



## BRITISH AMERICAN FOOTBALL REFEREES ASSOCIATION LIMITED

### Mental Health and Wellbeing Policy

BAFRA aims to promote and maintain the mental health and wellbeing of our members. We believe this is key to both personal and BAFRA's success and sustainability.

#### **Our goals:**

- Build and maintain an environment and culture that supports mental health, overall health and wellbeing, and prevents discrimination (including bullying and harassment).
- Reduce stigma around depression and anxiety.
- Facilitate members participation and support wellbeing and mental health initiatives.
- Provide support for those affected by wellbeing issues.
- Signpost people to The Samaritans for help when appropriate.

#### **Members' responsibilities:**

- Support and contribute to providing a mentally healthy and supportive environment for all members.
- 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 members.
- Share issues in confidence if these may affect their wellbeing or ability to undertake duties, or which could put others at risk.
- You can get support from Samaritans (call free on 116 123 or email <https://www.samaritans.org/how-we-can-help/contact-samaritan/>).
- In an emergency, or if someone is vulnerable, please call 999.