



Little Strides

Mental Health and Wellbeing Policy



Aim of Policy

This policy outlines Little Strides' approach to Mental Health First Aid Champion's, Mental Health and positive wellbeing in the workplace. Little Strides commit to creating a safe and supporting working environment that places the wellbeing of every employee as priority.

Mental health first aid is the help offered to someone developing a mental health issue, experiencing a worsening of an existing mental illness or a mental health crisis. A Mental Health First Aid Champion and Mental Health First Aider is a person who has been formally accredited to support Wellbeing and Mental Health first aid in their workplace, by attending and passing an assessment in a Mental Health First Aid.

The purpose of this policy is for Little Strides to establish, promote, and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

Little Strides believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Confidentiality

Little Strides recognises that respecting the privacy of information relating to individuals who have received mental health first aid or may be experiencing a mental health problem or a mental health crisis at work is of high importance.

All Mental Health First Aid Champions, Mental Health First Aiders, and Human Resources representatives are obligated to treat all matters sensitively and privately in accordance with the Little Strides' confidentiality policy. If at any time the Mental Health First Aid Champion or First Aider assesses there is a risk of harm to another individual, they must escalate the matter to a Nursery Director.

If there is an urgent risk identified, emergency services should be contacted immediately and then raise a MIT.

It is the responsibility of the employer to:

- Ensure all workers are made aware of this policy.
- Allow the Mental Health First Aid Champions and Mental Health First Aiders to undertake appropriate training as required and encourage a position within each nursery.
- Clearly communicate to workers how they can access the help of a Mental Health First Aid Officer in suitable public areas. Ensure workers always have access to accredited Mental Health First Aid Champions and First Aiders, where possible.
- Provide an appropriate space within the workplace that is accessible and suitable for private conversations.
- Instruct Mental Health First Aid Champions not to exceed providing help, which is outside the scope of their role. Ensure workers know what to do in a mental health crisis situation.
- Provide the funding and time for Mental Health First Aid Champions and First Aiders to maintain their Mental Health First Aid accreditation.

It is the responsibility of the employee:

- Take reasonable care for their own health, safety and wellbeing whilst at work and also take reasonable care to ensure their acts or omissions do not adversely impact and affect the health, safety and wellbeing of other workers.
- All workers are encouraged to speak to a Mental Health First Aid Champion or First Aider at any time should they feel that they may be developing a mental health problem, experiencing a worsening of an existing mental illness or experiencing a mental health crisis.
- If at any time a worker forms a belief that another worker may be developing a mental health problem, suffering from a mental illness or experiencing a mental health crisis they should contact Mental Health First Aid Champion, Mental Health First Aider or the HR Team.



To implement these:

- Mental Health First Aid Champions in each nursery
- A Mental Health Lead Role who is trained as a Mental Health First Aider
- Sign posting and support information readily available in appropriate areas of each nursery.
- Company wide events to raise awareness of Mental Health and promote positive wellbeing
- Each nursery to have a wellbeing space if possible or a wellbeing display for which employees can use when they need to and take resources from.
- Each employee will be entitled to have regular wellbeing checks with their Line manager or Mental Health First Aid Champion.
- All staff to feel empowered, respectful and communicate about Mental Health.

Training:

- All staff to have a basic understanding of Mental Health Awareness.
- Regular recognition of Mental Health awareness through Staff meetings company wide.

Review date	Name	Position	Signature
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