



Early Years Wellbeing Week 2022

The team at Codsall Community Nursery support the mental health and wellbeing of all our staff, children, and parents/carers. It is something that we strive to support every day, not just during Early Years Wellbeing week. However, it's a great way to raise awareness and share our thoughts.

Mental health as defined by the mental health foundation charity is:

'Mental health is defined not just in terms of the absence of mental disorder but is a state of wellbeing in which every individual realises his or her potential, can cope with the normal stresses of life, can work productively and fruitfully, and can make a contribution to her or his community.'

Everybody has some level of mental health, so we must all look after our mental wellbeing. At Codsall Community Nursery we adopt a culture that it is "ok to not be ok". We all need someone whom we can open up and talk to.

By operating an open-door policy, we can ensure that staff and parents/carers all have somewhere that they can go to talk, without the fear of being judged, prejudiced or criticised. Whilst confidentiality remains a priority, the only time that confidentiality will be broken is when it is thought that there is a safeguarding concern for individuals.

Starting on Monday 10th October 2022, Kate Moxley will be launching the fifth Early Years Wellbeing Week. This is a week that is dedicated to raising awareness of improving mental health and wellbeing within the early years sector. The work that Kate has done already has helped raise awareness of mental health issues in the early years sector. This, remains at the heart of our practice and pedagogical approach. It has also been mentioned that local settings can also do a lot to support mental health without it being realised.

Here at the nursery, we have a range of ways that we can use to take a holistic approach in supporting mental health and wellbeing with staff, parents/carers and children.



Support for Staff

We have a staff wellbeing policy which all staff are asked to read as part of their induction period. Staff are provided with questionnaires that they are asked to complete regularly as part of a wellbeing check-in.

As previously mentioned, an open-door policy is always in operation, this is so that staff have a safe place to go to talk when they feel that they need to debrief. We have links with local services that staff are encouraged to use, to access support and advice from professionals who will be able to offer help with coping strategies for aiding with day-to-day situations caused by mental health.

The staff have regular supervision meetings with their line manager that will give them the opportunity to talk on a one-to-one basis, these meetings are tailored to each individual depending on the level of support that they require whether it be personally and/or professionally.

We also provide staff with a 'duvet day', which is a paid day off in addition to their normal annual leave entitlement. This allows them to have a day where if they feel they need time that allows them to do nothing and recharge they can do so without the worry of financial implications that needing time off can bring. Staff are also given their birthdays off, so they can celebrate and enjoy the day with loved ones doing the things they love.

Staff are also treated throughout the year, for example with chocolates or biscuits because let's face it who doesn't like something sweet when you have had a hard week at work.?

Staff are regularly thanked for

- Helping with a task they normally would not have to do
- For supporting those in another room
- For an activity which was provided to allow the children to explore, enquire and investigate
- For any contributions that they have given within the team, for staying those extra fifteen minutes to ensure that ratios are met but the most important thank you that we feel we need to give our staff is thank you for being themselves. All the staff have different strengths they contribute to the team.





Support for Parents/carers

Parents/carers can feel like they are just 'the' parent and when they bring their child to the nursery they will only ever be seen as "A's Mum or Dad". However, this is not the case you are your own person, and you are more than just a parent/carer. Here at the nursery, we not only value the importance of parents/carers but also as individuals. We know that our parents/carers may be suffering with mental health/wellbeing problems too and may be anxious to speak out and have a chat with someone, for fear that it will undermine their relationship with the nursery. This is not the case at all, our open-door policy not only applies to our staff but our parents/carers as well. Parents and carers can come and speak with someone that they feel comfortable with at any time. Again, whilst confidentiality is still our main priority, the only reason in which we will break this confidentiality is if we feel that you or your child is at risk of a safeguarding concern. We also have local links in both the community and health service in South Staffordshire that we can also signpost you to if we feel that it is of help. Leaflets are available at nursery, or you can contact them on www.staffsandstokewellbeing.nhs.uk or by phone on 030 303 0923

Support for Children



Although the children in our care are still only young, we must have practices in place that encourage them to be able to talk about their feelings and be supported when they do. During circle time with the children, we talk about our feelings, for example 'are we happy or are we sad?' and 'why are we feeling these feelings?' Children may disclose or express their feelings during this time or during play and these will be dealt with by our staff following our safeguarding policies. The children are provided with a healthy balanced diet whilst at nursery which will contribute to a positive outlook on health and wellbeing for the future. Providing children with these tools reinforces why it is important to ensure that we eat healthily and get in some exercise to maintain a healthy happy mentality and body. We must encourage and teach the children from a young age to talk about if something is bothering them no matter how big or small it may be.



Our plans for Early Years Wellbeing Week 2022

BE Positive!

Friday 14th
Feel Good Friday - Non uniform day for staff, music to be played that makes us feel happy and makes us feel good

Monday 10th
Mindfulness Monday and the announcement of our health and well being champion

**TAKE CARE
— OF —
YOURSELF**

**Early Years
Wellbeing Week
10th - 17th October 2022**



Tuesday 11th
Treat Tuesday - if staff would like to contribute they are more than welcome too. It doesn't have to be food could be a face mask or something you have made

**BE GENTLE
WITH
YOURSELF**

Thursday 13th
Thankful Thursday - the day we all give thanks to our team. Parents are also invited to give thanks to the amazing team.

**ASK, LISTEN,
SUPPORT**

Wednesday 12th
Wellness Wednesday - a little bag/treat for parents. Do activities with the children about looking after ourselves healthy eating, exercise etc

**ASKING
FOR HELP IS
OK**

