



MORECAMBE
FOOTBALL
CLUB

MFC WELLBEING & MENTAL HEALTH POLICY

MORECAMBE FOOTBALL CLUB

MORECAMBE FOOTBALL CLUB



Wellbeing & Mental Health Policy

Policy Owner	Version	Issue Date	Review Date
MFC Board of Directors	2	28/02/2024	01/06/2024



Wellbeing & Mental Health Policy

Purpose:

The purpose of this policy is for Morecambe Football Club (the 'Club') 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.

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

The Club is committed to remove and eliminate any direct or indirect discrimination of any form or kind within Club structures, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to discrimination, harassment, victimisation or bullying.

Goals:

The Club aims;

- 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 policy applies to all employees of the Club including contractors and casual staff.

Responsibility:

All employees are encouraged to:

- understand this policy and the plan, and seek clarification from management where required
- consider this policy and the plan while completing work-related duties and at any time while representing the Club
- support fellow workers in their awareness of this policy and the plan
- support and contribute to the Club'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.

Club Management have a responsibility to:

- ensure that all workers are made aware of this policy and plan
 - actively support and contribute to the implementation of this policy and the plan, including its goals
 - manage the implementation and review of this policy and the plan.
-



Communication:

The Club will ensure that:

- all employees receive a copy of this policy 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:

The Club will review this policy six months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

- feedback from workers, the Wellbeing and Mental Health Working Group, and management; and
- review of the policy and plan by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.



MORECAMBE
FOOTBALL
CLUB

MORECAMBE FOOTBALL CLUB

MORECAMBE FOOTBALL CLUB