



Mental Health and Wellbeing Policy:

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of staff and children here at Ducklings Childcare Ltd is important for the physical health, social wellbeing and development of each individual. Addressing workplace mental wellbeing can help promote the employment of people who have experienced mental health problems, and support them once they are at work. Important aspects of mental health and wellbeing include providing information, raising awareness, developing management skills, providing a supportive environment and offering advice and support.

Our Aims

- To create a workplace environment that promotes and supports the mental wellbeing of all employees and children.
- To help children and staff to feel happier, more confident and more motivated.
- To contribute positively to priorities such as enhancing teaching and learning, raising standards, promoting social inclusion and improving behaviour.
- To involve children and staff in the operation of the nursery.
- To help everybody to achieve their full potential.
- To hold good recruitment and retention levels.

Policy Actions:

- Reduce discrimination and stigma by increasing awareness and understanding.
- Give information on and increase awareness of mental wellbeing.
- Give non-judgemental and proactive support to individuals who experience mental health problems.
- Provide opportunities for employees and children to look after their mental wellbeing, for example through physical activity, stress reducing activities and social events.
- Offer employees flexible working arrangements where practicable.



- Manage conflict effectively and ensure Ducklings Childcare Ltd is free from bullying and harassment, discrimination and racism by putting into action our anti-bullying policy and our dealing with discrimination policy.
- Ensure individuals suffering from mental health problems are treated fairly and consistently.
- In cases of long-term sickness absence, put in place, where possible, a graduated return to work.
- Treat all matters relating to individual mental health problems in the strictest confidence and share on a 'need to know' basis only with consent from the individual concerned or their parent/carer.
- Ensure all line managers have information and training about managing mental health in the setting.
- Employees participating in any of the mental wellbeing activities will be regularly asked for feedback.
- Ensure that every child has a key worker and follows a well planned settling-in procedure. The key worker and the parent will have regular, ongoing consultations to discuss any concerns.
- Encourage children to create daily diaries.
- Develop a strong outdoor learning environment.
- Recognising the background of individual children and their physical, social and emotional needs.
- Establish clear rules, routines and expectations about behaviour for learning and social cohesion.

Good quality nursery and pre-school education helps prepare children for school and assists with their cognitive and social development so Ducklings Childcare Ltd will ensure that this policy is fulfilled to the best of our ability to help give children the best possible start in life. If any staff member or parent/carer has any concerns, they are advised to contact the manager to enable us to help provide effective support when necessary.