



MENTAL HEALTH AND WELLBEING POLICY

Approved by	Blossoming Communities
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Review Date	April 2024

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Purpose

The purpose of this policy is for Blossoming Communities to establish, promote and maintain the mental health and wellbeing of all participants through workshop practices, and encourage participants to take responsibility for their own mental health and wellbeing.

Blossoming Communities believes that the mental health and wellbeing of participants is key to organisational success and sustainability.

Goals

To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).

To increase participants knowledge and awareness of mental health and wellbeing issues and behaviours.

To reduce stigma around depression, anxiety and other mental health issues in the workshops

To facilitate the active participation in a range of initiatives that support mental health and wellbeing by the participants

Scope

This policy applies to all participants of Blossoming Communities, including volunteers and facilitators.

Responsibility

All participants are encouraged to:

- *understand this policy and seek clarification from management where required*
- *consider this policy while completing workshops and at any time while representing Blossoming Communities*
- *support fellow workers in their awareness of this policy*

- *support and contribute to Blossoming Communities aim of providing a mentally healthy and supportive environment for all participants, volunteers and facilitators.*

All facilitators and volunteers are encouraged to:

- *take reasonable care of their own mental health and wellbeing, including physical health*
- *take reasonable care that their actions do not affect the health and safety of other people in the workshops.*

Blossoming Communities will ensure that:

- *all participants receive a copy of this policy during the induction process*
- *this policy is easily accessible by all members of the organisation*
- *Participants are informed when a particular activity aligns with this policy*
- *participants are empowered to actively contribute and provide feedback to this policy*
- *Participants are notified of all changes to this policy.*

Blossoming Communities may, if concerned about a participant's welfare

- *Contact them by post, email, text or telephone*
- *Report their concerns to the emergency services.*

Review

This policy and procedures will be reviewed every 12 months.

The organisation will make available its Mental Health and Wellbeing Policy and Procedures to all members and partner organisations.

