



## WELLBEING GUIDE

### Application

1. This Guide applies to all members and their parents/carers, coaches, committee members and officials. The aim is that the Guide should not be prescriptive, but should provide information and suggestions which can inform decision making in the Club a way that can help promote the wellbeing of everyone concerned.

### Importance of Wellbeing

2. Mental ill health and stress are associated with many of the leading causes of disease and disability in our society. Promoting and protecting the mental wellbeing of people at HCKP is important for individuals' physical health and social wellbeing.
3. Sport, including hockey, can have a positive impact on our health and wellbeing. Healthy and well-motivated members can have an equally positive impact on the health of others and on the success and enjoyment of the Club.
4. Responsibility for health and wellbeing at the Club belongs to everyone in the Club. Factors that can influence whether people will have a positive relationship with hockey and the Club include:
  - (a) relationships between members;
  - (b) relationships between members and coaching staff;
  - (c) whether members feel involved in organisational issues and decisions;
  - (d) whether coaches and other volunteers feel valued and respected;
  - (e) acceptance of individuals' differing levels of aspiration for their hockey; and
  - (f) experience of the principles of fairness, equality and diversity.

5. Important aspects of mental health and wellbeing include providing information and raising awareness, management skills to deal with issues around mental health and stress effectively, providing a supportive environment, and offering assistance, advice and support to anyone experiencing a mental health problem

### **Aims of this policy**

6. This policy aims:
  - (a) to provide a framework within which HCKP encourages and facilitates practices and services that support well-being;
  - (b) to assist in achieving HCKP's aspiration to provide a positive and supportive environment for its members;
  - (c) to assist members in understanding and discussing issues around wellbeing; this involves breaking the taboo of talking about mental health;
  - (d) to increase vigilance of the signs and symptoms of depression; and
  - (e) to increase awareness of sources of help and further information
7. This policy, and support for wellbeing, will assist the Club in promoting the HCKP values and aims, which include in particular:
  - (a) providing opportunities for all members to develop a life-long love for hockey;
  - (b) to extend the holistic approach of sport beyond hockey to provide an off the pitch environment where members can develop friendships, attend tours and enjoy social opportunities. To create and to have all positive members, coaches, parents and opponents in order to help develop happy, resilient, healthy and successful people; and
  - (c) to provide a positive and supportive working environment for all committee members, all volunteers, all umpires and all coaches.

### **Guiding principles**

8. To further develop a supportive culture, address factors that may negatively affect mental wellbeing, and to develop management skills, HCKP will:

- (a) reduce discrimination and stigma by increasing awareness and understanding of all forms of disability;
  - (b) give members information on, and increase their awareness of, mental wellbeing;
  - (c) give non-judgemental and proactive support to individual members that experience mental health problems;
  - (d) manage conflict effectively and endeavour to ensure that the Club is free from bullying and harassment, discrimination and racism; and
  - (e) promote good two-way communication between members, parents/carers, coaching staff and officials.
9. To provide support for individuals experiencing mental health difficulties, HCKP will:
- (a) ensure individuals suffering from mental health problems are treated fairly and consistently;
  - (b) ensure individuals are aware of sources of support; and
  - (c) emphasise the importance of confidentiality and autonomy in all matters relating to individuals and their mental health.
10. To demonstrate a positive attitude to wellbeing, HCKP will:
- (a) have positive statements in social media communications;
  - (b) not make assumptions about individuals with mental health issues; and
  - (c) publicise this policy.

#### **Powers of Wellbeing Team in relation to wellbeing**

11. If the Club's Wellbeing Team considers that the conduct of an individual (whether member, parent/carer, coach or other official) at Club Events is or may be detrimental to the wellbeing of others, the Welfare Officer may suspend that individual from attending Club Events.
12. The power to suspend:
- (a) may only be exercised by after careful deliberation by the Wellbeing Team, and for good cause;

- (b) should be for as short a period as reasonably necessary, but the period may be renewed by the Wellbeing Team.

13. Any such suspension must be:

- (a) notified to the person suspended and to the HCKP Committee as soon as possible;
- (b) reviewed by the HCKP Committee within 28 days, and may be terminated or extended by the Committee.

14. Club Events include any:

- (a) Club training session, including time spent by the member at the venue for the training session before its start time or after its finish time;
- (b) Club match, including time spent by the member at the venue for the match before its start time or after its finish time;
- (c) scheduled social event organised or arranged by the Club, but for the avoidance of doubt excluding informal drinks; or
- (d) Committee or similar meeting organised or arranged by the Club.

#### **Looking out for signs of depression**

15. Everyone is encouraged to be vigilant for signs or symptoms of depression in themselves and others. Guidance on depression, and a list of potential symptoms can be found on the NHS Direct website, but includes matters such as:

- Low self-esteem
- Feeling tearful
- Feeling irritable and intolerant of others
- Lacking motivation or energy
- Indecisiveness
- Anxiety or worry
- Changes in appetite or weight
- Unexplained aches and pains
- Moving or speaking more slowly than usual
- Disturbed sleep
- Avoiding social contact
- Neglecting hobbies and interests

## Monitoring and review

16. Responsibility for monitoring the effectiveness of this policy rests principally with the Wellbeing Team. However, everyone has a responsibility to promote their own wellbeing and that of other members and their parents/carers, coaches, committee members and officials.
17. Responsibility for reviewing and updating the wording of this policy rests with the HCKP Committee. Anyone who has any comments on the wording on the policy, or any suggestions in relation to wellbeing generally, is invited to bring them to the attention of the HCKP Committee.

## Other policies

18. This policy is complementary to other HCKP policies, and in case of any inconsistency, those other policies take precedence.

## Sources of Information and support

Mind: [www.mind.co.uk](http://www.mind.co.uk)

Samaritans: [www.samaritans.org](http://www.samaritans.org)

Rethink: [www.rethink.org](http://www.rethink.org)

Mental Health Foundation: [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)

Sane: [www.sane.org.uk](http://www.sane.org.uk)

