

Wellbeing policy (Health & Safety)

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1. Purpose

At Fair Game UK we define wellbeing as the overall health at mental, physical, financial, and social spheres.

We have an ethical responsibility and are committed to promote a culture where volunteers feel comfortable to talk, seek help and support, and where wellbeing is embedded into our working practice and interactions with the community.

Fair Game UK is dedicated to acting as a responsible organisation that supports the wellbeing of all its volunteers.

2. Introduction

2.1 Fair Game UK is dedicated to acting as a responsible organisation that supports the wellbeing of all its volunteers.

2.2 This policy provides a framework within which Fair Game UK will encourage and facilitate working practices and services that support its volunteers' wellbeing in the organisation, including those related to their health, domestic, or personal situation as well as work-related problems.

2.3 Addressing volunteer mental wellbeing can help strengthen the positive, protective factors of volunteering, reduce risk factors for mental ill health and improve general health. It can also help promote the employment of people who have experienced mental health problems and support them once they are at work.

2.4 By addressing mental health issues, businesses can improve the general wellbeing of volunteers, reduce absenteeism and presenteeism and lower volunteers' turnover. Mental wellbeing is relevant for all volunteers, which means every member of the team can play a part in improving wellbeing in the organisation.

2.5 Promoting physical activity and encouraging healthy eating, can help volunteers manage stress and weight loss, while also improving concentration and alertness. People who exercise regularly and eat a balanced diet also report less illness and are more likely to recover more quickly from any illness they do get.

3. Policy statement

Aims

3.1 This policy sets out our commitment to:

- Promoting and supporting the wellbeing of all its volunteers to create an inclusive culture which focusses on prevention and where issues are identified, minimised, and managed before they have a detrimental impact on volunteers
- Providing an environment in which volunteers who have health problems that may affect their volunteering receive suitable support, and that reasonable steps are taken to make adjustments to their volunteer duties to enable them to achieve their full potential
- Striving to improve the mental health environment and culture of the organisation by identifying, eliminating, or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its volunteers
- Treat in confidence all matters relating to volunteers' wellbeing, except where it may be necessary to break confidentiality to preserve the wellbeing of volunteers.

Scope

3.2 This policy applies to:

- All our people including volunteers and delegates of Fair Game UK at all levels.

Definitions:

Health: is defined by the World Health Organisation (WHO) as '...a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity'.

Wellbeing: "...a state of being with others, where human needs are met, where one can act meaningfully to pursue one's goals, and where one enjoys a satisfactory quality of life" (Economic and Social Research Council).

How we manage our health and cope day-to-day. Levels of wellbeing will differ between volunteers and can be influenced by a variety of different factors both in and outside of the organisation.

The concept of positive mental health and well-being implies a state of health characterised by emotional and spiritual resilience that allows us to enjoy life and to survive pain, disappointment, and sadness. Mental health problems can be triggered by stress arising from the organisation or outside world; mental wellbeing at work is determined by the interaction between the working environment, the nature of the work and the individual.

4. Our Standards

4.1 Reduce discrimination and stigma around mental health and wellbeing by increasing awareness and understanding

4.2 Provide opportunities for volunteers to look after their mental wellbeing, for example through promoting physical activity, stress reducing activities and social events

4.3 Ensure all volunteers have clearly defined role descriptions, objectives and responsibilities and provide them with good supervisory support, appropriate training, and adequate resources to do their projects

4.4 Manage conflict effectively and ensure the organisation is free from bullying and harassment, discrimination, and racism.

5. Objectives

5.1 Mental wellbeing

a) To create a supportive organisation culture, tackle factors that may have a negative impact on mental health, and ensure supervisors have the right skills to support volunteers

- Give volunteers information on mental health issues to help raise awareness
- Deliver non-judgemental support to any volunteer experiencing a mental health issue
- Promoting policies and actions that support mental wellbeing in the organisation
- Equipping volunteers with the skills to support their own mental health
- Set realistic targets and deadlines for volunteers to prevent stress
- Deal with any conflict quickly and make sure the organisation is free from bullying, harassment, racism, or discrimination
- Ensure good communication between supervisors, volunteers, and teams.

b) To encourage the engagement of people who have experienced mental ill health

- Show a positive attitude to volunteers and volunteer applicants with mental health issues, including having positive statements in recruitment literature
- Ensure that all volunteers involved in the recruitment process are aware of mental health issues and the Disability Discrimination Act

- Do not assume that those with a mental health issue will be more susceptible to organisational stress, or will necessarily take more time off than other applicants

c) To recognise that organisational stress is a health and safety issue

- Identify organisational stress factors/scenarios and carry out risk assessments of the organisation
- Provide training in good management practices
- Provide resources to help supervisors implement the company's organisational mental health and wellbeing policy

5.2 Physical wellbeing

a) To raise awareness of the importance of physical activity for managing stress and maintaining mental wellbeing

- Provide information on the importance of physical activity
- Provide courses and talks on the ways that physical activity can help volunteers manage stress, as well as improving mental alertness and concentration

b) To recognise that organisational stress is a health and safety issue

5.3 Management and leadership

a) To equip managers and leaders with the skills to identify and assist those with mental ill health

b) To raise awareness of mental and physical wellbeing across the business

6. Monitoring and compliance

The policy's effectiveness can be measured through:

- Feedback from the volunteers
- Volunteer turnover levels
- Volunteers' complaints or referrals

Volunteers are encouraged to complete a risk assessment and provide this to their supervisor.

The risk assessment can be downloaded from:

<https://www.highspeedtraining.co.uk/hub/wp-content/uploads/2020/03/working-from-home-risk-assessment-high-speed-training-1.pdf>

7. Review and maintenance

The Wellbeing policy was approved in September 2022. It is next due to be reviewed in September 2024.