



Staff Wellbeing Policy

1. Statement of Intent

We recognise that staff wellbeing is fundamental to safeguarding children and delivering high-quality care and education. Children thrive when cared for by staff who feel supported, valued, healthy and confident in their roles. This policy demonstrates our commitment to staff wellbeing, which is essential for ensuring that children's welfare is our highest priority.

This policy should be read alongside the Safeguarding and Health and Safety policies.

2. Safeguarding and Wellbeing

Staff wellbeing and safeguarding are intrinsically linked. Safeguarding is everyone's responsibility and underpins all practice. We recognise that staff who are overwhelmed, unwell or unsupported may be less able to identify risk or respond effectively.

We ensure that:

- Staff are suitable, supported and fit to work
- Wellbeing concerns that may impact practice are identified early
- Staff feel confident to raise concerns about children, adults or practice
- Professional boundaries and safe working practices are consistently maintained
- Absences are monitored and leaders conduct return to work meetings to monitor risks to wellbeing

Children's safety, dignity and welfare always take precedence.

3. Staff Induction, Supervision and Support

All staff receive a robust induction that includes safeguarding, health and safety, wellbeing expectations, mental health awareness and manual handling. New staff are supported by their room leader.

Ongoing support is provided through regular supervision and appraisal, which consider:

- Emotional wellbeing and workload
 - Safeguarding awareness and professional confidence
 - Training and development needs
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4. Mental Health and Emotional Wellbeing

We promote an open and supportive culture around mental health and have Mental Health First Aiders within the staff team. Staff members are encouraged to discuss concerns early and access support when needed.

Where appropriate, reasonable adjustments may be made to support staff wellbeing, while ensuring safeguarding requirements are always met. Discussions are handled sensitively and confidentially.

Staff have access to an Employee Assistance Program where they can seek confidential help and support for any mental health concerns. Our EAP is provided by Health Assured.

5. Physical Wellbeing and Manual Handling

We take proactive steps to protect staff physical health.

We:

- Provide manual handling training at induction and as required
- Reduce manual handling risks wherever possible
- Carry out risk assessments for unavoidable tasks

Pregnant staff do not carry children, and adjustments are made for staff with health needs. Injuries or concerns must be reported promptly.

6. Training and Professional Development

We value staff as professionals and support continuous professional development as part of wellbeing and quality assurance.

Staff receive:

- Ongoing training aligned with EYFS and safeguarding requirements
 - Regular supervision and feedback
 - Opportunities to develop skills and progress professionally
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7. Substance and Alcohol Misuse

To safeguard children, staff must be fit to work at all times. We operate a zero-tolerance approach to working under the influence of alcohol, illegal substances or the misuse of medication.

Where concerns arise, we respond in a supportive and proportionate manner, recognising that health and wellbeing support may be required, while prioritising children's safety.

8. Workload, Rest and Equality

We promote a healthy work–life balance and comply with working time regulations. Adequate breaks, rest periods and staffing levels are maintained.

We are committed to equality, inclusion and dignity at work. Bullying, harassment or discrimination are not tolerated.

9. Partnership with Parents

We recognise that parents want assurance that their children are cared for by a stable, supported and professional staff team. Prioritising staff wellbeing strengthens safeguarding, consistency and outcomes for children.

Policy date: March 2026

Next review: March 2027

Appendix 1

Education Inspection Framework (EIF)

Intent – Implementation – Impact Summary

Intent

(Why)

To prioritise staff wellbeing as a core safeguarding measure, ensuring staff are supported to protect children, meet their needs and deliver high-quality care and education.

Implementation *(How)*

- Clear induction, supervision and training system
 - Open culture that supports mental and physical wellbeing
 - Robust safeguarding and safe working practices
 - Leadership oversight and early support where concerns arise
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Impact *(What difference it makes)*

- Staff feel supported, confident and vigilant
 - Safeguarding practice is consistent and effective
 - Children experience safe, secure and emotionally supportive care
 - Parents have confidence in the setting's safeguarding culture
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