

MENTAL HEALTH AND WELLBEING POLICY

About this policy

Purpose

The purpose of this policy is for the South West Sydney Academy of Sport to establish, promote and maintain the mental health and wellbeing of all staff members, athletes, and volunteer staff members through workplace practices, and encourage each person to take responsibility for their own mental health and wellbeing.

The South West Sydney Academy of Sport believes that the mental health and wellbeing of our staff members, athletes, and volunteer staff members, is key to organisational success and sustainability.

Goals

South West Sydney Academy of Sport:

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

Scope

This policy applies to all staff members, athletes, and volunteer staff members, including contractors and casual staff.

Responsibility

All staff members, athletes, and volunteer staff members 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 the South West Sydney Academy of Sport;
- support fellow workers in their awareness of this policy;
- support and contribute to the South West Sydney Academy of Sport aim of providing a mentally healthy and supportive environment for all involved.

All staff members, athletes, and volunteer 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 workplace.

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The South West Sydney Academy of Sport has a responsibility to:

- ensure that all staff members, athletes, and volunteer 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

The South West Sydney Academy of Sport will ensure that all staff members, athletes, and volunteer staff members:

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

Monitoring and review

The South West Sydney Academy of Sport will review this policy twelve months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

- feedback and relevant changes in the field Mental Health and Wellbeing;
- review of the policy by management to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

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