

Activity 3.

Offering support wherever it's needed

To help think about how to promote wellbeing, it can be helpful to divide support into three commonly adopted categories: universal, targeted and specialist support services, all of which can be incorporated into a staff wellbeing strategy. Which do you have available in your setting? It may not be possible to provide them all, but what could you do more of?

Are there others you could add. Have a look at the discussions you had about the survey questions. Are there any you could add?

Specialist support:

- Employee assistance programmes
- Crisis support
- Referrals to mental health support

Targeted support

- Supervision
- Training around mental health
- Regular mandatory wellbeing check-in meetings for all staff using a personal or peer support model
- Wellbeing events for staff

Universal support

- Staff wellbeing policy
- Dedicated staff space
- Drop-in sessions for any concerns
- Staff wellbeing leads or teams to offer regular events
- Open culture towards supporting mental health
- Feedback boxes where staff can anonymously share ideas for improving practice and wellbeing

Reflections on workshops

Make a list of what is working in your setting using the following headings from the focus groups:

1. Supporting Each Other
2. Supportive Management
3. Physical Environment
4. Finding Help Outside the Setting

Celebrate your achievements and consider what you can do more of.