



Suicide Prevention & Mental Health

Community Action Plan

Supported by:



CAP Coordinator

Name:

Email:

Phone:

Background Information

The North Hobart Football Club was established in 1881 and is an Australian Rules football club playing in the Tasmanian State League. NHFC are also one of the oldest and most successful football clubs in a city-based football competition in Australia.

The Club is more than just a group of players. It is a community currently comprising:

- 120 Players (men and women)
- 25 Coaches and support staff
- 9 Board Members
- 50 Volunteers
- More than 500 Members
- 1000s of supporters

NHFC acknowledge the diversity of their club, and as such are addressing the needs of the community accordingly. These considerations include:

- The players are young men and young women. In considering player well-being they acknowledge that the female and male players have common welfare needs but also they have different welfare needs.
- The teams are made up of players ranging in age from 17 to 35. There will also be common and different welfare needs across this age spectrum.
- The club community is made up of players, coaches, other staff and volunteers, and supporters. All members of the club community need to be valued and supported.

The club has a strong commitment to inclusiveness and promoting wellbeing within their community, which is evident through their appointment of a Wellbeing Project Officer for the club, their ongoing commitment to hosting presentations to promote wellbeing at their club and their eagerness to develop further protective factors for all within their community and surrounds.

NHFC are currently working on a wellbeing plan, which is operating in conjunction with the Community Action Plan (CAP). This focuses on developing avenues of support for players, coaches, volunteers and employees of NHFC.

Community engagement and consultation method

In November 2019 the club initiated a review of its wellbeing policies and practices. The review involved interviews with a range of key stakeholders including:

- Board members
- The club general manager
- Senior coaches
- Senior players
- AFL Tasmania
- Health and fitness service personnel

The review gave rise to a list of recommendations for action and from this a Wellbeing Action Plan for 2020 was approved by the board, all of which meet the needs of their diverse community.

The club will also conduct a suitable survey open to input from all players as follow up to the actions delivered and implemented into the community.

The Community Action Plan is, in this instance, there to compliment the work that the club is currently rolling out as well as introduce new initiatives for the community. North Hobart Football Club continue their commitment to raising awareness of positive mental health and suicide prevention through their work with the SPEAK UP Stay ChatTY! Team and a recent development of a memorandum of understanding with Relationships Australia Tasmania to provide a tailored Employee Assistance Program that players, volunteers and employees can all access.

North Hobart Football club have recently been ramping up their presence within wellbeing space to ensure that volunteers, players and employees are as well supported as possible.

Community plans for building sustainability

CAP Coordinator Rick Tipping is leading the Community Action Plan and is currently in the process of implementing actions defined within the CAP. This formalised role will ensure there is the scope for actions to be delivered successfully. The club is seeking to affect long term change, with wellbeing initiatives to be in place for all members in the future.

A key action of the club's wellbeing action plan is to develop a role for a 'wellbeing officer' – either paid or volunteer. The position will always be filled, thus ensuring continuity as volunteers come and go. The Wellbeing Officer will oversee implementation of the CAP as a part of his/her position description.

The current 'support service (EAP)' partnership with RA Tas will continue until the end of 2021 with the strong expectation that it will continue beyond then.

Future actions and available supports will also be shaped / directed through a review of the current Wellbeing Action Plan. Success will be determined through a review of all actions proposed. As such, those supports that have been developed and implemented will either be continued, modified or removed in accordance with the difference they are making to the community. This ensures that the supports that are available reflect the sentiment and need within the community.

Reporting and Promotion

Do you agree to provide an implementation report about the CAP one month after it is complete?
Yes / No

Do you consent to information about the CAP being uploaded to the TSPCN website? Yes / No

Are you happy to collaborate with similar CAPs in your region? Yes / No

Are you willing to be interviewed for or present your CAP at a TSPCN meeting? Yes / No

Sign:

Date:.....

Action Plan

Effective From: 22/09/2020

Review Date: 22/09/2021

What are the CAP suicide prevention action/s?	How will the CAP make a difference? (Outcomes)	How will this action lead to sustainable change?	How will you know if the CAP has made a difference? (Outcome Measures)
<p>An EAP support model for NHFC which is extended to staff, volunteers, and players.</p>	<p>NHFC have identified that an EAP support model will be beneficial for club members to utilise.</p> <p>This is in place to actively support the health and wellbeing of club – and is a big value-add for employees, volunteers & players. This will help improve morale, encourage help seeking behaviours and provides a dedicated support option for those at the club.</p> <p>This support model is in place and will provide support for a broad club demographic.</p>	<p>NHFC have formed a memorandum of understanding with Relationships Australia Tas to facilitate the delivery of an EAP support service that suits a sporting club environment. This is on a trial basis to ensure that it's effective and successful long term.</p> <p>EAP, whilst typically designed for employees, has been developed in a way to meet the needs of NHFC. This long term vision will assist in the successful implementation of support.</p>	<p>The current 'support service (EAP)' partnership with RA Tas will continue until the end of 2021. An evaluation will be conducted to establish if it is a good model moving forwards and will measure the impacts it has had within the NHFC Community.</p> <p>A 6-month review to be conducted to measure quality of service delivery and benefit to the community.</p>

<p>Mental Health First Aid Training for community members</p>	<p>The club will train community members in Mental Health First Aid. These individuals will then act as a touchpoint for others within the club.</p> <p>This action focuses on improving the competency and confidence of those in the club for identifying and assisting those within the community who might need help.</p> <p>With the skills developed within the MHFA course, it will enable those trained to not only assist and identify those at risk, but also serve as a point of contact for those looking to connect themselves or others with the right services at the right time.</p> <p>Communication of those who take part in the training will be delivered to ensure individuals are aware of who they can seek support from.</p> <p>EOI to establish those who are interested, with a frame-up of what the initiative is seeking to deliver to eliminate ambiguity.</p>	<p>This action was targeted as the consultation identified that the club members were comfortable with their community and would be comfortable leaning on each other for support. By matching consultation data with actions, it assists in developing sustainable change.</p> <p>By having set people at the club, it will help reduce ambiguity on where individuals should go when they are in need of some further help.</p> <p>This will be an ongoing action, to ensure continued success</p>	<p>A review and evaluation in the uptake in training and if there have been tangible differences found within the club.</p>
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<p>Suicide Prevention & Mental Health awareness events & development</p>	<p>This is in conjunction with the work of the themed rounds and awareness pieces the NHFC are currently involved in.</p> <p>The NHFC community is seeking to run awareness sessions with a mental health theme and suicide prevention theme. The key message is to develop an environment where members can chat about their mental health and to encourage help seeking behaviours.</p> <p>These events will eliminate negative stigma by normalising conversations and encourage avenues for support. NHFC want to be a supportive community and want to create awareness of local support services to help their community navigate services when they need.</p> <p>Currently, SPEAK UP! Stay ChatTY are working closely with the community and are actively delivering sessions on a regular basis.</p> <p>Included within this is the promotion of short suicide prevention courses community members can engage in. Examples of this are (Question Persuade Refer) QPR training. Further development opportunities will be shared through the Tasmanian Suicide Prevention Community Network (TSPCN) which the</p>	<p>Through awareness and normalisation of conversations regarding Mental Health, the NHFC are seeking to make a permanent shift in attitudes and stigma.</p> <p>There is an ongoing commitment to these events. Development and continuation of these presentations will be directed by the club Wellbeing Officer, who will be overseeing implementation. As this is a part of the position description, allocation of resources are in place to allow for a successful delivery of the initiative.</p>	<p>Evaluation of the current awareness events will be conducted through reviewing attendance and a follow up sentiment survey.</p>
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	Wellbeing Project officer will be signed up for.		
Coaching and additional training for coaches	<p>Along with training, coaches are also going to be encouraged to engage with SPEAK UP! Stay ChatTY's coach kit.</p> <p>This empower coaches and leaders to promote six key domains in their clubs through activities, check-ins, and a focus on wellbeing. The Coach-Kit also includes the Training Monitor, which allows each player to track how they're travelling with their coach or leadership group.</p>	This gives a framework for coaches to adopt so they can effectively engage players around their mental health & wellbeing. The development and use of this tool will help reduce any ambiguity within this space so coaches are comfortable and equipped to engage players and those within their community.	Uptake in downloading and utilisation of the coach kit.
Increasing resources within the club	<p>NHFC are seeking to boost mental health resources that are available to their community. This will be on a trial basis to establish uptake and utilisation. This will include national support services, as well as local support guides.</p> <p>The club plans to better use its website and social media platforms to promote wellbeing and suicide prevention messages.</p> <p>Having a dedicated 'wellbeing officer' role will enable the club to better track</p>	This will help facilitate positive connections to local supports within Tasmania to reduce ambiguity of support when people are in need.	Uptake of diverse resources within the club at NHFC and if community members have found this beneficial.

	the wellbeing needs of its people. For example are they in a stable situation with regard to work and housing?		
Tasmanian Communications Charter – sign up as a club; integrate Mental Health Council of Tasmania	By becoming signatories to the Charter, it will help in creating a common language within the community and will make it clear where they stand on the importance of Mental Health and Suicide Prevention. This will include displaying the Charter in Central Location / front of house.	This will help by creating a common language at the club. By signing up as a club and making it clear where they stand on the importance of mental health it will continue to drive their culture towards one of inclusion and support.	NHFC signing up to the Tasmanian Communications Charter.

NB: This is a working document that can be added to as community needs change or new actions are developed.

Relationships Australia Tasmania are available to provide assistance in the future should changes be required. We will also follow up with you as below:

Review 1 date: 22/03/2021

Review 2 date: 22/09/2021