



Mental Health & Wellbeing Policy

1. Purpose

Just Play Sports is committed to supporting the mental health and wellbeing of all staff, coaches, volunteers, and children involved in our programmes. This policy aims to:

- Promote a positive and supportive environment.
- Encourage open discussions about mental health.
- Reduce stigma around mental health challenges.
- Provide guidance on support and resources for mental wellbeing.

2. Scope

This policy applies to:

- All staff, freelance coaches, volunteers, and contractors.
- All children participating in **Just Play Sports** programmes.

3. Principles

- **Open Communication:** Everyone is encouraged to speak about mental health concerns without fear of judgement or reprisal.
- **Early Support:** Early identification of mental health challenges is vital. Support should be offered proactively.
- **Confidentiality:** Mental health information is sensitive. Confidentiality will be maintained unless there is a safeguarding risk.
- **Inclusivity:** Everyone has the right to a supportive and inclusive environment that prioritises wellbeing.

4. Mental Health & Wellbeing for Staff and Coaches

Responsibilities of Just Play Sports:

- Provide access to guidance, information, and resources to support mental wellbeing.
- Encourage regular breaks and a healthy work-life balance.
- Monitor workloads to prevent stress or burnout.

Responsibilities of Staff/Coaches:

- Communicate if feeling stressed, anxious, or overwhelmed.
- Support colleagues and foster a culture of openness.
- Make use of available resources to maintain wellbeing.

Support Measures:

- Regular check-ins with supervisors or line managers.
- Access to external support services, such as NHS resources, Mind, or Samaritans.
- Encouragement to take breaks and manage workload to reduce stress.

5. Mental Health & Wellbeing for Children

- Children's mental wellbeing is as important as physical health.
- Coaches and staff should:
 - Encourage open discussion about feelings in age-appropriate ways.
 - Observe and respond to signs of stress, anxiety, or low mood.
 - Promote resilience through supportive coaching practices.
- If concerns arise:
 - Report to the **Designated Safeguarding Lead (DSL)**.
 - Seek additional support from parents/guardians or relevant health professionals.
- All interventions should prioritise the child's safety and wellbeing.

6. Creating a Positive Environment

- Foster a culture of respect, inclusion, and encouragement.
- Celebrate achievements and positive behaviours.
- Implement strategies to reduce stress in sessions (e.g., clear instructions, positive reinforcement).

- Provide opportunities for physical activity, social connection, and relaxation, recognising their benefits for mental wellbeing.

7. Confidentiality & Safeguarding

- All mental health information will be treated confidentially.
- If a child or adult is at risk of harm to themselves or others, **safeguarding procedures take priority**.
- Records and discussions will be stored securely, in line with GDPR and safeguarding policies.

8. Resources & Support

Staff & Volunteers:

- NHS Mental Health Services: <https://www.nhs.uk/mental-health>
- Samaritans: 116 123 (UK)
- Mind: <https://www.mind.org.uk>

Children & Families:

- YoungMinds: <https://www.youngminds.org.uk>
- Childline: 0800 1111 (UK)

9. Review

- The **Just Play Sports** leadership team will review this policy annually to ensure it remains effective and up to date with best practice.

Policy Written: 19th August 2026

Reviewed: 19th August 2027

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Position: Director

Signed: Jack Dillon