

Emotional Wellbeing

Category: Early Years

Risk Management and Legal Implications

Failure to manage risk may impact on the delivery of Service objectives and the outcomes achieved by Service users. Education and Children’s Services aim to mitigate the implications by ongoing management and review of risk in all elements of work activity.

The production of this document is one way in which we aim to reduce our exposure to risk. By providing staff with information on good practice, making reference to other guidance that is available across the Council and providing clarity on how we should do things, we can ensure that the management of risk is intrinsic to what we do.

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Emotional Well-being

The nursery recognises that staff in the nursery have a major part to play in the raising of self-esteem and emotional well-being in the children that we have in the nursery.

It is our aim to:

- Make all the children feel valued.
- Ensure that all the children feel included at the times.
- Enable the children to share their experiences with each other and with staff.
- Display a range of positive images and objects which reveal people in non-stereotypical roles.
- Celebrate diversity within the school and to use resources that reflect diversity – including books, dolls and role-play.
- Help children to appreciate and value each other.

The delivery of ELCC is underpinned by the central elements and values of Getting it Right for Every Child (GIRFEC) which is the national approach to improving the wellbeing of children and young people. Through guidance and the delivery of services at both national and local level, the GIRFEC approach:

- Puts the best interests of the child at the heart of decision making.
- Takes a holistic approach to the wellbeing of a child.
- Works with children, young people and their families on ways to improve wellbeing.
- Advocates preventative work and early intervention to support children, young people and families.
- Believes professionals must work together in the best interests of the child.

Christine Stephen, University of Stirling, highlights the role of the practitioner as being of critical importance if young children are going to extend their thinking, widen their skills and consolidate their learning in play.

“GIRFEC is the national approach in Scotland to improving outcomes for children <https://www.gov.scot/policies/girfec/>. Promoting and supporting well-being is the fundamental basis of the GIRFEC approach. The importance of the contribution that we in ELC and early primary can make to this process cannot be underestimated. We know that early support for those families and children who need it most makes a positive difference. The GIRFEC approach is designed to be flexible enough to support all children and families whatever they need, whenever they need it. It is about responding in a meaningful, supportive way, working with parents and carers whenever possible. It takes account that everyone involved with the family has an important part to play and puts the well-being of children and families at the heart of any support”
(Realising the Ambition – Being Me)

In order to implement this guidance it is important that our staff themselves have a high self-esteem and also believe completely in what the nursery is doing and in the way that it is providing nursery education for children in our area. Clear and consistent messages



must be given by all staff in the nursery environment to parents/carers and children. This consistency of approach is fundamental in building a sense of identity and security for all.

If any member of staff reveals through actions or attitude, a lack of positive feeling for himself/herself or for our work then the Management Team or senior member of staff in charge of the team will invite the member of staff to discuss the situation, and seek to resolve this issue through discussion.

While the nursery is very aware that its members of staff will themselves be encountering issues in daily life which may cause problems and discomfort, the nursery must insist that the undertaking of the role of working in this nursery requires a positive attitude and approach on all occasions.

Staff who are struggling with personal issues are always welcome to seek support from their team leader or a member of the Senior Management team. Staff can always be assured of supportive and non-discriminatory treatment. Staff can be referred to the Council's counselling service which is totally confidential.