



Mental Health and Wellbeing Policy

In an emergency

If you are concerned for the safety of someone (either yourself or someone else) please call **999 (UK)** for emergency medical assistance.

The need for a mental health and wellbeing policy

BAFRA believes that the mental health and wellbeing of our members is important, and we are committed to promoting and maintaining a healthy and supportive environment for all.

There are many factors that influence the health and wellbeing of our members.

Understanding and overcoming these issues can result in a range of benefits for both individuals and the wider organisation.

Mental wellbeing is relevant for all members, which means every individual can play a part in improving wellbeing both on and off the field. By addressing mental health issues, we can improve the general wellbeing of our members, reduce absenteeism and presenteeism, lower member turnover, increase the quality of our work as officials, and help promote the engagement of those who have experienced mental health problems.

This mental health and wellbeing policy covers the following areas:

Mental wellbeing

Promoting mental wellbeing by:

- Providing information and raising awareness of mental health issues
- Promoting policies and actions that support mental wellbeing in the organisation
- Equipping members with the skills to support their own mental health

Support for members

Offering support to members by:

- Creating a culture that supports the wellbeing of all members
- Offering help, support and guidance to those with a mental health issue
- Assisting those returning to active membership after a period of mental ill health

Engagement and membership for those with mental health issues

Supporting those starting out with or returning to the organisation by:

- Making adjustments to the role/environment where practicably possible in accordance with other rules, regulations and policies
- Retaining and supporting members who develop mental ill health

Aim of the policy

To create an organisational culture that promotes and supports the health and wellbeing of all its members.

Objectives and actions

To create a supportive organisational culture, and tackle factors that may have a negative impact on mental health.

- Provide members with information on mental health issues to help raise awareness.
- Provide non-judgemental support to any member experiencing a mental health issue.
- Give all members access to the mental health and wellbeing policy (*this document*).
- Signpost guidance for members to support their own mental wellbeing.
- Deal with any conflict quickly and make sure the organisation is free from bullying, harassment, racism or discrimination.

To provide support and guidance for any member experiencing mental health issues

- Check the effect working conditions and the organisation's policies are having on mental health.
- Ensure members with mental health issues are treated fairly and without judgement
- Encourage members to talk to BAFRA's Welfare and Safeguarding Team; a counsellor, GP or other medical professional; or access other guidance and resources for support with their mental health and wellbeing.
- If a member has been absent for a prolonged period of time, ensure a gradual return to active membership and officiating duties with support at each stage.
- Treat all matters relating to mental ill health of members in the strictest confidence, and only share information with prior consent from the individual concerned. **Exception:** In very rare situations, we may have to share information without your consent if: there is a risk of serious harm to you or to others, or there is a risk of a serious crime, but we will always make you aware of what is happening.

To encourage the engagement with and membership of people who have experienced mental ill health.

- Show a positive attitude to members and prospective member with mental health issues.
- Do not assume that those with a mental health issue will be more susceptible to stress or will necessarily take more time off or away from the game than other members.

Whistleblowing

All members are expected to support and contribute to providing a mentally healthy and supportive environment for all other members. We encourage members to report actions

or behaviours that may have an adverse effect on the mental health and wellbeing of themselves or other members. Grievances concerning matters of mental health and wellbeing will be dealt with as per the BAFRA Disciplinary policy where necessary.

Support Resources

The following is a list of external resources that exist to support the mental health and wellbeing of our members:

- **The Samaritans** provides emotional support 24 hours a day: visit www.samaritans.org or call 116 123
- **Mental Health Foundation** offers information on mental health, mental health problems, self-help and how to get help: www.mentalhealth.org.uk
- **Mind** provide advice and support to empower anyone experiencing a mental health problem: <https://www.mind.org.uk>
- Your **local GP** is there to provide access to NHS mental health services including counselling, medication and lifestyle advice. Support can also be provided by **NHS 111**, 24 hours a day: visit 111.nhs.uk or call 111
- **Counselling** options can be identified through **The British Association of Counselling and Psychotherapy** by visiting www.bacp.co.uk or calling 01455 883300; or through the **UK Council for Psychotherapy** by visiting www.psychotherapy.org.uk or calling 020 7014 9955