



Mental Health & Wellbeing Policy

Kangaroos Brothers AFC,
Rockhampton

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Introduction

Kangaroos Brothers AFC aims to provide a safe, supportive and inclusive sporting environment in which all members of the community are welcome to join, participate and contribute to the club in various ways. A safe and supportive club culture protects people against a range of health-related risks. A strong and inclusive club enables players, members, supporters, families and others in the community to engage in meaningful and positive relationships for mutual benefit.

Purpose

The purpose of this policy is to ensure the club committee and club members understand the club's role and position in relation to mental health. This policy should be understood in conjunction with the Codes of Conduct of the club and AFL Queensland.

When does this policy apply?

This policy applies to all members and visitors to any formal or informal event, meeting, match, competition or other function that is organised under the auspices of the club. In addition, the club expects its members to acknowledge the policy in their private lives.

Responsibilities

Our club will:

- Activate and comply with this policy;
- Promote the policy in various ways, including noticeboards, at the time of player and member registration, during training, and through social media and its website;
- Promote and role model the expected attitudes and behaviours at all times;
- Encourage open communication and work towards a culture that supports mental wellbeing for all club members;
- Display key contact numbers in accessible places including the provision of a list of suitable health service providers who can help club members or players as required;
- Display information about mental health issues;

- Undertake activities that promote members to seek help and to decrease stigma, such as mental health themed events, game days, inviting expert speakers to address players and/or members, undertaking mental health education, promoting mental health messaging through online channels such as the club website and social media;
- Encouraging coaches, committee members and club officials to take note of changes in individual's behaviour and reporting any concerns to club officials, and to be vigilant about identifying those who may be struggling.

Individuals will

- Comply with this policy
- Promote and role model the expected attitudes and behaviours at all times
- Be responsible and accountable for their behaviour
- Alert club committee members, coaches or player leadership with any concern about the wellbeing of any club member
- Honour our commitment to the health safety and wellbeing of all of our members
- Treat everyone with respect and care
- Treat personal information disclosed with confidentiality

Supporting members with mental health issues

Open non-judgmental communication is encouraged between all members, including players and coaches, so that members feel comfortable to talk about any support they may require to maintain their health. This might mean a break from training, or training in a less intensive manner for a period of time. Any conversations between individual and club official should focus on the person rather than their behaviour or illness. The individual's safety and welfare are of paramount importance in finding support. Coaches, club officials, committee and members are encouraged to look past negative behaviour of individuals to see why such behaviours are taking place, and to ask individuals if they need help.

Responding to a need

All information provided to the club in relation to a member's mental health is treated as private and confidential unless that member requests that others are made aware of their circumstances. If there is a crisis, this information may need to be shared with the appropriate services/supports to ensure the health and wellbeing of the member.

- When responding to a situation of need, the club will focus on the safety and wellbeing of those directly and indirectly involved in a discreet manner. All responses will reflect the club's duty of care to members and visitors.
- Where concern is raised about a member's mental health and wellbeing they will be approached discreetly by the President or other club official, to discuss the concerns observed. In concert with the member, club officials will determine how the club may be able to support that member.
- Where applicable, the member is encouraged to seek advice from a medical professional or health agency.
- Where the club is unsure of how to approach or how to manage mental health concerns or incidents, they will seek advice from a professional mental health service provider.

Incident management

It is important in an incident that people remain calm, offer reassurance to those affected, and approach the situation in a thoughtful manner. In the case of a person behaving in an erratic or disturbed manner, club members will alert a club official (e.g. President) who will take charge of the situation. The club official will approach the person to talk calmly about what is happening and what help is required.

Where deemed necessary the club official will contact a doctor, mental health service, police, a suicide helpline or 24-hour crisis line for advice and support;

- they will explain to the person needing help the steps that are being taken to support them, by whom and in what way;
- they will contact the person's family or partner

In the case of a person behaving in a violent manner, or threatening violence, including self-harm, the club official will immediately contact police for assistance. If it is safe to do so, they will endeavour to calm the person and seek their co-operation.

It is important that follow-up occurs and that parts of this policy deemed relevant to the individual and the incident are utilised as part of the conversation.

Policy promotion

The club will promote the mental health and wellbeing policy regularly by:

- Placing copies for distribution in the club house and publishing the policy on the website.
- Promoting positive mental health messages through the club's social media.
- Periodic announcements to members at functions.

Policy review

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

Signature

Signed:



Club President

Date: 14 December 2024

Signed:



Club Secretary

Date: 14 December 2024

Next policy review date is **1 December 2025**.

ENQUIRIES

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