

# SAMH

Scottish Action for Mental Health



# OUR COMMITMENT TO MENTAL HEALTH AND WELLBEING

## BOWLS SCOTLAND'S CHARTER ACTION PLAN

**Progress Update 2024/25** and **Action Plan 2025/26**











- ★ Target Completed
- ★ Actions in progress
- ★ No progress made

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Focus Area	Action Description	Timeline	2024/25 Progress Update
Actively promoting inclusive practice and ensuring a positive and welcoming environments for all	All Bowls Scotland Staff to undergo SAMH Mental Health and Wellbeing Training	All throughout the year	
	EIW Manager to undergo SAMH Mental Health First Aid Training – including refresher training	June 2024	
	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	All throughout the year	
Developing inclusive policies and practices which are informed by the inclusion of mental health in strategic planning	Protected lunchtimes – blocking off diaries to ensure there is space to take a lunchbreak	All throughout the year	
	Flexible working hours approach – to enable staff to attend appointments, make space for focusing on wellbeing	All throughout the year	
	Operating an open-door policy for staff to be able to drop in at any time to have a chat	All throughout the year	
	Inclusion is at the heart our strategy and is embedded within our everyday practice		
	Review each Bowls Scotland policy with a MHWB lens (priority around flexible working policy and attendance at work)	In line with policy review framework	
	Review staff and board inductions to include MHWB – resources, training, and our approach	March 2024	

<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>Pro-actively engage in campaigns/acknowledgement days with partners and organisations, focused on mental health and wellbeing and physical activity</p>	<p>All throughout the year</p> <p>Twice a year</p> <p>All throughout the year</p>	<p></p> <p></p> <p></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 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>Collaboration between SAMH and Bowls Scotland to attend each other's events</p> <p>Actively promoting SAMH Mental Health and Wellbeing resources through staff comms and our weekly meetings</p>	<p>6 months Project</p> <p>All throughout the year</p> <p>All throughout the year</p> <p>All throughout the year</p>	<p></p> <p></p> <p></p> <p></p>
<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>Annual</p>	<p></p> <p></p> <p></p>



Focus Area	Action Description	Timeline	2025/26 Progress Update
Actively promoting inclusive practice and ensuring a positive and welcoming environments for all	1 Staff team to complete all six-route map sessions.	Annual	
	2 Staff team to complete one hot topic workshop a year		
	3 Managers to complete one line manager session delivered by SAMH every two years		
	4 Aim to have two teammates to have completed Mental Health First Aid	Every three years	
	5 Coffee/catch up meetings	Bi-weekly	
Developing inclusive policies and practices which are informed by the inclusion of mental health in strategic planning	6 Flexible working hours approach – to enable staff to attend appointments, make space for focusing on wellbeing	Annual	
	7 Review our Sickness Policy, Flexible Working, and Reasonable Adjustments	End 2025	
	8 Induction process updated to include MHWB resources	End 2025	
Actively encouraging participation and promote messages focusing on the benefits of physical activity on mental health	9 Twice a year all staff meetings to include physical activity	Twice a year	
	10 Pro-actively engage in campaigns and acknowledgment days with partners and organisations, focused on MHWB and physical activity	Annual	
	11 Minimum one volunteering day a year, targeting two a year. One with our nominated Partner and one that will have positive environmental impact	Twice a year	
Participating in Scotland's Mental Health Charter Network supporting meaningful collaboration, sharing resources and best practise	12 Commit to offering MH training throughout the year to our volunteers and members	All throughout the year	
	13 Make a page on the shared intranet for mental health and wellbeing resources	Winter 2025	
Routinely reviewing performance and identifying ways to improve working in relation to mental health	14 Monthly one to one meeting with Line Managers	Annual	
	15 Implement a wellbeing action plan for staff members	Annual	