

MENTAL HEALTH & WELLNESS POLICIES

Members - Mental Health and Wellness

Mental health refers to how we think and feel about ourselves and life in general. Many factors and life situations can affect a positive state of mental health including, but not limited to self-esteem issues, relationship dynamics and of course mental illness.

Mental illness describes a wide range of conditions that affect how we think, feel and interact with the world. Approximately 20% of Australians (MHFA Australia 2020) will experience a diagnosable mental health issue at some point in their lives.

You may find yourself at times in your role at Fernwood Fitness exposed to or engaging with members who show signs of mental health problems or whose personal circumstances are negatively affecting their state of mental wellbeing. All Fernwood club owners, managers and Trainers are required to complete their mental health first aid certification within the first three months of employment in order to safely and effectively provide the most appropriate assistance to any member (or staff) experiencing the development or progression of a mental health problem.

It is important to understand your professional limitations in applying mental health first aid and the best way to help our members who show cause for concern is to follow the Mental Health First Aid guidelines set out by Mental Health First Aid Australia (these will be taught in detail when you attend your Mental Health First Aid training).

Mental Health First Aid steps - ALGEE

A - Approach the person, assess and assist with any crisis

L - Listen and communicate non-judgementally

G - Give support and information

E - Encourage the person to seek appropriate professional help

E - Encourage other supports

Empathetic, non-judgemental and direct communication, showing concern and asking open ended questions is key for supporting anyone who you may be concerned about. First assess if there is a crisis situation (thoughts and talks of suicide, psychotic episodes, panic attacks and anything that puts themselves or others in danger) and follow mental health first aid guidelines (ALGEE) to connect the person with a professional such as a GP, therapist, counsellor, support worker, social worker, anyone outlined in their Advanced Care Directive.

In the best interest of our members it is imperative that you do not offer advice or attempt to diagnose or therapize any individual and must always provide support and assistance within the scope of your professional boundaries

Below is a list of common mental health issues / situations that you may come across and the relevant professional bodies to contact for assistance.

1. Depression
2. General Anxiety Disorder
3. Panic Disorder
4. Bipolar Disorder
5. Suicidal mentality
6. Alcohol/substance abuse or dependence
7. Body Dysmorphia/eating disorders
8. Exercise Addiction
9. Domestic/sexual violence/abuse
10. PTSD (Post Traumatic Stress Disorder)
11. Post Natal Depression
12. Bullying

Resourceful helplines and contacts		
Lifeline Australia – Crisis Support & Suicide Prevention	13 11 14	www.lifeline.org.au
Suicide Line – Counselling	1300 651 251	www.suicideline.org.au
Beyond Blue – Anxiety & Depression Support	1300 224 636	www.beyondblue.org.au
Suicide Call Back Service	1300 659 467	
Direct Line (24-hour drug and alcohol counselling)	1800 888 236	www.directline.org.au
PANDA Perinatal Anxiety & Depression Australia	1300 726 306	www.panda.org.au
Eating Disorders	1300 550 236	www.eatingdisorders.org.au
Family Relationships Advice Line	1800 050 321	
Sexual Assault Crisis Line	1800 806 292	www.sacl.com.au
Respect (Victims of physical or sexual abuse)	1800 737 732	www.1800respect.org.au
Safe Steps Home (domestic violence)	1800 015 188	www.safesteps.org.au