

MENTAL HEALTH & EMOTIONAL WELLBEING



STRATEGY 2023 - 2028



Playercare, Stress Management and Safeguarding the mental health of all staff and players is everyone's responsibility



This document provides an overview of the Mental Health and Emotional Well-being strategy for players and the workforce at Shrewsbury Town Football Club, Academy and Foundation. It contains our aims, strategy, simple tips, referral process and details of suitable contacts (internal and external).

DEFINITIONS

Mental Health is defined by the World Health Organisation as 'a state of (complete) physical, mental and social well-being, and not merely the absence of disease or infirmity'. Mental health "influences how we think and feel about ourselves and others and how we interpret events. It affects our capacity to learn, to communicate and to form, sustain and end relationships. It also influences our ability to cope with change, transition and life events: having a baby, moving house, experiencing bereavement" (Friedli, 2004).

Anna Freud website: Mental Health describes our emotional, psychological and social well-being. It affects our thinking, moods and behaviours. Everyone has mental health, and it is normal for mental health to change during times of stress. Positive mental health does not mean always being happy, but feeling empowered to talk about, cope with and overcome the things we might encounter in life. That way, we recover from our downturns and learn to take care of our minds in the same way we do our bodies.

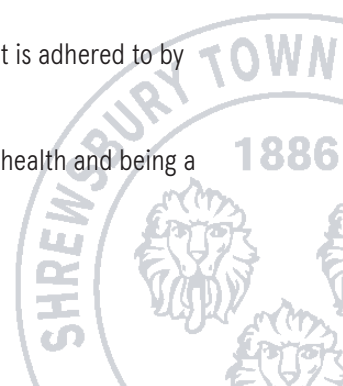
Player care is ensuring that we prepare, protect, empower and support our players so that they can flourish on and off the pitch and through critical moments on their journey through professional sport.

The Health and Safety Executive (HSE) define stress accordingly; There is a difference between stress and pressure. We all experience pressure on a daily basis, and need it to motivate us and enable us to perform at our best. It's when we experience too much pressure without the opportunity to recover that we start to experience stress. The HSE definition of stress is 'the adverse reaction a person has to excessive pressure or other types of demand placed upon them'.

AIMS

We are committed to:

- Operating a psychologically informed environment that promotes an openness to mental health and well-being across its participants and workforce.
- Responding to any concerns surrounding mental health in participants or the workforce
- Ensuring that the suitable workforce is suitably trained to recognise and support with mental health concerns.
- Ensuring that all players and the workforce understand the process to follow if there is a concern about their own or someone else's mental health.
- Having a clear referral process with suitable external providers (e.g. clinical psychology) to ensure that is adhered to by the workforce.
- Providing educational material to the workforce and parents of participants on the subject of mental health and being a point of contact should they have a concern regarding their colleague or a child



PLAYERS/PARTICIPANTS

WORKFORCE

PARENTS/CARERS

Psychoeducational Programme

As part of the psychological skills programme players/participants are taught skills and strategies to help promote healthy thinking patterns (relevant to football and broader life).

Workforce Training

Specific workforce members are trained to a level that allows them to provide support.

Workshops

Parent's/carers workshops delivered as part of the psychology education programme.

External Organisations

As part of the academy and foundation lifestyle and well-being programme external organisations and speakers are invited to speak to the players/participants.

Self-Care

Workforce are trained in self-care strategies to maintain their own health and well-being.

PMA, Email & Teams

Educational material is provided to parents/carers via email, TeamApp, on the PMA and through Microsoft Teams.

Life Skills

The club and foundation puts on sessions for players/participants linked to mental and emotional well-being to support education.

Signs & Symptoms

All workforce are trained in spotting signs and symptoms of poor/good mental health.

Life Skills

The club and foundation puts on sessions for parents of players/carers (and host families) on informal education and development.

External

Players have access to external programmes provided by the LFE, PL, PMA and FA through the Foundation.

Life Skills

The club and foundation puts on sessions for parents of players (and host families) on informal education and development.



PLAYERS/PARTICIPANTS	WORKFORCE	PARENTS/CARERS
<p>Environment</p> <p>The academy and foundation is committed to providing a psychologically safe environment promoting open discussions around mental health.</p>	<p>Safeguarding Department</p> <p>Safeguarding officers work across the club and foundation and are on hand to advise and support the workforce.</p>	<p>Safeguarding Department</p> <p>Parents/carers have access to academy safeguarding officers.</p>
<p>Safeguarding Department</p> <p>Players/participants have access to academy and foundation safeguarding officers.</p>	<p>Departmental Support</p> <p>Each department has mental health 1st Aid trained people who can support individuals.</p>	<p>Medical support.</p> <p>Parents/carers have access to club medics.</p>
<p>Psychology Department</p> <p>Players/participants have access to club medics.</p>	<p>Employee Assistance Programme</p> <p>A confidential external provider of mental health and well-being support services.</p>	<p>Workshops</p> <p>Parents/carers are encouraged to participate in workshops provided by staff to better understand the emotional development of the player</p>
<p>External Support</p> <p>The academy and foundation has relationships with external organisations to provide specialist support if required.</p>	<p>Medical support</p> <p>Academy and foundation workforce have access to club medics.</p>	<p>Parent Voice</p> <p>Parents/carers are encouraged to report any minor concerns through a QR derived app.</p>
<p>Player Care</p> <p>Players/participants have access to a dedicated care officer who reviews their wellbeing by utilising a wheel to reflect emotions and by working with individuals on a player care plan.</p>	<p>Multi Disciplinary Team</p> <p>Workforce collaborate together to identify and resolves any psychological issues relating to individuals.</p>	
<p>Player Voice</p> <p>Players/participants are encouraged to report any minor concerns through a QR derived app.</p>		



MONITOR

PLAYERS/PARTICIPANTS	WORKFORCE	PARENTS/CARERS
<p>Wellbeing</p> <p>Players/participants are continually monitored by staff regarding their emotional wellbeing.</p>	<p>Reviews</p> <p>Annual formal reviews with supervisors.</p>	<p>Parents/carers are encouraged to observe activity from Pitch side and staff will respond to any feedback.</p>
<p>Injury</p> <p>Injured players/participants are continually monitored and supported by staff.</p>	<p>Meetings</p> <p>Regular informal meetings with supervisors.</p>	
<p>PDP Sleep & Well-being</p> <p>Daily sleep and well being monitoring is undertaken using PMA where applicable.</p>	<p>Supervision</p> <p>Safeguarding supervision for workforce with specific safeguarding responsibility.</p>	
<p>Additional</p> <p>More frequent monitoring is put in place for players receiving additional support.</p>		



SIMPLE STEPS FOR SUPPORTING

The following steps are outlined by Mental Health First Aid England (MHFA) and provide a simple framework for players, the workforce and parents who have a mental health concern:

- Self-Care
- Listen to others and sign post them towards support / information
- Speak to others and utilise support available
- Be on the lookout for signs and symptoms

Use the adopted Shrewsbury Town Safeguarding concept of '**Unsure? Report!**' when considering mental health or emotional wellbeing of any child, young person or adult at risk.

STRESS MANAGEMENT

Under UK law, we have a 'duty of care' to protect the health, safety and welfare of all employees while at work. We also have to assess the risks arising from hazards at work including work-related stress.

To help us understand how to do a risk assessment for work-related stress, HSE has identified six key areas (or 'risk factors') that can be causes of workrelated stress. These are:

- the demands of your job;
- your control over your work;
- the support you receive from managers and colleagues;
- your relationships at work;
- your role in the organisation;
- change and how it's managed.

In order to ensure that we are doing all we can to help our workforce, we need to gain a detailed understanding of what these risk factors look like where you work, identify which areas may be presenting problems, and work with you, your representatives and your managers to take action to reduce these problems.

CRISIS RESPONSE

If there is immediate danger and/or potential imminent harm to an individual's safety please contact:

- 999 emergency or nearest A&E department.
- NHS: 111 for professional health advice 24/7.
- Samaritans: 116 123 (24/7 Freephone).
- When practicable to do so ensure you make your safeguarding officer aware of your action



STFC CONTACTS

The following steps are outlined by Mental Health First Aid England (MHFA) and provide a simple framework for players, the workforce and parents who have a mental health concern:



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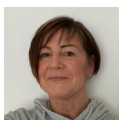
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MENTAL HEALTH FIRST AIDERS



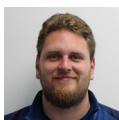
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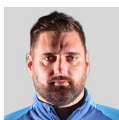
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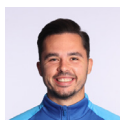
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If preferable, you can report a concern by emailing:
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