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# Mental Health and Wellbeing Policy

CHASE BASKETBALL (Programs and events)

## About this policy

### Purpose

The purpose of this policy is for **Chase Basketball** to establish, promote and maintain the mental health and wellbeing of all staff, coaches, and athletes through positive practices, and encourage staff, coaches, and athletes to take responsibility for their own mental health and wellbeing.

**Chase Basketball** believes that the mental health and wellbeing of our staff, coaches and athletes is key to organisational success and sustainability.

### Goals

**Chase Basketball aims:**

* To build and maintain a sporting environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
* To increase staff and member knowledge and awareness of mental health and wellbeing issues and behaviours.
* To reduce stigma around depression and anxiety.
* To facilitate staff, coaches, and athletes’ active participation in a range of initiatives that support mental health and wellbeing.

### Scope

* This policy applies to all staff, coaches, users, and members of **Chase Basketball** including contractors and casual staff.

### Responsibility

All staff, coaches and athletes are encouraged to:

* understand this policy and seek clarification from management where required
* consider this policy while completing work/sport-related duties and at any time while representing **Chase Basketball and its programs**
* support fellow staff, coaches, and athletes in their awareness of this policy
* support and contribute to **Chase Basketball’s** aim of providing a mentally healthy and supportive environment for all staff, coaches, and athletes.

All staff, coaches and athletes 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 when participating in a **Chase Basketball program**.

Managers have a responsibility to:

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* ensure that all staff, coaches, users, and members are made aware of this policy
* actively support and contribute to the implementation of this policy, including its goals
* manage the implementation and review of this policy.

### Communication

**Chase Basketball** will ensure that:

* all staff and coaches receive a copy of this policy during the induction process
* this policy is easily accessible by all members of the organisation
* staff, coaches, and athletes are informed when a particular activity aligns with this policy
* staff, coaches, and athletes are empowered to actively contribute and provide feedback to this policy
* staff, coaches, and athletes are notified of all changes to this policy.

### Monitoring and review

**Chase Basketball** will review this policy twelve months after implementation and annually thereafter.

Effectiveness of the policy will be assessed through:

* feedback from staff, coaches, athletes, and management
* review of the policy by management to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.