WORKPLACE WELLBEING

IN RESIDENTIAL CHILDREN'S HOMES

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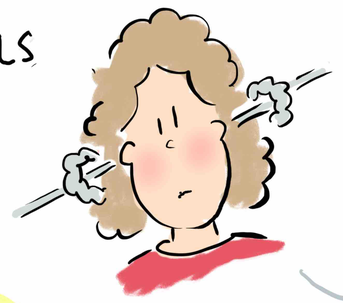
INTRODUCTION TO THE WORKFORCE WELLBEING RESEARCH & PRESENTATION OF KEY FINDINGS

WHY WORKFORCE WELLBEING?

- LONG HOURS, LOW PAY
- CHALLENGING CONDITIONS
- LACK OF PROFESSIONAL SAFETY NET
- HIGH STRESS LEVELS = BURNOUT = NOT AVAILABLE EMOTIONALLY
- WORKERS OVERLOOKED



PHASE 1 OUR RESEARCH

- STRESS NOT REPORTED
- STAFF TURNOVER HIGH
- THERAPUTIC RELATIONSHIPS ESSENTIAL

WELLBEING CHARTER

CREATING AN ENVIRONMENT THAT PROMOTES WELLBEING

+ PROACTIVELY SUPPORTS POSITIVE HEALTH FOR ALL

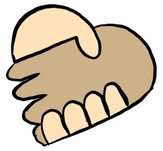
- WELLBEING IS NOT AN EXTRA!
- ESSENTIAL TO SERVICE DESIGN & DELIVERY

ORGANISATION

PRACTIONER

5 FACTORS INSTRUMENTAL IN IMPLEMENTING TRAUMA INFORMED CARE

- DRIVING CHANGE WITH DATA
- A COMMITMENT FROM SENIOR LEADERSHIP
- STAFF SUPPORT
- TRAUMA INFORMED POLICY
- AMPLIFYING THE VOICES OF YOUNG PEOPLE



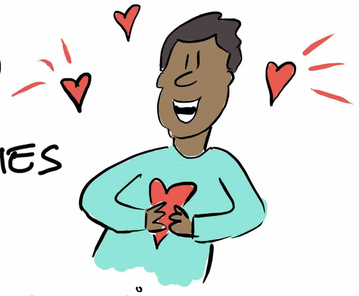
PHASE 2 ONLINE SURVEY FOR WORKERS

RESULTS

5 AREAS

- SECONDARY TRAUMATIC STRESS -
- PROFESSIONAL QUALITY OF LIFE
- ADVERSE CHILDHOOD EXPERIENCE
- SELF-COMPASSION
- COPING STRATEGIES

- CHILDHOOD EXPERIENCES RELATED TO SECONARY TRAUMATIC STRESS
- AVOIDANT COPING IS RELATED TO BURNOUT
- IMPORTANCE OF SELF COMPASSION
  - INCREASES WITH AGE
  - REDUCES BURNOUT / STRESS



MORE RESEARCH REQUIRED

QUESTIONNAIRE STILL OPEN

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