

**Mental Health &  
Wellbeing Policy**

# **Mental Health & Wellbeing Policy (2025–2026)**

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### 1. Purpose

Paradise Early Years 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:

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- 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.

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**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.