



Children and Young People Wellbeing Policy

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Date Last Amended	11 th May 2021
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Purpose

Underpinned by the GIRFEC principles, this procedure aims to improve outcomes and support the wellbeing of all of our children and young people by offering the right help and support at the right time from the right people. It will also support service staff to support the child and their families to work in partnership with ourselves and any external services and agencies that can help them. The policy aims to support the wellbeing of all our children and young people within the service as we work in partnership with them, their families and any external services to continue to develop positive outcomes for all.

Responsibilities

1. The organisations visions, values and aims openly reflect the contributions of staff, families, children and young people.
2. The organisation is open, collaborative and responsive to the health and wellbeing needs of our children and young people.
3. The safety of our children and young people is crucial, areas are regularly risk assessed in which childcare staff are responsible for ensuring that risks are minimised through careful planning of provision and resources.
4. The Indigo Group will ensure that every child or young person has an individual care plan that is updated termly as a minimum (see care plan procedure).
5. The Indigo Group is committed to providing active learning experiences for children and young people so that they have plenty of learning opportunities to practice their developing skills, making them feel good about themselves and enriching their understanding of the world around them.
6. Children of all ages, gender and abilities will be provided with equal opportunities to access all learning environments within our services.
7. As part of the daily routine, we provide opportunities for the children and young people to explore both indoor and outdoor learning environments, children and young people are responsible and supported to choose their areas of play throughout the day.

Roles

GIRFEC is founded on eight wellbeing indicators, often referred to as SHANARRI which are the basic requirements for all children and young people to grow and develop and reach their full potential. The wellbeing wheel (Appendix 1) shows the indicators and the connections between children and young people's wellbeing now and their wellbeing in the future. Children and Young People attending our services are aware of these indicators, how they affect them and how we work together to link them to the delivery of the curriculum.

The role of the Indigo Group in relation to Getting it Right for Every Child and protecting children's wellbeing is to ensure that:

Safe:

- We support children and young people in assessing their own risk as part of their learning process by empowering them to make safe decisions whilst we work together to balance risk against the benefits of play.
- We ensure that written risk assessments are meaningful and relevant, where we actively promote a risk-benefit approach to support our children and young people to enjoy potentially hazardous activities such as using real tools and exploring the natural environment.
- The Indigo Group has a Safe Recruitment process in place (see Safe Recruitment Procedure) ensuring all staff are successfully registered with Scottish Social Services Council and Protection of Vulnerable Groups Scheme.
- All of The Indigo Group services operate a "buzzer entry system" to allow staff to control and monitor who can access the building. All staff are required to wear a uniform and/ or Identity Card so that they can be easily identified.
- The Indigo Group ensures safe and secure handling and retention of all child and young person's information and adheres to Data Protection Act 1998
- Our staff are committed to discussing safety topics with all children and young people and adapting to suit all ages and stages to ensure that all children and young people are given equal opportunities to learn.

Healthy:

- The Indigo Group is a health promoting organisation, committed to encouraging all children and young people to form positive habits in relation to their health and wellbeing.
- We achieve this through:
 - Providing healthy snacks and lunches
 - Daily access to outdoor play benefiting from fresh air and exercise
 - Providing opportunities for rest and/ or sleep for children & young people
 - Working in partnership with external agencies to promote healthy lifestyles e.g Oral Health/ Play on Pedals
 - There a variety of policies and procedures in place relating to health and wellbeing e.g Sun Safety, Healthy Eating, Smoke Free, Outdoor Play
 - Access to issue based workshops and/ or play experiences depending on age/ stage and development

Achieving:

- The Indigo Group follows Pre- Birth to 3 and Curriculum for Excellence across the services.
- Staff, children and young people plan for each individual's learning and development, taking in to consideration their interests and learning/developmental needs.
- The Indigo Group recognises the importance of positive transition periods between play rooms and services and works with parents, children, young people and staff to base each transition on the individual.
- As enablers of learning we will continue to introduce resources and concepts to extend children and young people's play/ interests and their learning and development.
- We provide natural and open-ended materials and loose parts to support inquiry based and imaginative learning.
- The Indigo Group recognises all achievements made by children and young people, including those made out with the organisation and strives to celebrate all successes and achievements.

Nurtured:

- We create meaningful opportunities for children and young people to connect with nature, outdoor learning environment and a variety of experiences.
- We are committed to providing relevant and up to date information to parent and carers on topics that relate to children & young people's health and wellbeing through a variety of communication methods.
- Our keyworker system in Early Years and consistent staff team across the organisation allows us to know our children and young people as individuals. Enabling us to support them to access the environment safely whilst challenging their capabilities.
- Our children are given the opportunity to rest or sleep in a quiet and comfortable environment adapted to suit their age and stage.
- Nurture principles are considered through all aspect of children and young people's daily learning and development.
- Children and young people are provided with appropriate level of support based on their individual needs.
- As an organisation we are passionate about caring for our children and families and as part of that, we recognise the importance of touch for children's emotional, mental and physical health and happiness. Indigo staff will not interpret their child protection responsibilities in such a way that prevents children and young people from receiving or experiencing the physical attachment that they need.
- We aim to ensure that every child and young person has a well-developed sense of identity and belonging both within and out with our services.
- We support our children and young people to develop the resilience to cope with adverse circumstances and be confident and competent when faced with problems or new challenges in their everyday lives.

Active:

- We provide a range of opportunities for our children and young people to participate in physical play including some vigorous activity.
- We are inclusive to our approach in providing daily active play to all children and young people based on their capabilities.
- Our outdoor learning environment provides opportunities for various types of active play.
- Children and young people have access to a range of physical resources such as scooters, bikes and sports equipment to participate in active play.
- We continuously source training for staff to improve staff's knowledge and understanding on the need for active play for children and young people.
- We work in partnership with external organisation to provide additional active play opportunities for children and young people.

Respected:

- We support our children and young people to take part in a variety of learning and child/youth-led activities.
- Observations support staff in their awareness of children and young people's individual preferences, views and ideas and how to integrate them into their experiences.
- We actively encourage children and young people to take the lead in developing their own ideas.
- Our children and young people have the freedom of choice in lots of aspects of their daily routine and are consulted on snack menus, activity planning, outings etc.
- We have a positive and respectful approach towards children and young people's beliefs, culture, religion, sexuality and ensure that their dignity is respected at all times.
- The Indigo Group is committed to providing regular praise and encouragement to all children and young people to ensure that each individual has a well-developed sense of self-esteem and respect.
- Staff will always respect children and young people's privacy and personal space.
- We are committed to ensuring that all children and young people are treated as individuals with their own needs, expectations and aspirations.

Responsible:

- We make good use of our local community and environment, where children and young people have the opportunity to participate in local events and interact with the community.
- We encourage children and young people to be responsible for their actions by supporting a variety of child and youth led groups e.g Eco Group, Indi Reps and Young Leadership Programme.
- Children and young people are encouraged to take responsibility to actively contribute to their Personal Care Clans and Personal Development.
- Children and young people are supported to create, implement and follow Values and Golden Rules created by them.
- Children and young people are supported in being responsible for taking part in organisational decision making, are involved in recruitment processes and fundraising.

Included:

- Our environment is accessible and inclusive for all children and young people to explore and develop their capabilities equally.
- We promote equality during all learning experiences to ensure that we do not discriminate against physical ability, gender or religion.
- The Indigo Group is committed to partnership and multi-agency working to ensure clear communication between all agencies involved in a child or young person's wellbeing.
- The Indigo Group is committed to ensuring that all families are welcomed in to the service and that each child and young person has a settling/ introductory period based on their individual needs.
- Children and young people are regularly consulted to ensure their views are always heard and considered when decision making.
- Senior members of staff regularly meet to share good practice in relation to inclusion and to ensure that each individuals needs are met.

1. The **role of the parent** is to:

- a) Provide staff with appropriate information and updates regarding your child's health and wellbeing for example allergies, support from outside agencies, family circumstance.
- b) Support the Indigo Group's commitment to ensuring children and young people's wellbeing.
- c) To attend, where possible any information/parent sessions that provide detailed information regarding your child's wellbeing.
- d) Work collaboratively with staff and outside agencies to support your child's health and wellbeing.

2. The **role of the child** is to:

- a) Participate and engage in activities and experiences that support their health and wellbeing.
- b) Develop respect for themselves and others while taking into account their growing responsibilities in relation to their own health and wellbeing.
- c) Develop an understanding of the meaning of a healthy lifestyle.

3. The **role of the practitioner** is to:

- a. Create and display a positive ethos in which children and young people feel safe, relaxed and confident in sharing thoughts and feelings relating to their health and wellbeing.
- b. Engage and work with parents and carers to ensure the best outcomes for children and young people.
- c. Plan, provide and deliver activities and experiences that will promote children and young people's awareness of their own and others health and wellbeing for example physical, mental, social both indoors and outdoors.
- d. Be an active role model, interacting and supporting children and young people's learning and development.
- e. Engage the active support of parents and carers and other agencies
- f. Actively consults with children and young people and encourages them to make informed choices that impact on their day to day life.
- g. Engage children and young people in having opportunities to learn in challenging and stimulating ways.

- h. Encourage children and young people to assess and take risks.
 - i. Provide opportunities and resources for children to talk and discuss their concerns or worries.
 - j. Provide children and young people with access to nutritionally balanced snacks and lunches.
 - k. Take account of research and successful practice in supporting the learning and development of children and young people, particularly in sensitive circumstances.
4. The **role of the manager** is to:
- a. Ensure that national guidance in relation to health and well-being is shared, implemented and followed.
 - b. Regularly review and monitor the learning environments ensuring that relevant and meaningful activities and experiences are being carried out.
 - c. Should anything compromise the child or young person's health and wellbeing, the manager should take the appropriate action that meets the needs of the child or young person and their best interests.
 - d. Where additional support is required the manager will contact the appropriate agencies to ensure the correct support and advice is provided and regular communication is maintained.
 - e. Responds sensitively and appropriately if a critical incident takes place within the service, and has contingency plans in place to enable this to happen.

Additional Reading/Associated Documents

Education Scotland Benchmarks –

<https://education.gov.scot/improvement/Documents/HWBPersonalSocial%20EducationBenchmarksPDF.pdf>

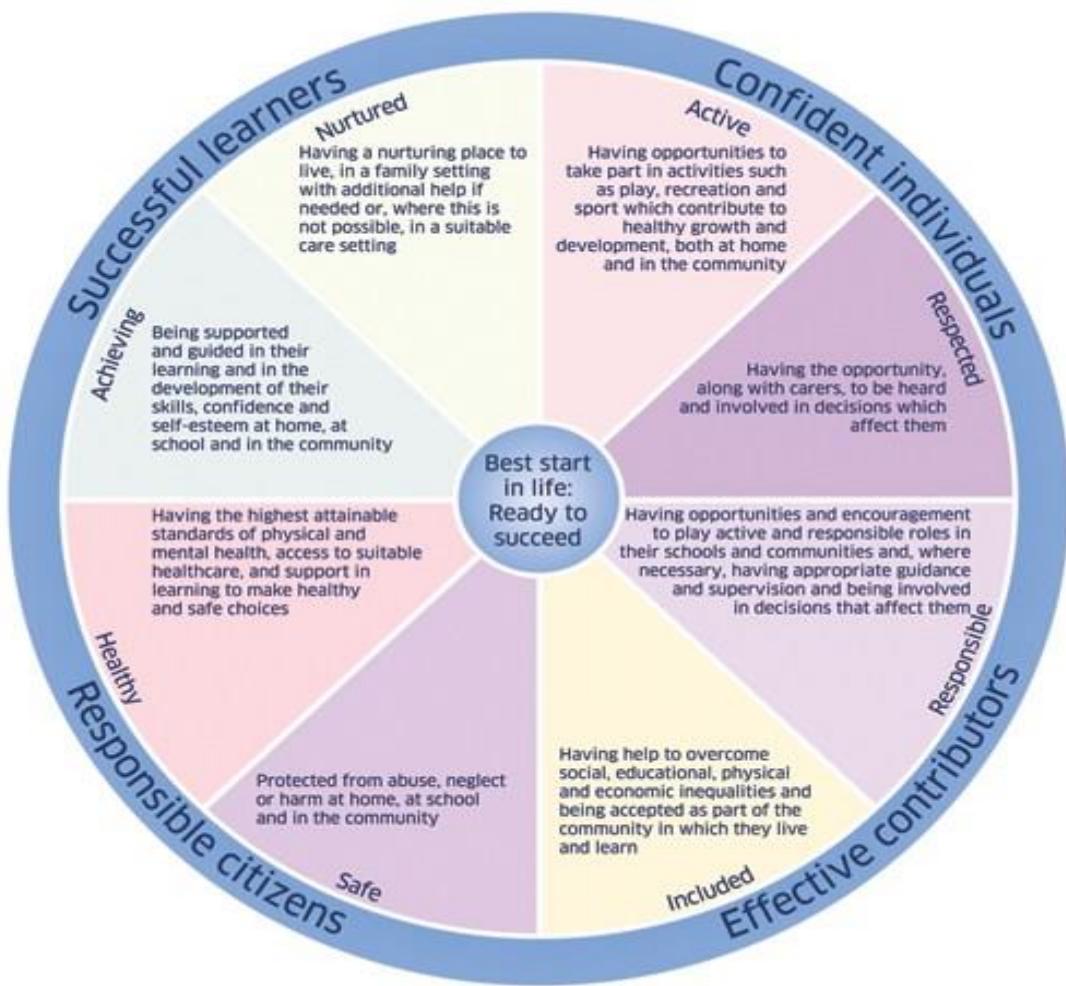
Supporting Young People's Health & Wellbeing –

<http://www.gov.scot/Resource/0041/00418332.pdf>

Curriculum for Excellence, Health & Wellbeing, Principles & Practice -

<https://education.gov.scot/Documents/health-and-wellbeing-pp.pdf>

Appendix 1 – Getting It Right For Every Child - Wellbeing Wheel



Version	Date	Author	Replaces	Comment
1	June 17	Steph Grant	N/A	
2	July 17	Jacqueline Lamb		Signed off
v	May 21	Steph Grant	2	