



Carlisle United Mental Health Policy

Introduction

The Club regards good health & safety practice as a vital part of its business. It is therefore the Club's policy for management and employees to do all that is reasonably practicable to attain the highest level..

Our aim is to prevent injury and protect from any foreseeable harm all players and staff, at the Club (including Academy) The Club is committed to continual improvement in health & safety performance, in line with our overall Club H&S policy.

Carlisle United is also committed safeguarding and promoting the welfare of all staff and players, this includes mental health. We expect all directors, players, staff, volunteers, parents/carers, young players, any partner agencies or any commissioned service providers to share this commitment.

Mental health

We all have mental health and we need to look after it just as we would our physical health. Yet every year, 1 in 4 of us will experience a mental health problem. That's hundreds of football players and staff, and thousands of football fans. MIND is working in partnership with the EFL, to raise awareness of mental health, to improve the approach to mental health in football, and to raise funds to deliver life-changing support. We support that initiative.

<https://www.mind.org.uk/news-campaigns/campaigns/mind-and-efl-partnership/>

Please refer to information on that website.

The Club and MIND can act as signposts and provide support and it is intended that they will help people who work or participate in football, to gain a better understanding of those who are or might experience, mental health problems.

If you have any concerns please contact the Club's Designated Safeguarding Officer Dave Wilkes

Policy

The aims of Carlisle United Mental Health Policy (MHP) are to:

- a. Develop a positive and pro-active approach to mental health in order to enable players and staff to participate and achieve in an enjoyable and safe environment.
- b. Facilitate the provision of a range of mental health awareness and training for all players and staff or volunteers in line with guidance from EFL
- c. Demonstrate best practice in the area of mental health
- d. Promote good mental health
- e. Comply with relevant legislation

Policy elements

The key principles underpinning our MHP are that:

- a. The mental health of players and staff is an important consideration for the Club
- b. All mental health issues will be taken seriously and responded to swiftly and appropriately.

Players and staff have a duty to co-operate and work together with the management by:



- c. Working safely and not endangering the mental health of others
- d. Reporting concerns
- e. Adhering to our policies and procedures for securing a safe workplace

Review

The MHP will be kept up to date, particularly as the Club changes in nature and size. To ensure this, the MHP, and the way it is implemented, will be reassessed on an ongoing basis and reviewed annual basis will be as follows:

- Agreed by the Chief Executive
- The 1921 Board will:
 - include Mental Health as an agenda item and will therefore form part of the Board Report
 - conduct an annual review of the MHP as part of the annual Health & Safety audit
 - publish the MHP on its website
- The Holdings Board will ensure the 1921 Board undertakes its role as stated
- Mental Health issues will be considered as agenda items and discussed at the:
 - Safeguarding Working Group meetings
 - Academy Management Team meeting and Technical Board meetings
 - Amend the MHP as required

Chief Executive Officer
September 2020