



Mental Health & Wellbeing Policy

Mandurah City Football Club, 65-85 Mahogany Drive, Halls Head, WA. 6210

Introduction

Mandurah City Football Club is committed to the mental health and wellbeing of our sport's community and all key stakeholders including but not limited to staff, board, committee volunteers, members, families, and visitors, and recognises the importance of creating a safe, inclusive, and supportive environment for all members.

Mandurah City Football Club is committed to take an active role in:

- Promoting positive mental health and wellbeing.
- Fostering an environment that minimises the risk of causing or exacerbating a mental health or wellbeing issue; and
- Supporting those who are experiencing a mental health issue.

Mandurah City Football Club has adopted this policy to:

- Create a culture that fosters mental health and wellbeing and promotes a supportive and inclusive environment and reduces stigma around mental health issues.
- Outline the responsibilities of Mandurah City Football Club and individuals in addressing mental health issues; and
- Provide Mandurah City Football Club > with clear guidelines for responding to mental health concerns.

This policy applies to all Board/Committee members, staff, volunteers, members, families, and visitors at Mandurah City Football Club.

Organisation Responsibilities

In consultation with key stakeholders, staff, volunteers, members, families, and visitors, the Mandurah City Football Club will support the mental health and wellbeing of our sport's community by:

- Appointing and maintaining the Mental Health Champion(s) role.
- Proactively promoting the Mental Health Champion(s) role.
- As far as is reasonably practicable, proactively identify, assess, and control psychosocial hazards to prevent psychological harm. Psychosocial hazards to manage may include, but are not limited to:
 - Inappropriate and unreasonable behaviour.
 - Exposure to bullying, harassment, violence, aggression or discrimination.
 - Experiencing a traumatic event; and
 - Unfair, inconsistent, or opaque decision making (e.g. team selection processes).
- Implementing initiatives to promote and maintain positive mental health and wellbeing, including, but not limited to:



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- Promoting mental health and wellbeing through initiatives and activities including encouraging help-seeking behaviours and connecting people to support services; and
- Sharing information about mental health and wellbeing via email, newsletters, and club social media platforms.
- Providing support in a way that protects the privacy and confidentiality of individuals affected by mental health and wellbeing issues, except as required by law (i.e., mandatory reporting requirements), or where there is an immediate threat of harm to self or others. We will achieve this by:
 - Obtaining written consent to share mental health related information.
 - Sharing information on a need-to-know basis while protecting an individuals' privacy by avoiding the use of identifying factors; and
 - Ensuring that when someone shares private mental health information, they have obtained consent before sharing this information with others. If it is necessary to share this information, encourage them to share only the relevant details, and to do so in a way that does not identify the individual unless it is absolutely necessary.
- Addressing behaviour that poses a risk to the mental health and wellbeing of our sport's community. We will achieve this through a step-by-step approach, escalating our response as needed:
 - Objectively and thoroughly investigating matters of concern.
 - Fairly and respectfully engaging in conversations around the matters of concern.
 - Facilitating mediation if and as necessary; and
 - Applying the Mandurah City Football Club relevant Codes of Conduct/Disciplinary Processes.
- Review Mandurah City Football Club responses to mental health and wellbeing issues that occur and evaluate how to improve mental health and wellbeing policy and procedures in the future.

Supporting Documents and Resources

- [Club and Community eToolkit for Mental Health and Wellbeing.](#)
- [Critical Incident eToolkit for Mental Health and Wellbeing.](#)
- [True Sport - Community Links](#) webpage.



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Policy review

This policy will be reviewed annually to ensure it remains relevant to Mandurah City's operations and reflects both community expectations and legal requirements.

	Name of Creator	Endorsed By	Updates
7 th September 2024	J Webb		Policy Created