




# SAMH

Scottish Action for Mental Health



# OUR COMMITMENT TO MENTAL HEALTH AND WELLBEING


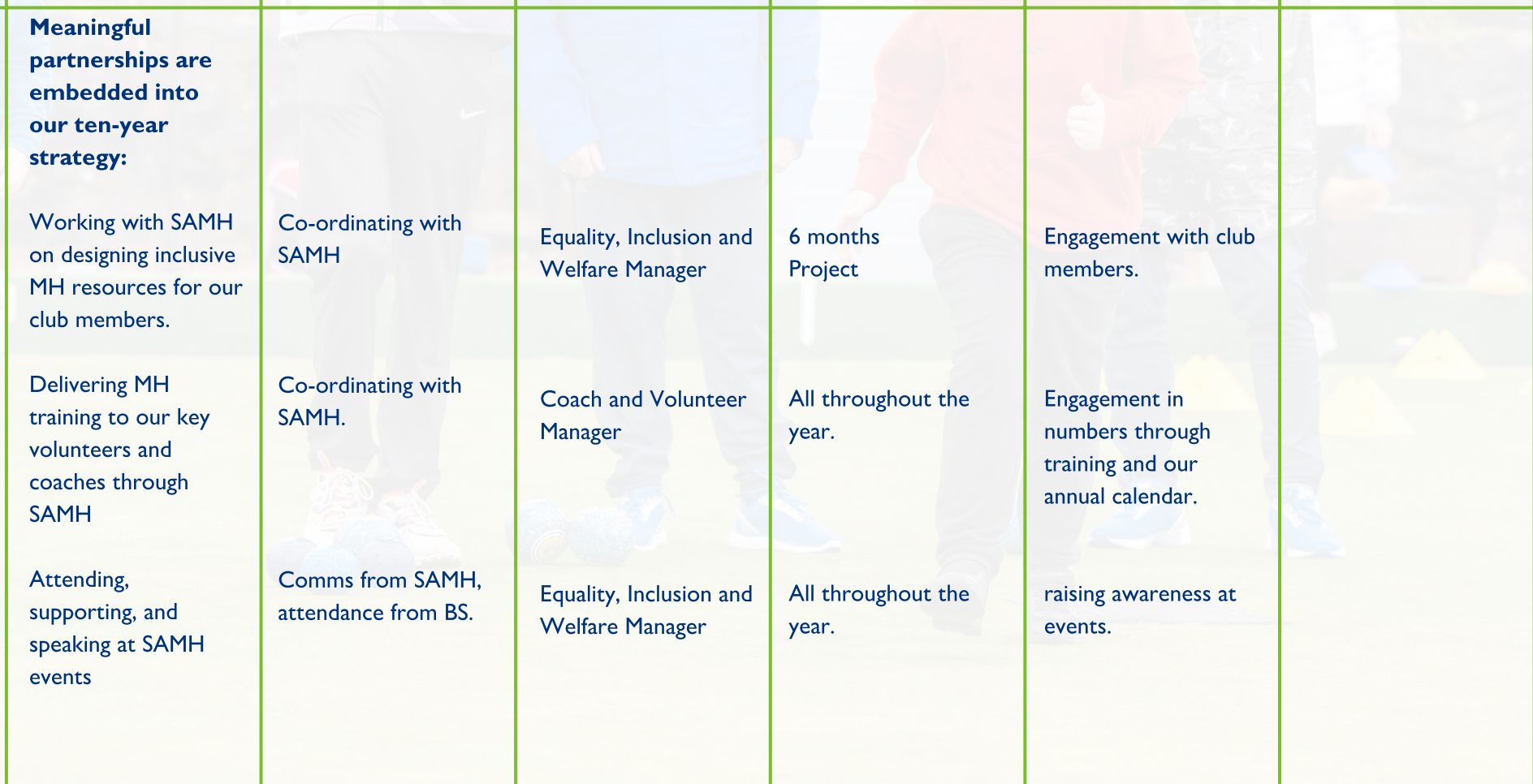
## BOWLS SCOTLAND'S CHARTER ACTION PLAN

-  01292294623
-  [www.Bowlsscotland.com](http://www.Bowlsscotland.com)
-  National Centre for  
Bowling, Hunters Avenue,  
Ayr, KA8 9AL




Focus Area	Action Description	Resources Required	Lead Person	Timeline	Success Measure or Outcome	Progress Update
<p><b>Actively promoting inclusive practice and ensuring a positive and welcoming environments for all.</b></p>	<p>All Bowls Scotland Staff to undergo SAMH Mental Health and Wellbeing Training.</p> <p>EIW Manager to undergo SAMH Mental Health First Aid Training – including refresher training.</p> <p>Coffee/catch up meetings on a Friday to promote a wellbeing space and conversations around mental health and wellbeing – involves protected time in the diary every fortnight for the team to connect.</p>	<p>All Staff – SAMH Online Courses</p> <p>Funds for SAMH Mental Health First Aid Course</p> <p>All Staff participation</p>	<p>Equality, Inclusion and Welfare Manager</p> <p>Equality, Inclusion and Welfare Manager</p> <p>Equality, Inclusion and Welfare Manager</p>	<p>All throughout the year</p> <p>June 2024</p> <p>All throughout the year</p>	<p>Participation in online SAMH courses.</p> <p>MHFA completed by EIW Manager and refresher where required.</p> <p>Review the format and outcomes of the coffee catch up meetings.</p>	

<p><b>Developing inclusive policies and practices which are informed by the inclusion of mental health in strategic planning.</b></p>	<p>Protected lunchtimes – blocking off diaries to ensure there is space to take a lunchbreak.</p> <p>Flexible working hours approach – to enable staff to attend appointments, make space for focusing on wellbeing.</p> <p>Operating an open-door policy for staff to be able to drop in at any time to have a chat.</p> <p>Inclusion is at the heart of our strategy and is embedded within our everyday practice.</p> <p>Review each Bowls Scotland policy with a MHWB lens (priority around flexible working policy and attendance at work)</p> <p>Review staff and board inductions to include MHWB – resources, training, and our approach</p>	<p>All Staff to adapt this approach.</p> <p>All staff participation and active support.</p> <p>Equality, Inclusion and Welfare Manager actively promoting the message, Staff support.</p> <p>All staff buy in.</p> <p>Senior Management Team</p> <p>Board of Management</p>	<p>Equality, Inclusion and Welfare Manager</p> <p>All staff.</p> <p>Equality, Inclusion and Welfare Manager</p> <p>Senior Management Team</p> <p>Senior Management</p> <p>Board of Management</p>	<p>All throughout the year</p> <p>All throughout the year</p> <p>All throughout the year</p> <p>In line with policy review framework</p> <p>March 2024</p>	<p>Actively encourage and prioritise the time.</p> <p>Review and analyse feedback on how effective the measures are.</p> <p>Staff participation.</p>	
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<p><b>Actively encouraging participation and promote messages focusing on the benefits of physical activity on mental health.</b></p>	<p>Encouraging physical activity participation during work and outside of work</p> <p>Volunteering teambuilding days.</p> <p>Social media campaign around the benefits of Bowls on mental health and wellbeing.</p>	<p>All staff participation.</p> <p>All staff participation.</p>	<p>Equality, Inclusion and Welfare Manager</p> <p>Business Operations Manager</p> <p>Communications Officer</p>	<p>All throughout the year.</p> <p>Twice a year.</p> <p>All throughout the year.</p>	<p>Feedback through the coffee catch up, sharing stories.</p> <p>Participation.</p> <p>Engagement through our socials.</p>	
<p><b>Participating in Scotland's Mental Health Charter Network supporting meaningful collaboration, sharing resources and best practise.</b></p>	<p><b>Meaningful partnerships are embedded into our ten-year strategy:</b></p> <p>Working with SAMH on designing inclusive MH resources for our club members.</p> <p>Delivering MH training to our key volunteers and coaches through SAMH</p> <p>Attending, supporting, and speaking at SAMH events</p>	<p>Co-ordinating with SAMH</p> <p>Co-ordinating with SAMH.</p> <p>Comms from SAMH, attendance from BS.</p>	<p>Equality, Inclusion and Welfare Manager</p> <p>Coach and Volunteer Manager</p> <p>Equality, Inclusion and Welfare Manager</p>	<p>6 months Project</p> <p>All throughout the year.</p> <p>All throughout the year.</p>	<p>Engagement with club members.</p> <p>Engagement in numbers through training and our annual calendar.</p> <p>raising awareness at events.</p>	

	<p>SAMH attending BS events such as national championships and interactive events throughout the BS calendar year.</p> <p>Actively promoting SAMH Mental Health and Wellbeing resources through staff comms and our weekly coffee catch up meetings</p>	<p>SAMH attendance, comms from BS.</p> <p>Coffee catch-up meeting, SAMH resources.</p>	<p>All staff where required.</p> <p>Equality, Inclusion and Welfare Manager</p>	<p>All throughout the year.</p> <p>All throughout the year.</p>	<p>Engagement with players, members, and volunteers.</p> <p>Actively encourage and prioritise the time.</p>	
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<p><b>Routinely reviewing performance and identifying ways to improve working in relation to mental health.</b></p>	<p>Actively reviewing our action plan and recording our progress.</p> <p>Working with individual staff members to identify their mental health and wellbeing needs in the workplace.</p> <p>Designing a wellbeing action plan for staff members – this can then be embedded into our resources for clubs</p>	<p>Time with the team.</p> <p>Staff participation.</p> <p>Staff participation.</p>	<p>Senior Management Team</p> <p>Business Operations Manager</p> <p>Equality, Inclusion and Welfare Manager</p>	<p>Annually</p>	<p>Overall engagement</p> <p>Feedback and engagement from all staff.</p>	
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