



Beeliar Spirit Association Football Club Inc

Mental Health and Wellbeing Policy

Effective Date: 11th May 2026
Review Date: Annually or as required
Approved by: Beeliar Spirit Association Football Club Inc Committee

1. Purpose

Beeliar Spirit Association Football Club Inc (BSAFC) is committed to the mental health and wellbeing of our sport's community and all key stakeholders including but not limited to: committee volunteers, coaches, team managers, players, members, families, and visitors, and recognises the importance of creating a safe, inclusive, and supportive environment for all members.

BSAFC is committed to take an active role in:

- Promoting positive mental health and wellbeing.
- Fostering an environment that minimises the risk of causing or exacerbating a mental health or wellbeing issue; and
- Supporting those who are experiencing a mental health issue.

BSAFC has adopted this policy to:

- Create a culture that fosters mental health and wellbeing and promotes a supportive and inclusive environment, and reduces stigma around mental health issues.
- Outline the responsibilities of BSAFC and individuals in addressing mental health issues; and
- Provide BSAFC with clear guidelines for responding to mental health concerns.

2. Scope

This policy applies to all BSAFC members, including committee members, coaches, managers, volunteers, players, families, and visitors participating in any club-related activity.

3. Organisation Responsibilities

In consultation with key stakeholders, staff, volunteers, members, families, and visitors, BSAFC will support the mental health and wellbeing of our sport's community by:

- Appointing and maintaining the Wellbeing Officer(s) role.
- Proactively promoting the Wellbeing Officer(s) role.
- So far as is reasonably practicable, proactively identify, assess, and control psychosocial hazards to prevent psychological harm. Psychosocial hazards to manage may include, but are not limited to:
 - Inappropriate and unreasonable behaviour.
 - Exposure to bullying, harassment, violence, aggression or discrimination.
 - Experiencing a traumatic event; and
 - Unfair, inconsistent, or opaque decision making (e.g. team selection processes).
- Implementing initiatives to promote and maintain positive mental health and wellbeing,

including, but not limited to:

- Promoting mental health and wellbeing through initiatives and activities including encouraging help-seeking behaviours and connecting people to support services; and
- Sharing information about mental health and wellbeing via email, newsletters, and club social media platforms.
- Providing support in a way that protects the privacy and confidentiality of individuals affected by mental health and wellbeing issues, except as required by law (i.e. mandatory reporting requirements), or where there is an immediate threat of harm to self or others. We will achieve this by:
 - Obtaining written consent to share mental health related information.
 - Sharing information on a need-to-know basis while protecting an individuals' privacy by avoiding the use of identifying factors; and
 - Ensuring that when someone shares private mental health information, they have obtained consent before sharing this information with others. If it is necessary to share this information, encourage them to share only the relevant details, and to do so in a way that does not identify the individual unless it is absolutely necessary.
- Addressing behaviour that poses a risk to the mental health and wellbeing of our sport's community. We will achieve this through a step-by-step approach, escalating our response as needed:
 - Objectively and thoroughly investigating matters of concern.
 - Fairly and respectfully engaging in conversations around the matters of concern.
 - Facilitating mediation if and as necessary; and
 - Applying the BSAFC relevant Codes of Conduct/Disciplinary Processes.
- Review BSAFC responses to mental health and wellbeing issues that occur, and evaluate how to improve mental health and wellbeing policy and procedures in the future.

4. Supporting Documents and Resources

- Club and Community eToolkit for Mental Health and Wellbeing.
- Critical Incident eToolkit for Mental Health and Wellbeing.
- [True Sport - Community Links](#) webpage.