



Rednal Hill Infant School Mental Health and Wellbeing Statement

“Mental health is a state of wellbeing in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.” (World Health Organisation 2014)

At Rednal Hill Infant School, we aim to promote positive mental health and wellbeing for our whole school community (children, staff, parents and carers), and recognise how important mental health and emotional wellbeing is to our lives in just the same way as physical health. We recognise that children’s mental health is a crucial factor in their overall wellbeing and can affect their learning and achievement. All children go through ups and downs during their time at school and some face significant life events.

Our aim is to **help develop the protective factors which build resilience to problems with mental health**, and to be a school where:

- All children are valued.
- Children have a sense of belonging and feel safe.
- Children feel able to talk openly with trusted adults about their problems without feeling any stigma.
- Positive mental health is promoted and valued.
- Bullying is not tolerated.

Mental health is not just the absence of mental health problems. **We want all children to:**

- Feel confident in themselves.
- Be able to express a range of emotions appropriately.
- Be able to make and maintain positive relationships with others.
- Cope with the stresses of everyday life.
- Manage times of stress and be able to deal with change.
- Learn and achieve.

Some of the ways in which we promote this are:

- Having a caring and nurturing school ethos
- Capturing the children’s views through using 3 houses (house of worries, house of good things, house of dreams)
- Is a Rights Respecting School
- Social and emotional interventions for children with additional needs
- Working in partnership with parents where there are concerns about mental health
- Working with external agencies to provide additional support to those who need it

For parents/carers, there are a wide range of resources and support available on the following website:

<https://the-waitingroom.org/>

Staff Wellbeing

In addition to children’s wellbeing, we recognise the importance of staff mental health and wellbeing. Our staff wellbeing team are working together to ensure positive mental health is actively

promoted. Our children's wellbeing is underpinned by staff moral and well being and the same principles apply to children and adults.

Some of the ways we promote this are:

- All staff are valued and listened to
- Leaders recognise the workload which comes with the job and know that a combination of autonomy, within a supportive and well organised team, allows staff to work in a way which best suits them.
- Leaders strive to ensure staff 'buy in' to a shared vision. Strengths are celebrated and continual improvement modelled by SLT.
- Leaders know communication is key. They are reactive to optimal moments for change and try to ensure staff do not feel overwhelmed. Clear expectations and shared goals help to organise the school year and weekly briefings and discussions scaffold school life.
- Approaches around feedback and performance management and individual CPD are based on honest and open conversations with a restorative ethos.
- Specific policies acknowledge and promote wider wellbeing and are actively promoted. These include releasing staff to attend important family moments and their own children's educational achievements and highlights, as well as shared year group planning time, a flexible approach to childcare issues and compassionate leave as well as social events and gestures of appreciation when staff have gone above and beyond.

S. Ingram