

Early Years Wellbeing at Work Survey Results

A well-supported team of staff can improve effectiveness and job satisfaction, reduce absence, and strengthen employee retention. Positive practitioner wellbeing also supports positive personal, social, and emotional development in children.

We carried out a survey asking early years practitioners and teams how they look after their wellbeing at work.. findings below!

1. What happens in your workplace to support wellbeing?

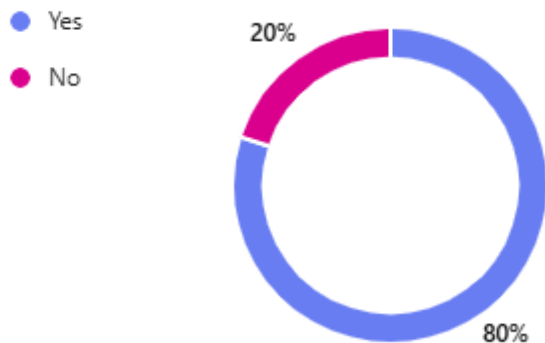
Sample of responses:

"Well-being policy"	"Qualified mental health champion on site"
"Shift patterns/rota staff rotate around so all staff get to have early starts and finishes."	
"Flexible working hours"	"Term time only hours"
"Free lunch for staff"	"Management does well-being checks regularly"
"We have "safety plans for the colleagues who have had historic or on-going anxiety and depression."	
"Referral service"	"Well-being books in the staff room for staff to take"
"Open door policy for discussions to share worries, advice, to ask for support, to listen, cry, off load, empty the emotional bucket"	
"Buddy system for new starters"	"We all look out for each other" "We all talk to each other and share issues"
"What is a good day at work for you? Discussions / Conversations as part of the wellbeing action plans - identify what makes a good work day for you..."	

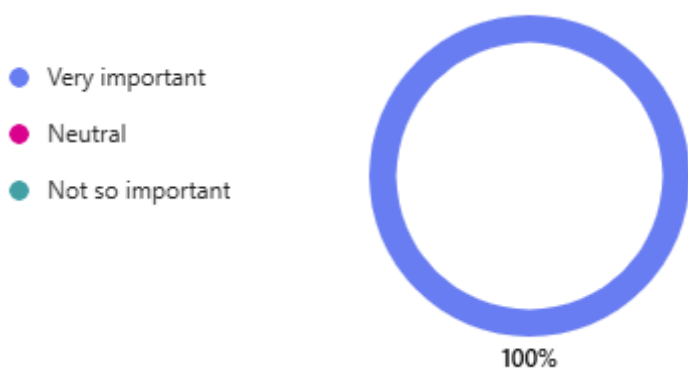
2. What do you do to support your own wellbeing at work?

'Switch off technology'	'Make sure I have lunch / drinks'
'Outdoor space including walks, talking to other childminders and enjoy healthy eating with the children'	
'Be organised'	'Open air swimming'
'Dance classes'	'Films and theatre'
'Reading'	'Talk to a friend'
'Use the resources available to me - ask for help when needed'	

3. Does your workplace have a wellbeing policy?



4. How important is a positive wellbeing culture at work to you?



5. It's the little things that sometimes make a difference....

tea and toast at early morning meetings
Compliments
WhatsApp group
walk and talk with other childminders
Social chat
Snacks at meetings
Saying thank you social outings
Cakes Praise making a drink hug!
Well being books Tea
Treats coffee recognition
Jokes fun Professionals
Thoughtful conversations
Sharing frustrations and successes
Saying well done!