



BRITISH JUDO

BRITISH JUDO ASSOCIATION

MENTAL HEALTH & WELLBEING
STRATEGIC PLAN
2022-2025



INTRODUCTION

INTRODUCTION & CONTEXT

It gives us great pride to publish the first Mental Health and Wellbeing Strategy for British Judo, which has been drawn up in consultation with National Charity and Sport England partner Mind through the Mental Health Charter for Sport and Recreation. We respect, and acknowledge, that everyone involved in British Judo has mental health and wellbeing needs. As part of our commitment to ensuring we take mental health and wellbeing into consideration in all aspects of our sport, we're working towards making sure that:

- 1 WE SUPPORT OUR STAFF, COACHES AND VOLUNTEERS TO HOLD AN APPROPRIATE LEVEL OF MENTAL HEALTH AND WELLBEING TRAINING.
- 2 WE DEMONSTRATE HOW OUR STAFF, COACHES AND VOLUNTEERS CAN BE WELCOMING TOWARDS PEOPLE EXPERIENCING MENTAL ILL HEALTH.
- 3 WE RESPECT THAT EVERYONE NEEDS TO TAKE CARE OF THEIR MENTAL HEALTH AND WELLBEING AND THAT AT CERTAIN TIMES SOME OF US MAY NEED MORE SUPPORT THAN OTHERS.
- 4 THERE ARE KEY MEMBERS OF OUR JUDO COMMUNITY WHO ARE HAPPY TO DISCUSS HOW OUR SPORT CAN BE ADAPTED TO BE MORE INCLUSIVE AND SUPPORT YOUR MENTAL HEALTH AND WELLBEING REQUIREMENTS.
- 5 WE ARE GROWING A TEAM OF MENTAL HEALTH CHAMPIONS TO BOLSTER OUR JUDO COMMUNITY AND UPSKILLING PEOPLE ACROSS ALL PILLARS OF THE JUDO NETWORK.
- 6 AS AN ORGANISATION WE RECOGNISE HOW THE PRESSURES OF COMPETITIVE SPORT CAN AFFECT MENTAL HEALTH AND WELLBEING, ESPECIALLY AMONGST YOUNG AND VULNERABLE PEOPLE.
- 7 ALL OF OUR STAFF, WELFARE OFFICERS AND COACHES KNOW HOW TO RAISE CONCERNS TO PROTECT YOUNG PEOPLE WHO ARE EXPERIENCING A MENTAL HEALTH CRISIS AS PART OF OUR SAFEGUARDING REPORTING PROCEDURES.
- 8 THE MOST UP TO DATE SUPPORT AND INFORMATION ON MENTAL HEALTH AND WELLBEING CAN BE FOUND ON THE BJA WEBSITE MEMBER WELLBEING

Gerry Gualtieri
Chair, Board of Directors



Andrew Scoular
Chief Executive Officer



PURPOSE, AIMS, & ACTION PLAN

PURPOSE

The purpose of this strategy is to promote a sustainable and inclusive sporting and working culture where everyone within the British Judo Community has the best opportunity to have Positive Mental Health and to ensure there is appropriate support for anyone with Mental Health conditions or experiencing Mental Health Problems.

AIM

The aim of this strategy is to give overarching guidance and direction to each pillar of the British Judo Community with respect to a Positive Mental Health culture. It also provides an opportunity for accountability and progression throughout the organisation.

ACTION PLAN

This strategy will address Mental Health and Wellbeing policies, training, education, and support across the following pillars of the British Judo Community:

EMPLOYEES

MEMBERS

COACHES

OFFICIALS (INCLUDING BOARD MEMBERS AND AREA COMMITTEES)

MEDIA AND MARKETING

HIGH PERFORMANCE

ACCOUNTABILITY

The accountable person in the BJA for all matters relating to Mental Health and Wellbeing is the CEO. The individual responsible for ensuring policies are reviewed and advising the CEO is the Wellbeing manager.

ABOUT MENTAL HEALTH

DEFINITION: POSITIVE MENTAL HEALTH

A state of wellbeing in which every individual is able to realise their own potential, can cope with the normal stresses of life, can perform productively, and is able to contribute to their community (World Health Organisation, 2014).

DEFINITION: MENTAL HEALTH PROBLEM

A pattern of behaviour, experiences, thoughts and feelings that causes significant distress and/or impairment of daily functioning and/or difficulties in relationships with others. Such distress or impairments are most likely to be experienced over a period of time and are not easily alleviated by an individual's typical coping strategies. Most mental health problems are understandable in the context of an individual's strengths, vulnerabilities and experiences. Some mental health problems and experiences when they occur together can sometimes be diagnosed as mental illnesses. (World Health Organisation, 2014).

THE MENTAL HEALTH CONTINUUM

This table describes behaviours that individuals may exhibit at different stages of their mental health. It helps individuals, families, friends and colleagues to hopefully understand the most appropriate levels of support.

SELF CARE & SOCIAL SUPPORT

PROFESSIONAL CARE

SELF CARE & SOCIAL SUPPORT		PROFESSIONAL CARE	
<p>HEALTHY</p> <p>Normal Functioning</p> <hr/> <p>Normal mood fluctuations. Takes things in stride. Consistent performance. Normal sleep patterns. Physically and socially active. Usual self-confidence. Comfortable with others.</p>	<p>REACTING</p> <p>Common & Reversible Distress</p> <hr/> <p>Irritable/Impatient. Nervousness, sadness, increased worrying, Procrastination or forgetfulness. Trouble sleeping (more often in falling asleep) Lowered energy. Difficulty in relaxing. Intrusive thoughts. Decreased social activity.</p>	<p>INJURED</p> <p>Significant Functional Impairment</p> <hr/> <p>Anger, anxiety, lingering sadness, tearfulness, hopelessness, worthlessness. Preoccupation. Decreased performance in academics or at work. Significantly disturbed sleep (falling asleep and staying asleep) Avoidnece of social situations or withdrawal.</p>	<p>ILL</p> <p>Clinical Disorder, Severe & Persistent Functional Impairment</p> <hr/> <p>Significant difficulty with emotions. Thinking high level of anxiety. Panic attacks. Depressed mood, feeling overwhelmed constant fatigue. Disturbed contact with reality Significant disturbances in thinking. Suicidal thoughts / intent / behaviour.</p>

MENTAL HEALTH ACTION PLAN

EMPLOYEES

As an employer, the British Judo Association has a responsibility to promote a positive mental health culture across the work force. In order to do this an action plan is recommended to be in place alongside employee individual wellness action plans. The individual wellness action plans are to be reviewed annually and additionally at an individual, Wellbeing Manager or line managers request.

The organisational Mental Health and Wellbeing Action Plan is a working document and will be formally reviewed annually after a period of consultation with employees. Regular wellbeing surveys will be conducted to get feedback throughout the year.

Employees have access to an Employee Assistance Programme via Health Assured which provides confidential support 24 hours a day 7 days of the week. Also included are bespoke counselling sessions and support for other areas of life (financial, caring responsibilities and others) which are provided at no cost to the employee. Over the next two years it is envisaged a similar package will be available for adult members of the BJA.

MEMBERS

All BJA clubs are requested to nominate a Welfare Officer at their club. The British Judo Association facilitates training for Welfare Officers as well as promoting Continuous Professional Development (CPD) opportunities. A Welfare Officer is responsible for recognising and addressing the holistic needs of their club members including (but not limited to)

SAFEGUARDING
WELLBEING
EQUALITY, DIVERSITY & INCLUDE (ED&I)
MENTAL HEALTH

Over the next 2 years each Home Nation and English Area will be requested to have a Welfare Champion or a series of Champions to cover; Mental Health & Wellbeing, ED&I and Safeguarding. Enhanced training will be available for the Area champions. The champions contact details will need to be widely advertised throughout the club and member network.

Each member has access to the online wellbeing support website which includes information, advice and contact details of specialist agencies.

WWW.BRITISHJUDO.ORG.UK/MEMBER-WELLBEING

MENTAL HEALTH ACTION PLAN CONTINUED

Members who are part of talent pathways are supported by a team of coaches and support staff who are trained and qualified in Mental Health First (MHFA). During all sessions, competitions or training camps which involve an overnight stay a designated MHFA member of the team should be highlighted on the delegation until such time all coaches are trained at an appropriate level of MHFA.

COACHES

It is widely recognised that throughout the grassroots to high performance pathway there will be increased exposure time for coaches with judoka. It is therefore recommended that Mental Health and Wellbeing education, training and upskilling is reflected at each appropriate level.

BJA LEVEL 1 COACH

**MENTAL HEALTH AND WELLBEING SIGNS,
SYMPTOMS AND SIGNPOSTED TO BE INCLUDED WITHIN THE TRAINING .**

BJA LEVEL 2 AND ABOVE COACH

**UK SPORT MENTAL HEALTH AND WELLBEING IN SPORT
AND PHYSICAL ACTIVITY COURSE (REQUIRED EVERY 3 YEARS).**

In addition, where a club or pathway centre has regular, daily interactions with judoka or regularly take judoka on overnight trips and competitions a Mental Health First Aid qualification needs to be held by a suitable person . The British Judo Association has provided free training opportunities for competitive clubs and high-performance centres to upskill members of their coaching or support staff in this area.

OFFICIALS

It is recommended that all officials have an appropriate level of knowledge in mental health and wellbeing. Therefore, they are encouraged to complete the UK Coaching Mental Health and Wellbeing in Sport course. At each BJA licenced event it is also recommended that a Mental Health First Aid qualified person is available to provide any immediate First Aid but also to distribute and promote educational materials. Should any officials wish to become part of the MHFA qualified community they will be encouraged to do so and be able to be engaged in this work.

MENTAL HEALTH ACTION PLAN CONTINUED

PARENTS

Specific materials targeting parents is included on the Mental Health and Wellbeing webpage, additional signposting is encouraged when required via welfare officers and coaches. Posters should be placed in the clubs with contact details/emergency support and credit card size handouts/fridge magnets will be provided with initial membership.

PARTICIPANTS INCLUDING CHILDREN

All participants in judo are required to complete a medical and health screening questionnaire to establish their fitness to participate. Coaches should include questions relating to mental as well as physical health. If a participant has an ongoing mental health condition the coaches/welfare officer should engage with them or their parents/guardian with regards to what additional support may be required for the participant, routinely and if there is a situation which escalates. Additional training opportunities do exist for coaches and welfare officers should they wish to seek it, please speak with the Club Development Team or Head of Wellbeing.

EDUCATION

Further education opportunities are useful for the whole community, regular courses and information will be shared via the Mental Health and Wellbeing page and highlighted to Club Welfare Officers.

CONCLUSION

THE BJA ACTION PLAN

The British Judo Association will focus on the following areas in an Action Plan:

1. MAKING A COMMITMENT
2. TRACKING OUR JOURNEY
3. INVOLVING PEOPLE MEANINGFULLY
4. INTERGRATING MENTAL HEALTH
5. SPOT, SUPPORT AND SIGNPOST
6. IMPROVE KNOWLEDGE AND CONFIDENCE
7. CHAMPION MENTAL HEALTH
8. CONNECT & COLLABORATE

If you want to be part of the exciting journey please contact

SAFEGUARDING@BRITISHJUDO.ORG.UK

OR

ANDREW.BOWLY@BRITISHJUDO.ORG.UK

IMPORTANT LINKS

MIND Website: www.mind.org.uk/

British Judo Mental Health and Wellbeing resources: www.britishjudo.org.uk/member-wellbeing

THANKS FOR READING!



RESPECT | MODESTY | FRIENDSHIP | COURAGE | COURTESY | HONOUR | HONESTY | SELF-CONTROL

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www.britishjudo.org.uk

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