

Staff Well-being Policy

This policy links to the Health and safety – general policy, Menopause information (found in the handbook), Supervision policy, Safeguarding children and child protection policy and Prevent duty and radicalisation policy.

At Little Learners Day Care we promote the good health and well-being of all our staff. As a nursery, we endeavour to support staff well-being, not only to ensure that children receive high quality care, but also to ensure our employees feel supported and cared for, as part of a team.

We recognise the importance of safeguarding the mental health of all of our employees, by providing a happy and nurturing working environment. With statistics in the UK showing that each week 1 in 6 of us experiences a common mental health problem, we are committed to acknowledging and supporting our staff's physical and emotional needs.

Our ethos

We know that the care and education of babies and young children is highly rewarding. However, we are also aware of the day-to-day demands and pressures of modern life such as family life, financial worries, health concerns and work-life balance and how these pressures, alongside the role of providing high quality care and education to babies and young children, can place a high level of demand on all of our employees.

In order to support our staff team, the management team put procedures in place that ensure staff well-being remains one of the key focuses of our practice. In doing this, we aim to provide our team with a safe, inclusive and nurturing working environment that acknowledges their needs, not just within the workplace but as a whole person.

Little Learners Day Care have a team of managers, and their door is always open and there to support and know where to access external support. Here is a link to some of the resources available:

[Help for early years providers : Early years practitioner wellbeing support](#)

Procedures in place to help minimises work related stress:

- Termly supervisions
- Open door approach
- Support with key children
- Induction for new employees and check in meetings

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- Updated health declaration – so we can fully understand what support is needed.
- Coaching and mentoring where needed
- Try to keep paperwork to the minimum
- Open and honest culture
- Monthly staff meeting to discuss updates, safeguarding, SEND, and free for all discussions.
- Risk assessments in place for supported staff.
- Information available in staff handbooks with procedures to follow with regards to bullying/harassment.
- Return to work discussion carried out after a period of time off, this include maternity leave.
- We are signed up to my happy mind and this is also for staff to use for themselves.

Supporting staff members individually

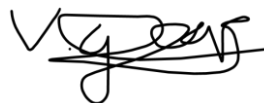
We include well-being as part of our discussions at staff supervision sessions. During these sessions, we work with staff on an individual basis and have well-being discussions to ascertain any individual well-being needs. Where the manager and staff member feel it is appropriate, they will draw up an individual action plan, including reviewing workload and any stress triggers. With the needs of the nursery also in mind, reasonable adjustments will be made for the member of staff; this could include flexible working agreements, changes in environment, adjustments to job roles and responsibilities, more frequent breaks, a working buddy, or any other appropriate measure that it is felt could be helpful.

We follow all statutory guidance on the safeguarding of our workforce and as stated, if the manager is concerned about the safety of a member of staff, we will work with the Designated Safeguarding Lead, Vicky George, to ask for support from the appropriate external agencies; this is to ensure the continued safety of our workforce at all times. This could be LADO Lydia Bowles, Disclosure and barring service, and Ofsted (all information found in the safeguarding policy).

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Updated by Vicky George, manager 06.01.25

Nex review due January 2026



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