

## **Our Commitment to Inclusivity and Staff Wellbeing**

We value our staff and recognise the importance of experience and attributes as well as qualifications and skills. A diverse workforce can be an asset which benefits the team and our patients. We actively encourage a supportive environment where we can learn from each other and develop as individuals and as a Practice. We want everyone who comes to work at Cricketfield Surgery to feel comfortable, welcome and part of the team, as well as able to contribute to improvements. Hopefully you'll even enjoy coming to work!

Policies that we have in place to support our ethos are:

- Equal Opportunities
- Code of Conduct
- Preventing Bullying and Harassment
- Grievance
- Disciplinary
- Zero Tolerance
- Recruitment
- Appraisal
- Whistle Blowing

### **Staff Wellbeing**

We are working towards becoming a 'Mindful Employer' and we strive to ensure the wellbeing of our staff. All our managers and supervisors are trained in Health and Wellbeing as well as Stress in the Workplace. We proactively offer our staff the opportunity to complete stress risk assessments, we monitor health and safety issues closely including workload and working environment, we offer a fair absence policy along with a detailed breakdown of absence types and eligibility. We even offer time off for voluntary work and we of course recognise the importance of family commitments and other factors vital to you outside of work. With the best will in the world you can't always stop your personal life from impacting on your work but we aim to help you minimise this and do what we can to be there for you when you need us.

Our staff kitchen has a wellbeing drawer with mindfulness tips, colouring in and other ways to de-stress along with the occasional treat. We also have monthly get-togethers open to all and there are charity events we participate in from time to time.

Another key element to staff wellbeing is training and support to enable you to be successful in your role and feel a sense of accomplishment. We offer a comprehensive induction package, training and support throughout your probation period along with internal, online and external training courses. There are regular meetings and there will always be someone available to support you when you need it.

Policies that we have in place to support Staff Wellbeing are as above, and:

- Staff Health and Wellbeing
- Health and Safety, Lone Working, First-Aid, Fire Safety
- Drugs, Alcohol and Legal Highs Misuse and Smoke Free
- Annual Leave, Guide to Paid and Unpaid Leave, Parental Leave
- Managing Absence
- Probation, Training and Development
- Flexible Working, Home Working