

Banana Moon Well-being Pledge



Supporting early years professionals' well-being

Banana Moon has a whole-setting approach to health and well-being that breaks down misconceptions and stigma of mental health and well-being. The workplace is safe and healthy, supporting team well-being and responding to the value of each early years professional.

- We promote a workplace culture and environment that is inclusive, supportive and encourages early years professionals to grow and develop.
- We understand the pressures and timeframes of the role and promote reflective practice, positive and respectful working relationships as well as opportunities to discuss and share any individual physical or well-being needs, so that the team can thrive, making suitable adaptations to support where required.
- We foster a culture of discussion and ownership of tasks, responsibilities and ongoing improvements, so that everyone has a voice and is valued.
- We provide an environment that supports the physical and emotional needs of the team so that they are comfortable and successful. This includes appropriate furniture, delegation of tasks, recognising the skills and interests of individuals and supporting personal or professional needs.
- We provide ongoing professional development and mentoring opportunities.
- The Well-being Champion embeds recognised approaches to emotional well-being and mental health, and offers support and training to foster a whole-setting approach to well-being.
- Early years professionals have opportunities to connect with the people around them and to collaborate and work with others as well as independently.
- We encourage early years professionals to be active in ways that they enjoy. This could be indoors, in the outdoor environment, within the workplace and in the community using the Big Play, Little Play Approach.
- We encourage ongoing learning and professional development for staff to develop themselves personally and professionally, learn new skills and challenge themselves.
- We encourage the team to take notice of their surroundings, have time to reflect and be mindful to promote well-being.
- There are opportunities to give and be thankful. This could be supporting their team, helping each other, giving time and attention, and recognising or praising the efforts of each other.

