

## **Mental Health and Wellbeing Policy**

### **Policy Statement**

At Orchard Day Nurseru we are committed to supporting the mental health and emotional wellbeing of all stakeholders, including children, staff, parents/carers, and the wider community. We recognise that wellbeing is fundamental to safeguarding, learning, and positive relationships.

This policy sets out our approach to promoting mental health, responding to concerns, and ensuring a supportive environment for everyone in our setting.

### **Policy Aims**

This policy aims to:

- Promote a positive culture of mental health and wellbeing across the setting.
- Support early identification of mental health needs in children and adults.
- Provide clear procedures for managing mental health concerns.
- Align practice with statutory frameworks and legal responsibilities.
- Clarify the roles and responsibilities of staff and leadership.

### **Legislative and Statutory Framework**

This policy is written in line with:

- **EYFS Statutory Framework (2025)**
- **Keeping Children Safe in Education (KCSIE 2025)**
- **Mental Health and Behaviour in Schools**
- **Children and Families Act 2014**
- **Equality Act 2010**
- **Health and Safety at Work Act 1974**
- **Ofsted Inspection Framework**

### **Definition of Mental Health and Wellbeing**

Mental health is defined by the World Health Organization as a state of wellbeing in which every individual realises their potential, can cope with the normal stresses of life, work productively, and contribute to their community.

In early years, wellbeing includes emotional regulation, secure attachments, physical health, a sense of safety, and the ability to learn and form relationships.

### **Whole-Setting Approach**

Our approach is built on three core areas:

### 5.1. Promotion and Prevention

- Emotionally supportive curriculum (e.g., PSED)
- Opportunities for physical activity, nutrition, and rest
- Emotion coaching, co-regulation, and consistent routines
- Celebrating diversity and inclusion
- Promoting staff wellbeing and work-life balance

### Early Identification

- Observations and wellbeing check-ins
- Developmental assessments and tracking
- Staff training to recognise signs of emotional distress
- Open communication with families

### Support and Intervention

- Mental Health and Wellbeing Lead available to all
- Signposting to Early Help, CAMHS, and other services
- Reasonable adjustments for mental health needs
- Staff access to EAP or external wellbeing services

### Roles and Responsibilities

#### Leadership Team

- Promote a culture of wellbeing and emotional safety.
- Ensure policies and support structures are in place.
- Provide ongoing staff training and reflective supervision.

#### Designated Mental Health Lead

- **Name:** Anjana Shah
- **Role:** Mental Health and Wellbeing Lead
- **Contact:** [nursery.manager@buxlowschool.org.uk](mailto:nursery.manager@buxlowschool.org.uk)

Responsibilities include:

- Leading the implementation of wellbeing strategies.
- Offering guidance to staff and families.
- Liaising with external services as appropriate.

### 6.3. All Staff

- Build positive relationships with children and families.
- Create emotionally safe environments.
- Be alert to signs of mental distress or safeguarding concerns.

- Follow reporting and referral procedures.

#### **6.4. Parents and Carers**

- Share relevant concerns or observations with key persons.
- Engage with wellbeing initiatives.
- Access support through the setting or external services.

#### **6.5. Children**

- Supported to express their emotions safely.
- Encouraged to build resilience and confidence.
- Helped to form secure attachments and friendships.

### **Training and Supervision**

- All staff receive safeguarding and mental health awareness training annually.
- Identified staff undertake Mental Health First Aid or trauma-informed training.
- Supervision and peer reflection are provided regularly.

### **Confidentiality and Safeguarding**

All mental health concerns are treated with respect and confidentiality, in line with data protection legislation and safeguarding protocols. Concerns that may pose a risk of harm will be escalated following the **Safeguarding and Child Protection Policy**.

### **Working with External Agencies**

We work in partnership with:

- Local authority services and SEND teams
- Educational psychologists
- CAMHS and NHS mental health professionals
- Health visitors and Early Help teams

### **Monitoring and Evaluation**

This policy will be:

- Reviewed annually or when statutory guidance is updated.
- Evaluated through staff feedback, child wellbeing outcomes, and inspection findings.
- Updated in line with best practice and community needs.

## Linked Policies and Documents

- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Behaviour and Relationships Policy
- SEND/Inclusion Policy
- Health and Safety Policy
- Curriculum and Teaching Policy

<b>This policy was adopted on</b>	<b>Signed on behalf of the nursery</b>	<b>Date for review</b>
<i>September 2025</i>	Anjana Shah	<i>September 2026</i>