

A happy workforce is a strong workforce. Working in childcare and playwork can be rewarding and also busy and challenging, which may leave staff feeling emotionally and physically tired. Supporting the wellbeing of your staff can have enormous benefits for the individual and from a can also boost job satisfaction and productivity and help retain staff.

Consider a range of ideas that appeal to everyone's interests/cultures/abilities. Remember that not everyone will want to take part and involving the whole team in elements of the planning will allow you to find a happy medium.

Here are 10 ways that you can support wellbeing in the workplace:

1. Introduce a wellbeing champion, someone that staff can share their concerns with or someone responsible for taking ideas forward that would support staff wellbeing.
2. Offer opportunities for social activities outside of work.
3. Listen to staff – staff need to feel heard to feel valued and part of a team. This can be achieved through staff surveys, supervisions or team meetings and can be used to discuss workplace issues, wellbeing or part of your planning process. Consider what could be implemented to act on any feedback.
4. Find out more about enhancing staff wellbeing through courses and reading. Have a selection of books or magazines available that may promote self-help or hobbies (ask parents and staff to bring in any books they no longer want at home). Try [Happiful Magazine](https://happiful.com/digital-subscription) - an award-winning free digital subscription as a regular reminder to make wellbeing a priority [.https://happiful.com/digital-subscription](https://happiful.com/digital-subscription)
5. Manage work schedules to allow enough breaks and create a quiet space that staff can retreat to.
6. Encourage time outside for staff breaks. Maybe your setting has a garden or a bench or even a local park and keep a blanket handy to sit on or use to keep warm in the colder months. Take a walk around the grounds, around the block or to the local shop and back. Share information about the benefits of walking, getting fresh air and having time to think. You could even try walking as a team for team meetings.
7. Practice mindfulness. There are many mindfulness activities that can be done in less than a few minutes or less. There are lots of websites to help you understand the benefits of practising mindfulness and activities that can be implemented on breaks, on the commute to work, when collecting children or even at the end of the working day.
8. Remember to refuel - provide healthy food/snacks, if possible or take it in turns to share a treat with everyone. Food can be a great way to bring people together!
9. If possible, offer a discounted childcare rate, which can be an additional benefit to working at your setting.
10. Tell your staff and colleagues that you value them and recognise their hard work. Explore ideas to reward staff. Consider regular recognition, employee benefit schemes or a day off on their birthday. Consider nominating your staff for an award (Cwlwm and local authorities often recognise those working within childcare and playwork on an annual basis).

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Mae gweithlu hapus yn weithlu cryf. Gall gweithio mewn maes gofal plant a gwaith chwarae fod yn brofiad boddhaus, ond hefyd gall fod yn brysur ac yn heriol, gan arwain at flinder emosiynol a chorfforol. Mae cefnogi lles eich staff yn darparu buddion enfawr i'r unigolyn, ac mae'n hefyd yn gallu hyrwyddo boddhad swydd, cynhyrchiant ac mae'n helpu i gadw'r staff.

Ystyriwch ystod o syniadau sy'n apelio at ddiddordebau/diwylliannau/galluoedd pawb. Cofiwch na fydd pawb eisiau cymryd rhan a bydd cynnwys y tîm cyfan mewn elfennau o'r cynllunio yn caniatáu ichi ddod o hyd i gyfrwng hapus.

Dyma 10 ffordd y gallwch chi gefnogi lles yn y gweithle:

1. Cyflwynwch hyrwyddwr lles, cyflwynwch rywun y gall staff rannu eu pryderon â nhw, neu rywun sy'n gyfrifol am ddatblygu syniadau i gefnogi lles y staff.
2. Cynigwch gyfleoedd ar gyfer gweithgareddau cymdeithasol y tu allan i'r gwaith.
3. Gwrandewch ar eich staff, mae angen i staff deimlo eu bod nhw'n cael eu gwrandao ar, er mwyn teimlo eu bod nhw'n cael eu gwerthfawrogi a'u bod nhw'n rhan o dîm. Gellir cyflawni hyn drwy arolygon staff, sesiynau goruchwyllo, neu gyfarfodydd tîm, a gall hyn roi cyfle i drafod materion yn y gweithle, lles, neu ran o'ch proses gynllunio. Ystyriwch sut y gellir gweithredu ar unrhyw adborth a dderbynnir.
4. Dysgwch fwy am wella lles staff drwy gyrsiau a darllen. Trefnwch fod detholiad o lyfrau neu gylchgronau ar gael i gefnogi hunangymorth neu hobiau (gallech ofyn i rieni a staff ddod â llyfrau nad ydynt yn eu heisiau gartref dim mwy), fel bod adnoddau defnyddiol ar gael ar gyfer pawb. Hefyd, rhowch gynnig ar [Happiful Magazine](#) – tanysgrifiad digidol rhad ac am ddim sydd wedi ennill gwobrau, ac sy'n eich atgoffa'n rheolaidd i wneud lles yn flaenoriaeth. <https://happiful.com/digital-subscription>
5. Rheolwch amserlenni gwaith i ganiatáu digon o seibiannau a chreu man tawel y gall eich staff ymlacio.
6. Anogwch amser y tu allan ar gyfer egwylliau staff. Efallai bod gan eich lleoliad ardd, fainc, neu hyd yn oed barc lleol a chadwch flanced wrth law er mwyn eistedd arni neu ei defnyddio i gadw'n gynnes yn y misoedd oerach. Ewch am dro o amgylch y tir, o amgylch y bloc, neu i'r siop leol ac yn ôl. Rhannwch wybodaeth am fanteision cerdded, cael awyr iach, a chael amser i feddwl. Gallech hyd yn oed geisio cerdded fel tîm ar gyfer cyfarfodydd tîm
7. Ymarferwch ymwybyddiaeth ofalgar. Mae yna lawer o weithgareddau ymwybyddiaeth ofalgar y gellir eu gwneud mewn llai nag ychydig o funudau, neu, hyd yn oed llai na hynny. Mae llawer o wefannau ar gael i'ch helpu i ddeall manteision ymarfer ymwybyddiaeth ofalgar a gweithgareddau, y gellir eu rhoi ar waith ar egwylliau, wrth gymudo i'r gwaith, wrth gasglu'r plant neu hyd yn oed ar ddiwedd y diwrnod gwaith.
8. Rhowch hwb i'r corff - darparwch fwydydd/byrbrydau iach, os bosibl neu rhannwch ddanteithion efo'ch gilydd bob yn ail. Gall bwyd fod yn ffordd wych o ddod â phobl at ei gilydd!
9. Os yw'n bosibl, cynigiwch gyfradd gofal plant gostyngol, a all fod yn fantais ychwanegol o weithio yn eich lleoliad.
10. Dywedwch wrth eich staff a'ch cydweithwyr eich bod yn eu gwerthfawrogi ac yn cydnabod eu gwaith caled. Meddyliwch am syniadau er mwyn wobrwyo eich staff. Ystyriwch gydnabyddiaeth reolaidd, cynlluniau buddion gweithwyr neu ddiwrnod i fwrdd ar eu pen-blwydd. Ystyriwch enwebu eich staff ar gyfer gwobr (mae Cwllwm ac awdurdodau lleol yn aml yn cydnabod y rhai sy'n gweithio o fewn gofal plant a gwaith chwarae yn flynyddol).

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