



SECTION	People and Culture
POLICY/PROCEDURE	Staff Mental Health Policy
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1. Introduction

Club Doncaster are committed to promoting the mental health and well-being of all staff members. This policy outlines our commitment to supporting and safeguarding the mental health of Employees and creating a workplace culture that prioritises mental health awareness and support.

2. Policy statement

- Club Doncaster recognises that mental health is as important as physical health and is committed to providing a supportive work environment that promotes mental well-being, reduces stigma, and encourages open communication about mental health issues.
- Club Doncaster acknowledges that work-related stress, anxiety, depression, and other mental health conditions can impact staff members' performance, health and overall well-being. Therefore, we are dedicated to creating a workplace that fosters mental health awareness, resilience, and support.

3. Training

Club Doncaster have a number of Employees who are trained in mental health first aid who you can contact if you are in need of support [Appendix A].

Employees who wish to be signed up to the course should contact the People and Culture manager.



4. Key principles

- Promoting mental health awareness – we will provide information, training, and resources to raise awareness about mental health, reduce stigma, and promote a culture of openness and support.
- Prevention and early intervention – Club Doncaster implements measures to prevent work-related stress and mental health issues, as well as provide early intervention and support for staff members experiencing mental health challenges. This can be highlighted through regular one-to-ones and appraisals. Key relationships between management and Employees is imperative so that staff feel comfortable asking for support.
- Supporting work environment – we will ensure that our work environment is supportive, inclusive and respectful, fostering a culture of empathy, understanding, and collaboration.
- Confidentiality and privacy – Club Doncaster respects the confidentiality and privacy of staff members who disclose mental health concerns and ensure that information is handled sensitively and in accordance with data protection regulations.

5. Responsibilities

- Management – managers are responsible for creating a supportive work environment, recognising signs of mental health issues, and providing appropriate support and resources to staff members.
- People and Culture – the People and Culture department will provide information on mental health resources, support services, and Employee assistance programs, as well as facilitate accommodations for staff members with mental health conditions.
- Staff members – all staff members are encouraged to prioritise their mental health, seek support when needed, and contribute to a positive work environment by supporting their colleagues and promoting mental health awareness.

6. Support

Club Doncaster has key relationships with different external organisations who can provide specialised support for various issues.

External support, which is available should an Employee wish to discretely seek help:

- Andys Man Club – <https://andysmanclub.co.uk/>
- Mind – <https://www.mind.org.uk/>

7. Conclusion

Our organisation is committed to creating a workplace that values and supports the mental health and well-being of all staff members. By implementing this policy and fostering a culture of mental health awareness and support, we aim to promote a healthy and thriving work environment for everyone.

Appendix A:

Mental health first aiders:

Carl Hall	Dons
Patrycja Siddall	Club Doncaster
Chris Wood	Belles
Dan Breslin	Club Doncaster
Emma Harrison	Sports College
Heather King	Foundation
John Davis	Foundation
Richard Horne	Dons
Oliver Adams	Academy
Stuart Swift	Academy
Will Biggs	Foundation
Dean Stones	DN4
John Greenley	DN4
Duane Bowland	Club Doncaster
Greg Carroll	Academy
Mark Cooper	Foundation