Little Disciples Childcare

Staff & Children Wellbeing Policy

"Caring for children, supporting parents, and sparking imaginations – where quality, affordability, and excitement meet!"

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1.0	March 2025	Initial Release	S. Gocher	A. Stephens	Annually – March 2026
1.0	March 2026	No Changes	S. Gocher	S. Gocher	Annually – March 2027

Policy Statement

At Little Disciples Childcare, we are committed to providing a seamless and cohesive approach to childcare across all our services. This policy and procedure apply equally to both our Nursery Plus provision and our Breakfast, Afterschool, and Holiday Club services. This integrated framework ensures consistent standards of care, safety, and quality across all aspects of our provision, fostering a supportive and nurturing environment for every child in our care.

Staff and Children Wellbeing Policy and Procedure

At Little Disciples Childcare, we are committed to promoting and safeguarding the wellbeing of all children and staff. We recognise the importance of creating a positive, supportive, and healthy environment where everyone feels valued, respected, and safe. Our wellbeing policy is designed to ensure that mental, emotional, and physical wellbeing is a priority.

My Happy Mind

As part of our commitment to promoting positive mental health and wellbeing for both children and staff, we actively use the myHappymind programme. This science-backed curriculum supports the development of emotional literacy, resilience, and self-regulation through a series of structured activities. The programme is embedded into our daily routine, helping children to understand their emotions, build positive relationships, and develop lifelong mental wellness habits.

Staff also benefit from the tools and strategies offered by myHappymind, enabling them to support their own wellbeing as well as that of the children in their care. In addition, we encourage parents to engage with the myHappymind Parent App, which provides useful resources and guidance to reinforce the wellbeing messages at home and support their child's emotional development.

Aims and Objectives

- To create a nurturing environment that promotes the overall wellbeing of children and staff.
- To encourage a culture of openness, mutual respect, and support.
- To provide guidance on supporting mental health and emotional wellbeing.
- To ensure staff are adequately trained and supported in promoting wellbeing.
- To comply with legal and regulatory requirements regarding child and staff wellbeing.

Promoting Children's Wellbeing

Emotional Wellbeing

- Foster strong relationships between children and staff to provide emotional security.
- Encourage children to express their feelings through play, storytelling, and communication.
- Promote positive behaviour management techniques.
- Provide opportunities for children to develop self-confidence and resilience.

Physical Wellbeing

- Encourage regular physical activity and outdoor play.
- Provide nutritious meals and snacks in line with government guidelines.
- Maintain high standards of hygiene and ensure access to clean facilities.
- Promote healthy sleep routines where applicable.

Mental Health Support

- Recognise early signs of distress and provide appropriate support.
- Work in partnership with parents/carers and external professionals when needed.
- Implement strategies such as mindfulness, relaxation, and emotional regulation activities.

Promoting Staff Wellbeing

Emotional and Mental Wellbeing

- Ensure staff have access to a supportive and inclusive working environment.
- Provide regular supervision, team meetings, and opportunities to discuss concerns.
- Encourage staff to seek support when needed and signpost to mental health resources.
- Foster a workplace culture that promotes work-life balance.

Physical Wellbeing

- Provide a safe and comfortable working environment.
- Encourage healthy eating and regular breaks.
- Promote physical activity and stress-relief activities.

Professional Development and Support

- Offer training and resources on wellbeing and mental health.
- Encourage continuous professional development to reduce work-related stress.
- Implement clear procedures for managing workplace stress and mental health concerns.

Wellbeing Procedures

For Children

- Key Person Approach: Each child will have a designated key worker to ensure their emotional needs are met.
- Wellbeing Activities: Regular activities such as storytelling, art and outdoor play will be incorporated.
- Observation and Assessment: Staff will monitor children's emotional and physical wellbeing, recording any concerns.
- Safeguarding Concerns: Any wellbeing concerns will be recorded and discussed with the safeguarding lead.
- Parental Involvement: Parents/carers will be engaged in supporting their child's wellbeing at home.

For Staff

- Staff Check-ins: Regular one-to-one supervision and wellbeing check-ins will be conducted.
- Workplace Adjustments: Reasonable adjustments will be made to support staff experiencing wellbeing challenges.
- Confidential Support: Staff will be provided with access to support services if needed.
- Team Building: Regular staff wellbeing activities will be scheduled.
- Reporting Concerns: Staff experiencing stress or wellbeing issues can confidentially report concerns to management.

Monitoring and Review

This policy will be reviewed annually to ensure it remains effective and relevant.
Feedback from staff, parents, and children will be sought to improve wellbeing practices.
Any necessary updates will be made in line with best practice and legislative requirements.

Conclusion

At Little Disciples Childcare, we believe that wellbeing is at the heart of high-quality childcare. By prioritising the mental, emotional, and physical health of both children and staff, we create a safe, happy, and thriving environment for all.