

This policy template outlines the type of information you *must (in red)* / should include in your policy. You must adapt the policy template to ensure that it reflects your setting. The setting Mental Health & Wellbeing (MH&W) Policy must include all of the following as a minimum:

**HM&W criteria 2.1** ***The setting has a policy which shows the commitment to support the MH&W of all.* It must include**:

1. Definition of MH&W
2. Why MH&W is important for children, staff and families and links to illness
3. Statement demonstrating commitment to actively promoting MH&W throughout your provision
4. State who is responsible for MH&W including named champion/ lead.
5. Statement on how early years practitioners will identify factors that may pose a risk to a child’s social and emotional well-being as part of the on-going assessment of their development.
6. What will the setting be doing (examples needed for each) to improve and look after the MH&W of:

**Children** – Must include the type of daily activities to support the MH&W of all children. Must include at least a weekly activity specifically planned in and aimed at MH&W that every child participates in at some point in the week. An example could be a mindfulness session in small groups.

**Staff-** must include examples of management responsibilities towards staff MH&W and how managers MH&W will also be supported.

**Parents/carers/families** – must include how good relationships are developed with families (relationship building, partnership, signposting to support)

1. How this links to other policies e.g. supervision, safeguarding, duty of care (disclosures and confidentiality), return to work, staff induction
2. How will you review this policy, Date produced and review date?
3. *Definition of MH&W* e.g. World Health Organisation definition [Health and Well-Being (who.int)](https://www.who.int/data/gho/data/major-themes/health-and-well-being#:~:text=Mental%20health%20is%20a%20state,to%20his%20or%20her%20community.)
4. *Why mental wellbeing is important for children, staff and families:* ***E.g.:***

Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting the mental wellbeing of all our staff, children and their families is important for individuals’ physical health, social wellbeing, and ability to do well.

Well-being relates to our basic needs as human beings. These are:

* Physical needs (need to eat, drink, move and sleep)
* The need for affection, warmth and tenderness (being hugged, receiving and giving love and emotional warmth)
* The need for safety, clarity and continuity (knowing the rules, being able to predict what comes next, counting on others)
* The need for recognition and affirmation (feeling accepted and appreciated by others, being part of a group and having a sense of belonging)
* The need to feel capable (feeling that you are good at something, to experience success)

Everyone can contribute to improved mental wellbeing.

1. *Statement demonstrating commitment to actively promoting MH&W throughout your provision* e.g.:

-------------CM/nursery/Pre-School will actively promote social and emotional health and wellbeing alongside physical health and will support the children to understand their feelings. All staff/managers will endeavour to look after each other’s mental wellbeing. It is the aim of this policy to raise the awareness of the importance of health and wellbeing for all children and their families.

1. *Named person responsible for MH&W* e.g.

------------- is our named MH&W Lead

1. *Statement on how early years practitioners will identify factors that may pose a risk to a child’s social and emotional well-being as part of the on-going assessment of their development.*

For example this could include:

* A child being withdrawn or unresponsive
* Children showing changes in behaviour or challenging behaviour
* Regression such as bedwetting, thumb sucking, sleep disturbances
* Delayed speech or poor communication and language skills

1. *What will be the benefits to all of supporting mental health and wellbeing?* E.g.

* Children are more engaged with learning
* Parents are more engaged with the nursery and more in tune with their child’s learning and development
* Children will develop resilience
* High morale within the setting
* Good relationships developed between staff, parents and children.
* Job satisfaction leading to greater retention of staff

1. *What will the setting be doing (examples needed for each) to improve and look after the MH&W of:*

* Children – must include at least a daily activity specifically aimed at MH&W that every child participates in at some point in the day
* Staff- must include examples of management responsibilities towards staff MH&W and how managers MH&W will also be supported.

E.g. This can be through making a part of each 1:1 listening to how that person is feeling and what activities or support have helped. Managers join the EYAT wellbeing Wednesdays or a local managers network. Staff inductions

* Parents/carers/families – must include how good relationships are developed with families and signposting / referrals / enabling parents to raise concerns

*Also suggest that the policy includes**links to curriculum framework /EYFS.* Suggested links could include reference to:

3.23. *Supervision should provide opportunities for staff to:*

* *discuss any issues – particularly concerning children’s development or well-being, including child protection concerns*
* *identify solutions to address issues as they arise*
* *receive coaching to improve their personal effectiveness*
* 1.16 / 3.27 / 3.74 Key person considering:
* *Expectations of staff and relationships with children and parents*
* 1:1 / 2.3/ Partnership working with parents including support for parents
* Point 3 / 3.20 and 3.59 regarding equality and inclusion
* References to PSED, physical development, self-regulation etc

Include relevant links to other policies e.g. SEND / other HEYA policies and /or national guidance.

1. The policy must include the name of the setting / CM, the date it was written / reviewed and the next review date, date of adoption and signature.

Name: ………………………………

This policy was written on: …………………………..

This policy is due for review on: ………………………………………………..

Signed: ……………………………………………………………………………… Date: ……………………………