



DEPARTMENT	PEOPLE
POLICY	MENTAL HEALTH AND WELLBEING POLICY
DATE OF ISSUE	SEPTEMBER 2026
DATE OF REVIEW	SEPTEMBER 2028
POLICY VERSION	3

1. PURPOSE

- 1.1 The purpose of this policy is for Lincoln City Football Club ("the **Club**") to establish, promote and maintain the mental health and wellbeing of all staff and players through workplace practices and encourage staff to take responsibility for their own mental health and wellbeing.
- 1.2 The Club believes that the mental health and well-being of its staff and players is key to organisational success and sustainability.

2. AIMS AND OBJECTIVES

The aims and objectives of this policy are as follows:

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment);
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours;
- To reduce stigma around depression and anxiety in the workplace, providing support via Mental Health First Aiders if required; and
- To facilitate employees' active participation in a range of initiatives that support mental health and wellbeing.

3. SCOPE

This policy applies to all employees of the Club, including players, academy, match day and casual staff in addition to volunteers.

4. RESPONSIBILITY

- 4.1 All employees are encouraged to:

- understand this policy and seek clarification from management where required.
- consider this policy while completing work-related duties and at any time while representing the Club.
- support fellow workers in their awareness of this policy; and
- support and contribute to the Club's aim of providing a mentally healthy and supportive environment for all workers.

- 4.2 All employees have a responsibility to:

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

- 4.3 Managers have a responsibility to:

- ensure that all workers are made aware of this policy;



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- are provided with training to ensure that they have the skills to be able to support actively support and contribute to the implementation of this policy, including its aims and objectives; and
- manage the implementation and review of this policy.

5. COMMUNICATION

The Club will ensure that:

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

6. MONITORING AND REVIEW

The Club will review this policy 24 months after implementation and annually thereafter. Effectiveness of the policy will be assessed through:

- feedback from staff and management; and
- review of the policy by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.

7. MENTAL HEALTH FIRST RESPONDERS (MHFRs)

The Club has enlisted the support of a group of individuals available to staff who may be experiencing distress or feel the need to talk to someone in private and in complete confidence. Their details are listed below:

- Rob Bradley, Chair of Red Imps Community Trust 07957 584630, rbradley50@hotmail.com
- Gavin Gordon, Former Player, and Chair of the Former Players Association: 07775793695, gavingordon9@hotmail.com
- Rev Andrew Vaughan, Club Chaplain: 07702 468549, revandrewvaughan@gmail.com

The MHFR team is trained to listen and to confidentially signpost someone to appropriate internal or external support. They are also equipped to deal with emergencies such as psychosis, thoughts of suicide, or attempted suicide.

Whilst they are not qualified therapists, counsellors, or psychiatrists and therefore cannot give advice, they can listen and offer support options.



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They are trained to:

- Maintain confidentiality unless someone's safety or life is at risk;
- Spot the early signs of mental health;
- Assess the risk of self-harm or suicide;
- Listen without judgement;
- Know when to contact emergency services if required; and
- Know how to converse with someone who may be experiencing emotional or mental ill-health.

Our MHFRs are available to all LCFC and Foundation colleagues, Academy Players aged over 16 and Lincoln City Women players and staff.

Please keep this information to hand and do not hesitate to use the service if you need to. This information will also be available on your Breathe HR account for easy access.

Please don't suffer in silence. Help is always available.