

# Health and Well-Being Policy Statement

To be reviewed Bi-Annually.

Policy Agreed September 2018. To be reviewed September 2020



Everton Nursery School and Family Centre is committed to providing a working environment which actively promotes health and well-being of all employees, partners and contractors. We understand that our employees are our most valued resource and as a result their health and well-being is crucial to the effective running of all work activities. In addition to our legal health and safety duties, we will proactively promote good workplace health and enable, where able, good workplace well-being.

We encourage the development of a work environment that sees all employees taking a positive interest in their own, and others, health and well-being. Through our health and well-being promotion, we aim for employees to take their improved knowledge and behaviour into the home environment and further to continue the spread of the health and well-being messages.

Our commitment to maintaining a healthy, active, positive workforce includes:

- The creation of a work environment that supports and promotes physical activity; that aids access to healthy choice foods; that helps employees to maintain their positive mental well-being while at work; that promotes sensible drinking of alcohol; and supports staff to quit/reduce smoking.
- The promotion of positive well-being through the provision of up to date and informative materials and resources to help employees make healthy lifestyle choices.
- Promotion of all health and safety policies and practice.
- Reducing the opportunities for accidents and incidents.
- Linking to local and national campaigns and promotions.
- Offer flexible working conditions within reason.
- Access to fresh drinking water.
- Access to fruit.
- Provision of healthy foods (sandwiches, fresh fruit) on training courses and for meetings.
- Providing access to specialist Occupational Health support (as required).
- Encouraging employees to take responsibility of their own health and well-being by helping to improve knowledge and behaviour.

In using the term health and well-being throughout this policy please note it that includes mental health (link to Workplace Mental Health and Well-being Policy).

This policy statement should be read in conjunction with other organisational Health, Work and Well-being policies.

Name \_\_\_\_\_ Job title \_\_\_\_\_

Signed by \_\_\_\_\_ Date \_\_\_\_\_