



Where Little Lambs Learn and Play

Policies and Procedures

## **PP10 – Child Welfare & Wellbeing Policy**

V1.0

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Document History					
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This document is reviewed annually or sooner if required by changes in law, statutory guidance, or operational needs. Any changes, amendments, alterations, or updates of this document will be reviewed and/or approved by the Nursery Manager and a company Director.

All members of staff will be required to read this document in its entirety within 2 weeks of publication and for new starters before working with children, with confirmation that it has been understood.

Inevitably, there will be some situations that arise which are not specifically covered within this document. In such situation, if practicable, the Nursery Manager or Deputy Manager should be consulted for further guidance or instruction.

Any queries arising from this document should be raised with the Nursery Manager or Deputy Manager in the first instance.

This document and its policies and procedures herein, are not intended to replace recognised, established industry or regulatory safety standards, principles, or protocols.

Suggestions for future changes, amendments, alterations, additions, or updates should be sent to the Nursery Manager or Deputy Manager.

**Copies of this document are uncontrolled and may not be current. If in doubt, please consult the Nursery Manager or Deputy Manager.**

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## 1. Policy Overview & Principles

This policy sets out Little Lambs Nursery's comprehensive approach to ensuring the welfare, safety, health, dignity, and emotional security of every child in our care. It brings together all aspects of children's daily wellbeing, including safe sleep and rest, sickness and good health promotion, toileting and personal care, intimate and physical care, emotional wellbeing and co-regulation, early identification of concerns, provision for children with SEND, care of comfort items, and the welfare considerations of an outdoor-first and farm-based environment.

The policy sits alongside, and must always be read in conjunction with, our Safeguarding & Child Protection Policy (PP01), our Health & Safety Policy (PP02), Medication Administration Policy (PP02B), and our Curriculum & Child Development Policy (PP05), all of which together form the safeguarding and welfare framework for the nursery.

The welfare and wellbeing of children are central to the ethos and work of Little Lambs Nursery. Guided by the EYFS Statutory Framework 2025, the Children Act 1989 and 2004, the Equality Act 2010, the SEND Code of Practice, and relevant public health and safety regulations, we are committed to providing care that is safe, nurturing, respectful, and developmentally appropriate. Our practice is built on dignity, consistency, emotional security, and close partnership with parents. All staff understand their duty to safeguard children's welfare and to act promptly, compassionately, and professionally in all aspects of care.

This policy applies to all staff, students, volunteers, governors, and visitors and must be followed at all times. Where welfare practices intersect with safeguarding concerns, the procedures in **PP01 – Safeguarding & Child Protection Policy** (Sections 4, 6, 7, 8, 9 and 10) take precedence and must be followed immediately.

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## 2. Sleep and Rest

Sleep and rest are essential for healthy development, emotional regulation, and physical growth. Sleep routines are agreed with parents during settling-in and kept under review, while respecting children's natural patterns and cues.

Children may sleep in the designated sleep room, in the main room, or in prams outdoors **only if they fall asleep naturally during outdoor play or outings**, but outdoor sleeping is not offered as a routine option. Babies under six months are always supervised within the main playroom and **never** placed in a separate sleep room.

All sleep environments follow Lullaby Trust safer sleep guidance. Babies are always placed on their backs, with their feet at the foot of the cot, on firm mattresses with fitted sheets, and without soft toys, blankets, pillows, cot bumpers, or unsafe accessories. Children must never sleep in car seats, bouncers, swings, or prams unsupervised; if a child arrives asleep in a car seat, staff move them to a safe sleep surface as soon as possible.

A member of staff maintains **line-of-sight supervision** of children in the sleep room, supported by internal windows. Staff complete visual **checks every 10 minutes**, with more frequent observation as required, and under-6-month-olds are supervised continuously. Staff monitor sleep room temperature and prevent overheating by adjusting clothing, blankets, and ventilation. Sleep equipment is cleaned regularly and bedding is laundered weekly or immediately if soiled.

Any changes in sleep behaviour or concerns during sleep are shared with parents daily via Family or at collection.

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## 3. Sickness, Illness & Promoting Good Health

The nursery promotes good health in alignment with UKHSA and NHS guidance. Children who are unwell, contagious, or unable to participate comfortably in nursery life must remain at home. Children with diarrhoea or vomiting cannot return until 48 hours after the last episode. Children starting antibiotics remain at home for the first 24 hours to reduce the risk of adverse reaction occurring in nursery.

If a child becomes unwell during the day, they are cared for calmly in a quiet, ventilated space while parents are contacted. Staff seek medical advice or call emergency services if the child's condition deteriorates. The Nursery Manager may refuse admission where a child is considered too unwell for nursery, in line with duty of care (see PP02, Section 8; PP02B Sections 7–9).

### 3.1 Oral Health Promotion

In line with EYFS requirements, we promote good oral health by giving NHS oral health information at induction, encouraging parents to register children with a dentist, supporting healthy hydration habits, and promoting low-sugar food choices. We do not routinely brush children's teeth in nursery unless parents explicitly request this and supply the necessary equipment.

### 3.2 Hydration, Comfort & Temperature Regulation

Children have access to fresh water throughout the day using their own bottles or nursery cups. Staff encourage regular drinking, especially during outdoor play, hot weather, and physical activity. Babies under six months are protected from extreme temperatures and are never taken outdoors during unsafe weather conditions. Staff ensure that indoor environments remain comfortable, and ventilation is managed in accordance with public health and H&S guidance.

### 3.3 Sun Safety

Sun safety procedures are primarily contained in **PP02, Section 9**. This policy cross-references those requirements and applies them to daily welfare routines. Children wear weather-appropriate clothing, are supported to remain shaded when UV levels are high, and receive regular hydration. Suncream is applied in accordance with parental consent.

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## 4. Toileting and Nappy Changing

Nappy changing and toileting routines support hygiene, comfort, dignity, and independence. All nappy changing takes place in a clean, designated area following strict infection control measures consistent with **PP02, Section 8**. Staff wear fresh gloves and aprons for each change, clean mats between children, and dispose of nappies hygienically. Reusable nappies are **not currently accepted**, but may be considered in future policy revisions.

Children are never left unattended during nappy changes. The child's key person carries out care wherever possible. Nappy changing is conducted within sight or hearing of other staff, preserving privacy and ensuring safeguarding protections.

Toilet training is child-led, carried out in partnership with parents, and based on children's readiness and developmental cues. Staff support children calmly, discreetly, and without pressure. Handwashing after toileting is actively taught and modelled.

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## 5. Intimate Care

Intimate care includes toileting, changing clothes, cleaning after accidents, medical routines, and personal hygiene support. All intimate care is carried out respectfully, with the child's dignity at the centre of practice. Children are encouraged to participate in their own care wherever possible.

Parents may request a **personalised intimate care plan**, particularly for SEND or medical needs. Intimate care is normally undertaken by the child's key person or familiar staff member.

Care is provided within sight or earshot of colleagues, except where a specific SEND or medical procedure requires two staff members. Staff do not use personal phones or recording devices in areas where intimate care occurs (see PP01 Section 10 and PP11 – Mobile Phone & Social Media Policy).

Staff follow safer working practice at all times, with any concerns about intimate care procedures or staff behaviour reported through **PP01 Sections 6 and 7**.

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## 6. Physical Care, Comfort & Safe Handling

Physical comfort is an important part of children's wellbeing. Staff may offer hugs or reassuring touch when children seek comfort, always responding to children's cues and preferring side-on or child-initiated contact. Physical contact must always be appropriate, necessary, and respectful of boundaries.

Staff receive training in safe lifting and handling techniques. Children are lifted only when needed, using safe posture and teamwork where a child is heavier or requires additional support. SEND children who need lifting or equipment-based support will have a manual handling risk assessment and appropriate equipment available.

Screens and digital devices are not used for calming or behaviour management.

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## 7. Supporting Children's Emotional Wellbeing

Secure emotional relationships underpin successful learning and development. Each child has a key person who builds a warm, responsive relationship and provides consistent emotional support, in accordance with **PP05 Section 2**.

Staff use co-regulation and emotional coaching to help children understand and express their feelings. Quiet, comforting "cosy corners" are available in each room for children who need time to settle, rest, or regulate. Staff remain alert to signs of stress, anxiety, or emotional changes and work closely with parents to provide consistent support across home and nursery.

Transitions – into nursery, between rooms, or onward to school – are sensitively planned, using the transition principles in **PP05 Section 9**, and adapted for individual children's emotional needs.

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## 8. Wellbeing Monitoring & Early Intervention

Staff monitor children's wellbeing throughout the day and record observations on **Famly**, enabling a timely picture of each child's health, mood, and emotional state.

Where emerging concerns arise regarding behaviour, development, physical health, or emotional wellbeing, staff consult with the SENCO or Designated Safeguarding Lead. Concerns relating to harm or risk follow **PP01 Section 4** immediately. Wellbeing-related concerns are integrated into existing safeguarding and monitoring logs in accordance with **PP01 Section 14**.

Early intervention is central to our approach. Staff work with parents to explore concerns, agree supportive strategies, and offer referrals to external agencies where appropriate.

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## 9. Special Educational Needs & Disabilities (SEND)

Little Lambs Nursery is committed to inclusive practice and meeting the requirements of the SEND Code of Practice and Equality Act 2010. We follow the **graduated approach (Assess–Plan–Do–Review)** and seek to identify needs early through careful observation, partnership with parents, and inclusive assessment practices (see PP05 Section 6).

The SENCO leads SEND provision, coordinates support plans, liaises with external professionals, and ensures timely reviews at least every term. Reasonable adjustments are made to routines, activities, resources, and the environment. Children with SEND may receive extended settling-in periods, enhanced transitions, or additional visits as needed.

Parents are signposted to the Local Authority **Local Offer** and supported in accessing further assessment or services, including EHCP processes where appropriate.

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## 10. Comfort Items (Dummies, Blankets & Personal Belongings)

Comfort items can play an important role in helping children feel secure. Dummies and comforters may be used during rest, settling, or emotional support, following parental agreement. Staff ensure they are cleaned or stored safely and used in line with oral health guidance to avoid prolonged or unsupervised use.

Blankets or soft toys may be brought from home on a case-by-case basis and must be returned home each day to ensure appropriate hygiene. Items from home must not be shared between children.

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## **11. Outdoor-First & Farm-Based Welfare Considerations**

As an outdoor-first setting on a working farm, children's welfare outdoors is a core consideration. Children are supported to enjoy the outdoors daily when safe to do so, wearing appropriate clothing supplied by parents including waterproofs, layers, and indoor-only shoes inside the nursery.

Outdoor play in cold, wet, or hot weather is permitted when a dynamic risk assessment confirms it is safe. Staff remain vigilant to hydration, shade, wind exposure, and temperature changes. Babies under six months are not taken outdoors during extreme weather.

Outdoor safety, farm hazard management, and animal contact procedures align with PP09 – Emergency & Contingency Planning and PP04 – Business & Operations (Access Control and Site Use).

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## **12. Monitoring, Review & Access**

This policy is reviewed annually, or sooner where required by changes in legislation, EYFS updates, public health guidance, or following incidents or concerns. Staff receive training on this policy during induction and ongoing CPD in line with **PP01 Section 11** and **PP02 Section 11**.

Parents may access the policy at any time via the nursery office or on request. Staff feedback, parental input, and reflective practice inform each review cycle, ensuring the policy remains robust, relevant, and fully aligned with the nursery's safeguarding and welfare duties.

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