

WEYMOUTH FOOTBALL CLUB

HEALTH AND WELLBEING POLICY



DOCUMENT CONTROL

Document Ref:	Current Version:	Effective Date:	Review Cycle:
WFC-SG-HWB-01	2.0	To be Ratified	Annual

INTRODUCTION

This policy is to set out the framework for our organisation to provide an environment that promotes and supports a positive state of mental health and wellbeing for our employees and those we work alongside. The policy allows those who are experiencing mental health issues to be supported and treated with respect, confidentiality and without discrimination.

STATEMENT

WFC recognises our employee's mental health and wellbeing is key to organisational success and providing a positive work environment is key to employee's mental health and wellbeing. WFC is committed to providing a positive working environment and is support of the Equality Act and Health and Safety at Work Act.

COMMITMENT

- Maintain a workplace and culture that promotes and supports positive mental health and wellbeing and prevents discrimination. This will be done by:
 - *Listening to our staff and volunteers and implementing change or adapting our workplace to support our staff and volunteers.*
 - *Promote a culture with the organisation that promotes good mental health and wellbeing.*
 - *That senior management and Directors implement the policy.*
- Increase awareness and knowledge of employees of mental health and wellbeing issues and provide opportunities to practice on techniques to improve physical and mental health. This will be done by:
 - *Ensuring all employees have access to this policy at any given time during their employment.*
 - *Provide training to management for them to recognise mental health issues and supporting of employees.*
 - *Communication to promote the importance and understanding of both mental and physical wellbeing to all employees.*
- That our management arrangements reflect good HSE practices in stress management, to recognise that managing stress in the work environment is a key component of supporting staff. This will be done by:
 - *Ensuring that Directors and High-level management are aware of there responsibilities towards staff, including setting and managing performance in a manner that is consistent with this policy.*

- *Implementing effective arrangements for identifying workplace stressors and working to minimise stress.*
 - *Promoting an environment that allows employees to report back any stress within their roles that adversely effects their mental health.*
- To provide proactive support for staff experiencing mental health problems, inside and outside of the workplace. This will be done by:
 - *Ensuring that any employee suffering mental health illness is treated fairly, with respect and confidentially and without discrimination.*
 - *Provide training and access to support for employees and management.*
- Assess the effectiveness of the policy being implemented regularly. This will be done by:
 - *Feedback through employees and management*
 - *The policy will be reviewed by Management and amended considering recommendations and feedback.*

DOCUMENT REVISION HISTORY (VERSION CONTROL LOG)

This log tracking table details all historical amendments, authorization mandates, and iterations of this risk documentation framework.

Ver.	Release Date	Author / Role	Primary Changes Summary	Authorized Sign-off
1.0	20/03/2024	Paul Maitland	Initial document drafting and implementation across all teams.	Board approved
2.0	18/09/2026	Compliance Officer	Added Version Control, Reference and page number, club colour and font with updated logo	Awaiting Board Sign Off