



Lilly Brook Childcare Ltd

Wellbeing Staff, Children, Parents Policy

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Reviewed

This policy will be reviewed annually or sooner if legislation or best practice guidance

| When | First Review | Approval |
|------------|--------------|----------|
| 11/12/2015 | J Lindow | T Wilson |
| 03/01/2016 | J Lindow | T Wilson |
| 16/01/2017 | J Lindow | T Wilson |
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| 28/08/2025 | J Lindow | J Wilson |
| 16/02/2026 | JLindow | T Wilson |



Wellbeing Policy for Staff, Children, and Parents

Policy Statement

At Lilly Brook Pre School, we are committed to promoting the wellbeing of all members of our community staff, children, and parents/carers. We recognise wellbeing underpins learning, development, and positive relationships. This policy ensures our approach complies with statutory requirements, including the **Children and Families Act 2014**, **Working Together to Safeguard Children 2018**, **Health and Safety at Work Act 1974**, and aligns with the **Ofsted Early Years Inspection Handbook and toolkit**.

1. Aims

This policy aims to:

1. Promote the physical, emotional, and mental wellbeing of all staff, children, and parents.
 2. Foster an environment where everyone feels safe, supported, and valued.
 3. Ensure statutory and safeguarding obligations are met.
 4. Provide clear guidance and responsibilities for all staff regarding wellbeing.
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2. Scope

This policy applies to:

- **Staff** – all employees, volunteers, and trainees.
 - **Children** – all children attending the setting.
 - **Parents/Carers** – those engaged with our setting through communication, events, or partnerships.
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3. Principles

- Wellbeing is a shared responsibility.
 - Positive mental health and emotional support are as important as physical safety.
 - Early intervention is key to addressing concerns.
 - Confidentiality will be maintained, except where safeguarding or statutory reporting requires disclosure.
 - Equality, diversity, and inclusion underpin all our wellbeing practices.
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4. Staff Wellbeing

4.1 Work-Life Balance

Lilly Brook Pre School recognises staff wellbeing is essential to maintaining a safe and effective environment for children.

- Staff may receive emails or communications outside of their normal working hours. **There is no expectation for staff to respond outside of their contracted hours.**
- Flexible working arrangements are not possible due to statutory ratios
- Staff are encouraged to plan workloads and discuss concerns with line managers during one-to-one meetings, team check-ins, or appraisals.

4.2 Staff Wellbeing Activities

Staff wellbeing is supported through recognition, connection, and external resources:

- **Able Futures:** Staff can self-refer to this free, confidential mental health support service for work-related stress or wellbeing concerns. Full details are listed on our **Safeguarding page**.
- **Annual Team Dinner:** A team dinner is held at the end of each year to celebrate achievements and foster team spirit.
- **Employee of the Year Award:** One staff member is recognised annually with a trophy for their outstanding contribution at the end of the summer term.
- **Optional Social Activities:** Staff are welcome to organise additional get-togethers or wellbeing activities, with support from the management team if needed.

4.3 Monitoring Workload and Stress

To support staff wellbeing, the management team will:

- Conduct **regular one-to-one meetings** to discuss workload and wellbeing.
 - Hold **team check-ins** to review priorities and offer support.
 - Use **staff surveys and informal feedback** to identify workload or stress concerns.
 - Monitor **absence patterns** to detect potential stress or burnout.
 - Remind staff of external wellbeing support, including services listed on our **Safeguarding page**, such as **Able Futures**.
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5. Children's Wellbeing

5.1 Emotional and Mental Health

- Nurturing, consistent relationships are prioritised.
- Social and emotional development is promoted through the curriculum.
- Children needing additional support are identified early, with strategies such as:
 - One-to-one mentoring
 - Early help assessments
 - Referral to specialist services if necessary

5.2 Physical Health and Safety

- Follow statutory health and safety, food hygiene, and safeguarding guidance.
 - Promote healthy lifestyles, including physical activity and nutrition.
 - Ensure all children feel safe and secure; bullying or discriminatory behaviour is not tolerated.
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6. Parent/Carer Wellbeing

- Accessible communication and support channels are provided.
 - Guidance and resources are offered for supporting child wellbeing at home.
 - Parents are included in activities at the end of each term at the setting, consultations, and policy development.
 - Signposting to external services (e.g., parenting support, mental health services) is provided.
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7. Safeguarding and Statutory Compliance

- All staff must follow the **Safeguarding and Child Protection Policy**.
 - Wellbeing concerns indicating risk of harm must be escalated immediately.
 - Record-keeping and monitoring comply with **GDPR** and statutory requirements.
 - Policy is reviewed regularly to maintain alignment with legislation and Ofsted guidance.
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8. Monitoring and Evaluation

- Leadership monitors wellbeing via:
 - Staff surveys and reflective sessions
 - Observation of children's engagement and behaviour
 - Parent feedback forms
 - Action plans are developed where improvements are needed.
 - Policy is reviewed annually or sooner if legislation changes.
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References

- Ofsted Early Years Inspection Handbook and toolkit
- Working Together to Safeguard Children 2018
- Health and Safety at Work Act 1974
- Children and Families Act 2014