Mental Health & Wellbeing Policy (2025–2026)

Mental Health & Wellbeing Policy

1. Purpose

Little Wonders Nursery is committed to promoting positive mental health and emotional wellbeing for all children and staff. We aim to create a nurturing, inclusive, and supportive environment that prioritises mental and emotional health. Our approach focuses on prevention, early identification, and timely support.

2. For Children

2.1 Promoting Emotional Wellbeing

Supportive Environment:
We provide a calm, welcoming, and safe environment where children feel respected, valued, and understood.

Recognising Emotions:
Children are encouraged to identify and express their feelings. Staff guide children in developing emotional literacy and strategies for managing emotions positively.

Activities for Wellbeing:
We incorporate mindfulness, relaxation, and sensory activities into daily routines. These include breathing exercises, quiet reflection time, movement-based activities, and creative expression, supporting emotional regulation and resilience.

Inclusive Support:
We recognise that children have diverse backgrounds and needs. Our approach ensures all children feel included and supported, including those with additional needs or facing trauma.

2.2 Mental Health Awareness and Support

Staff Training:
All staff receive up-to-date mental health awareness training aligned with 2025 guidance, covering:

- Early identification of emotional distress or developmental concerns
- Trauma-informed practice
- Supporting children with neurodiverse needs

Parent Partnership:
Open communication with parents is central. If concerns arise about a child's mental health, staff will collaborate with families and external professionals as needed to provide timely, appropriate support.

Early Intervention:
Where children show signs of emotional or mental health challenges, prompt intervention plans will be implemented, prioritising the child's wellbeing.

3. For Staff

3.1 Promoting Mental Health and Wellbeing

Supportive Work Environment:
We foster a positive workplace culture that values staff mental health, encourages openness, and reduces stigma.

Regular Check-ins:
Staff have access to regular one-on-one meetings with their line manager to discuss workload, wellbeing, and professional development.

Mental Health Resources:
Staff are provided with access to mental health resources, including:

- Employee assistance programs
- Confidential counseling services
- Wellbeing guidance and toolkits

3.2 Stress Management and Self-Care

Workload Balance:
We actively monitor workloads to ensure they are manageable and support work-life balance.

Self-Care Encouragement:
Staff are encouraged to practice self-care, take breaks, and engage in wellbeing workshops and activities promoting relaxation, stress management, and resilience.

Flexible Practices:
Where possible, flexible working arrangements are considered to support staff wellbeing.

3.3 Training and Support

Mental Health First Aid:
Key staff are trained in mental health first aid to provide immediate support to colleagues and children, ensuring safe and effective intervention.

Access to External Support:
Staff can access external professional support if needed, including counseling and therapy services, with confidentiality assured.

Ongoing Professional Development:
Staff are encouraged to participate in continued learning regarding mental health, emotional wellbeing, and trauma-informed care.

4. Policy Review

This policy is reviewed annually or when new guidance and best practices emerge, ensuring alignment with 2025 standards for mental health and wellbeing in early years settings.