



Creadaptic Volleyball Club

MENTAL HEALTH AND WELLBEING POLICY

Effective 3 December 2025

Mental Health and Wellbeing Policy

1. Overview

- 1.1 Creadaptive Volleyball Club ('CVC') recognises that high performance is impossible without mental wellbeing.
- 1.2 We adopt the World Health Organisation's definition of mental health: a state of wellbeing where every individual realises their potential, copes with normal stresses, and contributes to their community.
- 1.3 Our goal is not just to prevent illness, but to build resilience, emotional intelligence, and psychological safety within our competitive environment.

2. Scope

- 2.1 This policy applies to all athletes, coaches, support staff, and volunteers. It specifically addresses the unique pressures of competitive sport, including performance anxiety, injury recovery, and balancing sport with education/work.

3. The "CVC Support Boundary"

- 3.1 **Role of Coaches:** CVC staff are mentors and supporters, not mental health professionals. Our role is to **Identify, Listen, and Refer**.
- 3.2 **No Clinical Advice:** CVC staff will not provide clinical advice or diagnosis. We provide a supportive environment and pathways to professional help.

4. Proactive Measures (The "Mental Gym")

- 4.1 **The "Check-In" Culture:** Athletes are encouraged to communicate their mental state just as they would a physical injury. "Mental soreness" is treated with the same respect as muscle soreness.
- 4.2 **School/Sport Balance:** We recognise that athletes have lives outside the court. We support flexible training loads during exam periods or high-stress life events.
- 4.3 **Zero Tolerance:** Bullying, harassment, and discrimination are immediate disciplinary matters, as they directly undermine mental safety.

5. Indicators and Action Plan

- 5.1 **The Red Flags:** Coaches and teammates should look for changes in behaviour, including:
 - (a) Withdrawal from social interaction or "team banter"
 - (b) Sudden drop in performance or focus
 - (c) Physical signs of distress (constant fatigue, visible agitation)
- 5.2 **The "R U OK?" Protocol:**

Mental Health and Wellbeing Policy

- Step 1:** Ask (in private/confidence).
- Step 2:** Listen without judgment.
- Step 3:** Encourage action (refer to professional support).
- Step 4:** Check in later.

6. Recovery

What do we mean by 'Recovery'?

- 6.1 Recovery is a unique journey. It does not always mean a return to 'normal,' but rather building a new level of resilience. CVC supports this journey, understanding that progress is not linear and setbacks are part of the process.

7. Steps to Take

- 7.1 There are a number of things we can do to care for our mental health. This may include:
- (a) **Making time to exercise each day:** for example, a simple daily lunch time walk can help maintain a positive outlook.
 - (b) **Practice mindfulness:** mindfulness means being aware of your reactions, feelings and thoughts as you have them. This helps you choose how to manage matters as they arise. Mindfulness is a great tool to help lower stress and anxiety levels.
 - (c) **Adopt work/life balance and boundaries:** don't let sport or school overtake your life. Set boundaries to ensure you have time for rest, family, and non-volleyball interests.
 - (d) **Connect with others:** find someone worthy of your stories – a person you can talk to about your experiences. Make sure this person is supportive, a good listener and someone whose opinion you value.

8. The "Mental Timeout" Protocol

- 8.1 CVC recognises that mental fatigue can be just as detrimental to performance as physical injury. To support longevity in the sport, CVC introduces the "Mental Timeout."
- 8.2 **Entitlement:** Every active athlete is entitled to call one (1) "Mental Timeout" per season without providing any justification.
- 8.3 **Duration:** The timeout covers a period of up to seven (7) days, excusing the athlete from all training sessions and matches during that window.
- 8.4 **Performance Protection:** Utilising a Mental Timeout will not result in punitive measures (e.g., automatic benching upon return or loss of leadership roles). The athlete's standing in the squad is protected during this reset period.
- 8.5 **Procedure:**
- (a) **Notification:** The athlete must notify their Coach via text or email at least 4 hours prior to the next scheduled session, wherever possible. In sudden onset emergencies, notify as soon as safely able.

Mental Health and Wellbeing Policy

- (b) **Code Word:** Athletes may simply use the phrase "Mental Timeout" if they do not wish to discuss details.
- (c) **Return to Play:** Upon returning, the athlete must have a brief (5-minute) check-in with the coach to confirm readiness to resume high-performance load.

9. Support

- 9.1 If you or a teammate needs help, utilise these external resources:

Head to Health Services

For advice and connection to the local mental health service or support that is right for you.

Website: <https://www.headtohealth.gov.au/supporting-yourself/head-to-health-services>

Phone: 1800 595 212

Queensland Mental Health Commission

A list of a number of online and phone support mental health services.

Website: <https://www.qmhc.qld.gov.au/find-support-services>

Phone: 1300 642 255

Heads Up

Contains a range of resources and information about mental health in Australian workplaces.

Website: <https://www.headsup.org.au/>

Beyond Blue

Provides information, support and programs to help people address mental ill-health and achieve peak mental health.

Website: <https://www.beyondblue.org.au/>

Phone: 1300 224 636

10. Review

- 10.1 This policy was last reviewed in December 2025, and will be reviewed annually.