, to be a potential first point of contact for any staff member or parent who is struggling and needs to talk. We are committed to listening and guiding people toward professional and appropriate help, while reassuring them that the nursery cares and wants to be supportive. We first announced this in our newsletter 8 November 2021.

What we could do further

1. We will continue to look for cleaning help, while staff feel under so much pressure
2. We will continue to listen to staff concerns and suggestions
3. We will be discouraging the use of WhatsApp chat as this has at times been a negative influence out of hours, building panic and causing further anxiety
4. We will review each term how we are dealing with the challenges of the pandemic