



Supporting the Wellbeing of Early Years Staff

At Thornton Heath Nursery School, we adopt a whole-setting approach to health and well-being, aiming to break down stigma and misconceptions surrounding mental health. We are committed to creating a safe, healthy, and supportive workplace that values and nurtures each early years professional.

- We promote an inclusive and supportive workplace culture that empowers early years professionals to grow, develop, and thrive in their roles.
- We recognise the demands and time constraints of the role and promote reflective practice, mutual respect, and open communication. Team members are encouraged to share their physical and emotional wellbeing needs so that appropriate support and adjustments can be made.
- We cultivate a workplace culture where open dialogue, shared responsibilities, and continuous improvement are encouraged, ensuring every team member feels heard, respected, and valued.
- Our setting supports the physical and emotional well-being of staff by providing comfortable, well-equipped spaces, delegating tasks thoughtfully, and recognising each individual's unique skills, interests, and personal needs.
- We are committed to continuous professional development through access to training, mentoring, and learning opportunities.
- Our Wellbeing Champion embeds evidence-based approaches to support emotional well-being and mental health across the setting, offering guidance, resources, and training to maintain a whole-setting commitment to well-being.
- Staff are given opportunities to connect with one another, collaborate effectively, and also work independently, fostering a balanced and supportive working dynamic.
- We support staff in pursuing ongoing learning to enhance both personal growth and professional expertise, encouraging them to develop new skills and embrace new challenges.
- Staff are encouraged to be mindful, reflect on their experiences, and remain connected to their environment to support overall well-being. Weekly journaling is encouraged.
- Our culture encourages kindness and gratitude, whether through acts of support, giving time and attention to others, or recognising and celebrating the efforts and achievements of colleagues through our appreciation board.
- We provide access to professional advice and support through our Employee Assistance Program