

### 13. EMOTIONAL HEALTH AND WELLBEING POLICY

‘Well-being is a particular state or feeling that can be recognized by satisfaction, enjoyment & pleasure. The person is relaxed and expresses inner rest, feels the energy flow and radiates vitality, is open to the surroundings, accessible and flexible.’

Professor Ferre Laevers

We are dedicated to providing an environment that promotes everyone’s emotional health and wellbeing, as this is central to the ‘Every Child Matters’ strategy. We strive to support children and our staff to be healthy, stay safe, enjoy and achieve, make a positive contribution, achieve economic well-being. This is achieved by the whole setting approach documented in this policy. Intellectual development and social & emotional development are strongly influenced by a child’s experiences during their pre-school years.

This policy covers all aspects of emotional health and wellbeing in our setting. Members of staff and all our partners including parents/carers and our children (where possible) have been consulted about this policy.

The policy is adhered to by everyone involved with the setting. All parents have access to a copy of this policy. This policy relates to some of our other policies and procedures including Safeguarding Children, Confidentiality, Behaviour management, Healthy Eating, Transition, Inclusion & Equality and Parents as Partners.

#### POLICY AIMS

Emotional health and wellbeing incorporate the following aspects:

- Emotional well-being: feeling happy and confident most of the time and not anxious and depressed
- Psychological well-being: feeling of being in control and resilience (the ability to bounce back after a disruption)
- Social well-being: good relationships with others, including attachment to significant adults in our nursery

These aspects are considered within this policy. The main aim of our policy is to ensure the emotional health and well-being needs of adults and children within our setting are met by the following methods:

#### Child focused;

- Assuring babies and children feel safe and secure, by implementing a robust transition policy into the nursery with free settling in sessions and detailed transition method through the rooms, with strong key person and staff working as part of a wider team
- Putting our children first, their safety and welfare through robust safeguarding training
- Ensuring children have access to varied activities providing high levels of engagement, associated to well-being, through our highly qualified staff who understand the needs of each individual child. We have a high number of staff with Level 6 and Level 5 childcare, as well as teachers, Level 3 Forest School leaders and an EYT.
- As part of our ongoing observation, assessment & planning staff will be monitoring their key children’s well-being & involvement and planning activities to support the children in this area. This will be shared with you as part of our parent consultation process in the focus meetings. We record children’s well-being & involvement as part of our focus observations. These are collated in the child’s learning journal.
- Robust key worker system ensures practitioners know their key child and works on child-led planning system
- Ensuring children have a sense of belonging in the setting by working in partnership with their parents
- Supporting principles of equality, diversity and British Values

- Staff behave as a positive role model for the children in their care by remaining professional at all times and demonstrating caring attitudes to all
- Encouraging positive, caring and polite behaviour through praise, in an environment where children learn to respect themselves, other people and their surroundings by introducing the persona doll and SEAD. (Social and Emotional Aspects of Development)
- Creating a calm environment in the rooms using neutral colours and keeping the décor, display boards and resources as natural as possible following The Curiosity Approach
- Encouraging a happy and positive environment for children as part of the nursery ethos, by having small group numbers, highly qualified staff and providing child led activities through In The Moment Planning that provide high levels of engagement
- Involving and consulting with the children in decisions about their daily routine or changes in the setting and using the Mosaic approach to record children's interests and views
- Helping children feel happier and more confident by listening and talking to each other through circle time, communication groups, sharing activities, discussions of emotions and feelings
- Encouraging healthy eating by inventing menus based on the 'Eat Well' model. Staff role model positive food choices by eating with children

#### **Staff focused;**

- Encouraging staff to share or report issues by having an open-door office policy and continuous safeguarding training
- Strong parent partnerships policy so staff feel happy about their relationships with parents by encouraging transparent communication through surveys, hand overs, events, newsletters, feed-back and consultations
- In the moment planning supports practitioners in truly getting to know their key child to support their interests, therefore ensuring happy, engaged children
- Termly supervisions giving staff opportunity to discuss how they feel at work, allowing them to choose the supervisor, offering a choice of any team leader or management
- Conducting staff reflective logs every term which are analysed, and any issues or concerns raised are then discussed with staff and a solution and support offered
- Regular team meetings, so that staff feel part of a team and everyone shares the ethos of the nursery
- Staff team building and nights out arranged for staff to feel valued and build friendships with colleagues
- Promoting staff personal development through regular in house and outsourced training. The following training modules are accessible to support the understanding of wellbeing;
  1. Understanding children's emotions
  2. Children's Mental Health
  3. Encouraging positive behaviour
  4. All staff complete safeguarding training

Our policy for Emotional Health & Wellbeing is co-ordinated by the owner Seijal Odedra.