



Earith Pre-School 7
School Road
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Staff Mental Health

Introduction

Here at Earith Pre-School we are committed to supporting any staff member experiencing mental health problems. We aim to help and support them cope during and after with recovery and understand that this is a sliding scale with no set time frame. We acknowledge different factors influence our employees wellbeing both inside and outside of work and aim to be proactive in our individual support to our colleagues. We view/treat mental health the same as we would a physical health condition.

How we will do this

- We aim to create a culture that supports our staff to be open about their mental health. An example of this would be through catch up meetings in a non-judgemental environment to encourage open dialogue.
- We will actively open conversations with our employees about their mental health. All information will be treated confidentially if that is their wish. If their well being is of greater concern to us, we will seek professional assistance with or without their consent.
- Where appropriate we will create a support plan together to aid recovery. Reasonable adjustments may be made on a case by case basis.
- We understand that needs differ and give individual support based on requests and level needed. If time off is required a back to work meeting will be held as soon as possible to address any support required.

More information and guidance can be found at:

- Mind.org.uk
- Nhsemployers.org
- Mentalhealth.org.uk

Policy/procedure Review date	September 2025
Next review due on	September 2026
Signature on behalf of provider	
Name of signatory	Deborah Young
Role of signatory	Chair person of committee



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