**Strategic Discussion: People: We have a culture of care for the wellbeing of all people.**

**Summary Statement:** As an organisation we have done, and continue to do, many things for the benefit of tamariki and their whānau which go beyond the provision of education. We adopt a holistic approach to the wellbeing of employees, tamariki and their whānau. That means we take into account their lives beyond the gates of our kindergartens, recognising the complex situations that many face and the difficulties they may be experiencing. However the increasing demand for support of tamariki and their whānau is adding stress to our employees. Our employees are people too, with their own complex situations and issues. Caring is about understanding and responding to those times people need a little more in the way of support, and taking the time to make others feel valued and recognized. As we begin to emerge into a post-Covid world we anticipate accumulated stress to become evident, along with increased evidence of poverty and isolation as well as increasing shortages of resources and relievers.

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| **Area** | **Ensure:** | **Further Initiatives to be explored** |
| Board | * Remember employees are people too and may be facing their own challenges
* Provide forums where the views of employees can be obtained & considered
* Empathy and respect are important
* Maintain affordable services to parents
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| Managers, leaders | * Regular contact with employees, early identification of difficulties arising, early response to issues
* Employees have access to support which helps to develop and maintain strategies to build self care and resilience
* Maintain collaborative approach to problem solving
* Maintain the raft of provisions already in place such as EAP counselling, 100% trained teachers, resource rich, celebrations, solutions focused, additional support, diverse PLD opportunities, mentoring support
* Celebrate / acknowledge successes
 | * Survey employees about Covid response/support & possible future concerns
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| Kaiako | * Have strategies in place to maintain resilience
* Healthy boundary setting and awareness of personal limitations is a good starting point
* Look out for the wellbeing of others
* Take opportunities to celebrate
* Have good relationships / communication with colleagues
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