



### Mental Health and Wellbeing

The health and wellbeing of the Bright Eyes team, our children and parents are extremely important to us. We have a supportive and caring ethos, and our approach is respectful and kind, where each individual and contribution is valued. At Bright Eyes we know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional support. We believe that every child and adult have a role to play in positive mental health and attitude.

### Childrens Wellbeing

At Bright Eyes we encourage children to:

- have a deep understanding of their feelings and emotions.
- feel comfortable sharing any concerns or worries.
- to form and maintain relationships.
- promote self-esteem and ensure children know their worth.
- Develop life skills such as planning their own learning opportunities, problem solving, finding their own ways to resolve conflict.

Children need their basic needs met at home and at nursery, this includes a healthy diet, rest and exercise. As well as to feel safe and loved.

Research from Maslow shows in his hierarchy of needs that without these basic necessities children would not have the desire to be the best they can be.

Birth to 5 matters highlights that parents and early years practitioners need to work together to promote well-being and emotional development. "Babies and children become attached to significant adults within reliable, respectful, warm and loving relationships which are essential in order to thrive. Babies and children experience wellbeing and contentment when their physical and emotional needs are met, and their feelings are accepted. The key person approach, reflecting relationships within families, helps serve to meet these conditions. Early experiences of love and attachment have lifelong benefits.

## How do we increase levels of wellbeing?

Play is essential for wellbeing; it is a time to think for themselves and reflect and use their imagination.

Room layouts are to be appealing and cater to the child's needs. They are to include quiet areas where noise is reduced and access to the outside. This will allow the natural process for child and adult interactions. All staff are efficiently trained and plan activities to ensure children are challenged and have numerous opportunities.

Children with any delays in their development are monitored and interventions are provided where necessary, this is to minimise the impact this has on their development.

## Staff Wellbeing

We recognise the contribution our team make to our settings and understand there is a direct link between team wellbeing and the quality of care and learning provided. We are committed to providing a safe and secure environment for all our team where they are encouraged and valued.

Our strategies to achieve a positive team are:

- Always having an open-door policy, management are encouraging and approachable and listen attentively.
- Include the team in the setting's decision making, creating ideas and putting them into practice.
- Provide training and CPD opportunities through the local authority and Noodle Now.
- Offering extra support in times when it is needed, including times of increased stress such as OFSTED inspections.
- Ensuring regular contact is made with staff who are absent for prolonged periods of time and provide additional support once returned to work.
- Allowing time for breaks away from the rooms and children, fresh water and snacks provided if needed.
- Supporting the team with financial advice if needed. Including childcare benefits or universal credits.
- Participating in regular supervisions to discuss progress and achievements.
- Celebrating team birthdays and celebrations.
- Providing opportunities to socialise outside of nursery.



### Wellbeing Concerns

There are several warning signs that may indicate a member of staff is suffering with their mental health and wellbeing. Some of these can include changes in eating habits, lack of sleep, changes in mood and loss of self-esteem.

If management or another member of the team are concerned for a person's wellbeing, this member of the team will be given an opportunity to speak confidentially to a member of management. Advice and support will be given individually depending on the person's circumstances and situation.

Every member of staff has the option to use our 'Employee assist programme' which provides 24/7 mental health support and access to counsellors and legal & financial specialists.

Promoting health and well-being is the responsibility of all members of the team. Everyone is encouraged to be supportive, provide a caring environment and consider all members of the team.

Signed Nursery Manager:

21.09.23