

CHILDREN'S RESIDENTIAL WORKFORCE WELLBEING CHARTER

We recognise that our profession faces a unique set of challenges alongside immense potential to improve the lives of vulnerable young people through organisational and individual efforts. Collectively, we have a responsibility to create an environment that promotes wellbeing and that proactively supports positive health for all, now and in the future.

As an organisation, we will:

Create a nurturing and inclusive organisational ethos, which respects individual differences, diversity and collaborative collegiate practices.

Provide therapeutically-informed supervision that nurtures belongingness, hope and professional pride, enquiring how supervisees are, rather than only what they have done - checking in, rather than checking on.



Have a staff wellbeing and mental health policy, accompanied by an implementation plan, which will be reviewed through the annual PDR process and during supervision following critical incidents.

Nurture the health of our staff through senior management and organisational initiatives to promote their wellbeing and enable them to be emotionally available and attuned to the needs of the children.



Recognise that the emotional and physical wellbeing of our staff are both affected by and essential to their working role.

Promote equality of opportunity and proactively challenge stigma, discrimination and threats to wellbeing.



Recognise the skills, knowledge and expertise within the workforce and the benefit of peer-led mentorship and support.

Perceive learning as an ongoing process, providing appropriate training and reflective spaces for staff to access tailored trauma-informed training and opportunities for peer-led experiential learning and support.



As a practitioner, I will:

Employ reflective and supportive practices to proactively contribute towards a culture of resilience, belongingness and hopefulness.

Identify stressors and threats to my wellbeing that could contribute towards ruptures in relationships with colleagues and those in my care, with a view to taking preventative actions.

Engage in protected time initiatives for reflective practices with colleagues to enhance wellbeing and professional practices.

Monitor my own wellbeing following incidents and communicate my needs clearly and quickly to a senior manager, who will discuss a support plan.

Communicate my needs, concerns and possible solutions with regards to my physical and emotional health, promoting my overall wellbeing.

Give myself the care and support I would provide others to be comfortable and healthy in myself, recognising my personal qualities are an essential part of what I bring to my working role and the vulnerable children I care for

Recognise the value of and need for restorative practices, such as reflection, emotional space to talk freely and professional pride in myself and my colleagues.

