



Old Streetonians Mental Health and Wellbeing Policy

There are many types of mental health issues. An issue can happen suddenly, because of a specific event in someone's life, or it can build up gradually over time.

Common mental health issues include:

- a. Stress (this is not classed as a medical condition, but it can still have a serious impact on wellbeing)
- b. Depression
- c. Anxiety

Less common ones include:

- d. Bipolar disorder
- e. Schizophrenia

The Law

A mental health issue can be considered a disability under the law if all the following apply:

It has a 'substantial adverse effect' on the life of a Member (for example, they regularly cannot focus on a task, or it takes them longer to do)

It lasts at least 12 months or is expected to.

It affects their ability to do their normal day-to-day activities (for example, interacting with people, following instructions, or keeping setting working times)

A mental health issue can be considered a disability even if there are not symptoms all the time, or the symptoms are better at sometimes than at others.

Duty of care

As part of the Club's duty of care they will do all they reasonably can to support their Members' health, safety, and wellbeing. This includes:

- a. Making sure the environment is safe
- b. Protecting players from discrimination
- c. Carrying out risk assessments
- d. Zero tolerance towards discrimination against someone with a disability



If a Member has a disability, the Club will:

- e. Not discriminate against them because of their disability
- f. Will consider making reasonable adjustments
- g. Will work with the Member to make the right adjustments for them, even if the issue is not a disability

Mission statement

If Members feel they can talk openly about mental health, problems are less likely to build up. This could lead to:

- a. Less time away for a mental health issue
- b. Improved morale in the Club
- c. Creating a supportive environment

The Club will therefore aim to create a culture where everyone within the Club feels their mental health is being appropriately supported by using the following steps:

- a. Treating mental and physical health as equally important
- b. Making sure Members are encouraged to talk about any problems they are having
- c. Encouraging positive mental health, for example arranging mental health awareness training, workshops or appointing mental health 'champions' who players can talk to
- d. Ensuring the Club has a mental health wellbeing team within the Club and at least one qualified mental health first aider

The Mental Health Wellbeing Team

Is a voluntary group of Club Members dedicated to supporting the mental health of everyone involved within the Club. This includes the coaches, captains, selection of wellbeing champions and must always include at least one mental health first aider. The goal of the team will be to

(1) Promote positive mental health within the Club by:

- a. Removing the stigma attached with suffering with poor mental health
- b. Effective use of social media and communication groups
- c. Effective partnerships with outside agencies (Example: Give A Ruck, LooseHeadz, Mindest)

(2) Support anyone suffering with poor mental health by:

- a. Making themselves and their role clearly visible to the Members of the Club



- b. Being approachable and non-judgemental when a Member seeks support
- c. Appropriate observation of the wellbeing Google Form and email address set up by the Club
- d. Having the skills and knowledge to help support someone in need, including knowing when to refer to an outside agency (Example NHS, Mind, ect.)

To help support the Members of the Wellbeing Team, the Club will always aim to find additional training that will help support them in their role. The Club is aware of the effect listening to traumatic events can have on the listeners mental health so Members will be encouraged to support each other by sharing any questions or concerns they may have while keeping any personal information private.