



Baxter Soccer Club

Mental Health and Wellbeing Policy

Baxter Soccer Club

About this policy

Purpose

The purpose of this policy is for **Baxter Soccer Club** to establish, promote and maintain the mental health and wellbeing of all staff, players and supporters through club/workplace practices, and encourage staff, players and supporters to take responsibility for their own mental health and wellbeing.

Baxter Soccer Club believes that the mental health and wellbeing of our staff, players and supporters is key to organisational success and sustainability.

Goals

Baxter Soccer Clubs goals:

- To build and maintain a club/workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase staff/member knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in clubs/workplaces.
- To facilitate staff/member's active participation in a range of initiatives that support mental health and wellbeing.

Scope

- This policy applies to all of **Baxter Soccer Club**, including members, players, staff and supporters.

Responsibility

All employees are encouraged to:

- understand this policy and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing **Baxter Soccer Club**
- support fellow staff/members in their awareness of this policy.
- support and contribute to **Baxter Soccer Club's** aim of providing a mentally healthy and supportive environment for all members, players, staff and supporters.

All staff/members have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the club/workplace.

Managers have a responsibility to:

- ensure that all staff/members are made aware of this policy
- actively support and contribute to the implementation of this policy, including its goals



- manage the implementation and review of this policy.

Communication

Baxter Soccer Club will ensure that:

- all staff/members receive a copy of this policy during the induction process
- this policy is easily accessible by all members of the organisation
- staff/members are informed when a particular activity aligns with this policy
- staff/members are empowered to actively contribute and provide feedback to this policy
- staff/members are notified of all changes to this policy.

Mental Health First Aid Accreditation (Mental Health First Aid Australia)

- The club will, at all times, hold at least 20% of club personnel trained and qualified as a Mental Health First Aider through Mental Health First Aid Australia.
- The club will hold and keep safe a Log Book in order to track any potential incidents that will be the sole property and responsibility of the Health and Wellbeing Manager and will not be provided for public use, in the event that an incident occurs and a Baxter Soccer Club MHFAider has provided Mental Health First Aid to any member, player, staff member or supporter.
- MHFA is incorporated into the club/workplace's communications strategy.

For example:

- Posters displayed around the office
- Promoted on the intranet
- MHFA promoted to clients
- Promote MHFA at other workplace events
- MHFA Officers equipped with identifying uniform or materials
- External communications.
- Senior management demonstrates engagement and participation with MHFA.
- Baxter Soccer Club requires all staff/members trained in MHFA to become accredited "MHFAiders" (i.e. they successfully complete the post-course Accreditation quiz).
- MHFA training is provided to a broad reach of staff across the club/workplace.
- Staff/members are provided with refresher training every three years in accordance with the "MHFAider" Accreditation period through Mental Health First Aid Australia.
- MHFA training is included in the scheduled training offering to staff (e.g. MHFA is run every 6 months as part of the workplace's training calendar).
- Baxter Soccer Club will provide opportunities to reflect on learning after MHFA training is delivered (e.g. lunchtime sessions to revisit the action plan or email reminders of key messages from the training).
- Baxter Soccer Club establishes the role of Mental Health First Aid Officer and develops a position description to support the role.
- A broad, diverse and accessible network of Mental Health First Aid Officers is established across the club/workplace.
- The availability and how to access Mental Health First Aid Officers is promoted in the workplace.
- A central coordinator is appointed to support MHFA Officers.

All **Baxter Soccer Club** Mental Health First Aid Officers agree to:

- Be available to discuss openly and freely without judgement to any member, player, staff member or supporter regarding Mental Health issues as they arise.



- Keep all dealings and discussions with members, players, staff and supporters as a “MHFAider” as private and confidential.
- Will Log in the Baxter Soccer Club “Mental Health and Wellbeing” Logbook to log any event in order to keep track of any potential events that the club may need to report on in the future.

Monitoring and review

Baxter Soccer Club will review this policy **twelve** months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

- feedback from members, players, staff and supporters, the Health and Wellbeing Committee (if applicable), and management
- review of the policy by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

Staff member Bray Hodgkinson

Title President and Health and Wellbeing Manager

Signature

Date of next review **May 2022**