



Managing Work-Related Stress at Little Hearts Preschool Cranleigh

At Little Hearts Preschool Cranleigh, we recognize the importance of maintaining the well-being of our staff, and we are committed to creating a supportive and balanced work environment.

Managing work-related stress is a key aspect of our approach to staff well-being, and we employ a variety of strategies to ensure our team feels valued, supported, and able to perform their roles effectively.

Open-Door Policy:

- Management Accessibility:

We maintain an open-door policy between management and staff, encouraging open communication and providing a safe space for staff to discuss any concerns or challenges they may be facing. This policy fosters a culture of transparency and mutual respect, ensuring that staff feel heard and supported.

- Regular Supervision Meetings:

Workloads and job-related stressors are regularly discussed during supervision meetings. These one-on-one sessions provide an opportunity for staff to voice any concerns about their workload, seek advice, and receive constructive feedback. This proactive approach helps to identify and address potential stressors before they escalate.

Work-Life Balance:

- After-Hours Boundaries:

To promote a healthy work-life balance, staff are not contacted about work-related issues after 5 pm unless it is an emergency. This policy allows staff to fully disconnect from work during their personal time, reducing stress and preventing burnout.

- 'Duvet Days':

We offer our staff five 'duvet days' per year, where they can take time off without needing to provide a reason. These days can be used for personal reasons or simply to recharge. While these days are a flexible benefit, they still require pre-authorization to ensure that

the setting remains compliant with legal staff-to-child ratios. This initiative supports mental health and acknowledges the need for occasional downtime.

Support Strategies:

- Wellness Workshops:

We periodically offer wellness workshops focusing on stress management, mindfulness, and self-care techniques. These workshops provide staff with practical tools to manage stress, both in and out of the workplace.

- Mental Health Resources:

Access to mental health resources, including counselling services or support hotlines, is made available to all staff members. We recognize that professional support can be essential for managing work-related stress and overall mental well-being.

- Flexible Scheduling:

Where possible, we offer flexible working hours to accommodate personal commitments and reduce stress. This flexibility helps staff balance their professional responsibilities with their personal lives more effectively.

- Team-Building Activities:

Regular team-building activities are organized to strengthen team cohesion and reduce stress through positive social interactions. These activities foster a sense of community and mutual support among staff members.

- Recognition and Appreciation:

We believe in the importance of recognizing and appreciating the hard work and dedication of our staff. Regular acknowledgment, whether through formal awards or informal gestures, helps to boost morale and reduce stress.

By implementing these comprehensive and innovative strategies, Little Hearts Preschool Cranleigh ensures that our staff are supported in managing work-related stress. Our commitment to staff well-being not only enhances job satisfaction and productivity but also contributes to a positive and nurturing environment for both staff and the children in our care.

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