

HI Runners Mental Health and Wellbeing Policy

Purpose

The purpose of this policy is for HI Runners to support all members of the club in establishing, promoting and maintaining their mental health and wellbeing.

HI Runners believes that the mental health and wellbeing of members is just as important as their physical health.

Goals

- To build and maintain a safe and welcoming club environment that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase member knowledge and awareness of how being physically active and, in particular running, can be beneficial to mental health.
- To reduce stigma around mental health issues and to facilitate conversation amongst members.
- To encourage individuals to start running, continue running or return to running for their mental health.
- To facilitate active participation in initiatives that support mental health and wellbeing.
- To acknowledge the impact of injury, training setbacks and performance on mental health and wellbeing.
- To provide non-judgemental support.
- To provide resources and signposting for members seeking additional assistance especially through the use of the named mental health champions and mental health first aiders.
- To ensure that information about the mental health of individual members is held in the strictest confidence and only shared on a 'need to know' basis .
- To ensure individuals experiencing mental health problems are treated fairly.
- To ensure prospective members know that HI Runners is registered as a RunAndTalk club and that mental health is an important aspect of the club's ethos.

Scope

This policy applies to all members of HI Runners, including athletes, committee members, run coaches and run leaders and mental health champions.

Responsibility

All members are encouraged to:

- Understand this policy and seek clarification where required.
- Consider this policy while attending sessions and at any time they are representing HI Runners.
- Support fellow members in their awareness of this policy.
- Support and contribute to HI Runners' aims of providing a mentally healthy and supportive environment for all members.
- Take reasonable care of their own mental health and wellbeing.



- Take reasonable care that their words and actions do not negatively affect the mental health and wellbeing of other members.

Club officials, committee members, coaches, run leaders and mental health champions have a responsibility to:

- Ensure all members are aware of this policy.
- Actively support and contribute to the implementation of this policy, including its goals.

Communication

- All members will be made aware of, and have access to, this policy.
- All members will be made aware of the availability of the mental health champions within the club.