

WELSH BOWLS UMPIRES ASSOCIATION

HEALTH & WELLBEING POLICY

Introduction

Today, every organisation has a duty of care to look after the health & safety of their members, including wellbeing. There are many factors that influence the health and wellbeing of members. Understanding and overcoming these issues can result in a range of benefits for both members and the Association.

Aim of this Policy

- To create a culture that promotes and supports the health and wellbeing of all members.
- To support members in regular exercise
- To encourage members to make healthy eating choices.
- Equip Officers and members with the skills to identify and assist those with wellbeing issues.
- Raise awareness of mental and physical wellbeing across the Association.

Objectives

1. Mental Wellbeing

To create a supportive culture, tackle factors that may have a negative impact on mental health by:

- Providing information and raising awareness of mental health issues.
- Promoting policies and actions that support mental wellbeing.
- Equipping members with the skills to support their own mental health.
- Deal with any conflict quickly and make sure the Association is free from bullying, harassment, racism or discrimination.
- Ensure good communication between members and Officials.

2. Physical Activity

To raise awareness of the importance of physical activity for managing stress and maintaining physical wellbeing by:

- Provide information on the importance of physical activity and the ways that physical activity can help members manage stress and back pain, as well as improving mental alertness and concentration.
- Provide information and resources on how healthy eating can contribute to physical and mental wellbeing by increasing levels of concentration and the ability to cope with everyday stresses.

3. Female Health Guidance (Menopause)

The menopause is a stage in life that can affect women in many different ways and for varying lengths of time. WBUA seeks to assist members experiencing the menopause and this policy is an attempt to do that.

Fundamentally WBUA wants to give confidence to women that any difficulties that the menopause cause them when carrying out their duties will be dealt with in a sympathetic and understanding manner.

Communication

All members will be made aware of this Health & Wellbeing Policy, and it will be published on the WBUA website.

All members will also be made aware of their own responsibilities in relation to this policy, including raising any issues or concerns that they might have.

Reviewing and Monitoring

WBUA Officers will be responsible for reviewing this health and wellbeing policy, as well as monitoring its effectiveness.

To ensure it stays relevant, this policy will be reviewed every 12 months.

Policy implementation date January 2026, review date January 2027