



MENTAL HEALTH & WELLBEING PROTOCOL

Purpose

The purpose of this protocol is for **Barrow AFC** to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

Barrow AFC believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Goals

Barrow AFC:

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.
- To facilitate employees active participation in a range of initiatives that support mental health and wellbeing.

Scope

This protocol applies to all employees of **Barrow AFC** including contractors, unpaid and casual staff.

Responsibility

All employees are encouraged to:

- understand this protocol and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing **Barrow AFC**
- support fellow workers in their awareness of this protocol
- support and contribute to **Barrow AFC's** aim of providing a mentally healthy and supportive environment for all workers.

All employees 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 workplace.
- Managers have a responsibility to:
- ensure that all workers 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

Barrow AFC will ensure that:

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

Monitoring and Review

Barrow AFC will review this policy **six** months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

feedback from workers, the All Bluebirds Committee, 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.

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Staff member

Manager's title

Position

Signature

Signature

Date

Date