



Academy Mental Health and Wellbeing Action Plan

Luton Town Football Club

Approved by: Club Board

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LUTON TOWN FOOTBALL CLUB
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Academy Mental Health and wellbeing action plan

Purpose

The purpose of this document is to set out clear guidance about how staff will manage the mental health and emotional wellbeing of the children and young people at Luton Town Football Club Academy.

The policy will be used to ensure all staff within the Academy or who work alongside the Academy are aware of their responsibility to ensure that the children and young people receive the correct emotional support and care to look after their mental health dependent on their needs.

It will also communicate to children and young people that there is a structure and support network for them to use should they need to.

What is mental health?

Mental Health includes our emotional, psychological, and social wellbeing. It affects how we think and helps determine how we handle stress, relate to others, feel, act, and make choices. Mental health is important at every stage of life, from childhood and adolescence throughout adulthood.

What is wellbeing?

Wellbeing is described as: - The state of being comfortable, healthy, and happy

Why is it important that we look after players mental health and wellbeing?

All members of staff in the Academy at Luton Town Football Club have a duty to ensure that children and young people are happy and healthy, and that they are looking after their mental health as well as their emotional wellbeing. To do this, staff must be confident that they are taking the right steps to identify any concerns that there may be with individuals or teams.

Who is responsible for looking after children and young people's mental health?

Every single person who works with our Academy players has a responsibility to Safeguard and care for their wellbeing and mental health, it doesn't matter what role you hold within the Academy.



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How do players look after their own mental health and wellbeing?

Children and young people should also feel that the Academy is an open safe place where they know who they can speak to if they are worried or concerned about anything that may be affecting their mental health.

It's important that they know that we care, and that we want to see them have the best possible chance to succeed, the club undertake to make sure that players understand how to be responsible for their own mental health and wellbeing and that suitable training is given to them about what support is available.

As part of children and young people's education and development whilst at the Academy, the club will offer a range of educational packages to help them develop and recognise coping strategies in relation to their mental health and wellbeing.

How are staff going to look after children and young people's emotional and mental health?

Staff are expected to:

- Build relationships with children and young people that make you become somebody who can be approachable and supportive
- Raise any non-urgent extra support needs or concerns to the designated safeguarding officers or with the welfare and safeguarding team
- Acknowledge with children and young people that it's ok to ask for help if they need it
- Educate children and young people that it's ok not to be ok
- Encourage them to share their thoughts and feelings with you
- Don't treat them any differently to others just because they may have an ongoing welfare or mental health issue.

How do I raise a concern about a child or young person?

Staff must use the procedures that are in place within the Academy to recognise and acknowledge those in need of support, these are:

- Reporting all your welfare and safeguarding concerns to the safeguarding staff
- Recording any concerns or incidents on the Toot-Toot system
- Talk with parents and staff when necessary to keep lines of communication open
- Refer to internal or external support where necessary as listed in this document



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How do I support a player who I have concerns about?

The academy staff will use the CLASS matrix.

- C Communicate**
It's good to talk, find out how you can help and what the child or young person needs.
- L Listen**
Get the facts, don't give opinions, just listening is sometimes all someone needs from you
- A Assess**
Why are you concerned about the child or young person? And what do you think you should do with your concerns?
- S Support**
Reassure, acknowledge how hard it must have been to share, offer support and confidentiality
- S Signpost**
Refer the young person to the welfare and safeguarding team who can help further support them.

What will the club do to support a child or young person once I've raised concern?

The clubs safeguarding staff will acknowledge any referral made on Toot-Toot and the following steps will be taken:

- We will review all the information given
- All wellbeing and player care concerns will be reviewed by the Senior Safeguarding Manager
- All mental health concerns will be reviewed by the Senior Safeguarding Manager and suitable sign posting will be made.

The club have access to the following support for all children and young people in our academy:

- An independent mentor/listener
- Qualified councillors who can see players outside of the academy
- A psychologist
- Sporting Chance councillors are available for any players registered with the PFA
- Access to the Club Doctor at any time that staff feel concerned about a player's health



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How do I record concerns I have?

The Club's safeguarding policy gives details around how to record a concern, but all Academy staff have access to the Toot-Toot safeguarding recording system.

If you cannot access Toot-Toot, then speak to the Senior Safeguarding Manager or any DSO who can access it on your behalf.

Follow up with an e mail to the Senior Safeguarding Manager

What are the club doing to improve mental health and wellbeing for children and young people in the Academy?

Wellbeing team

The club now have a number of Designated Safeguarding Officers across the Academy in all departments, each can communicate with the Senior Safeguarding Manager and can discuss any issues or concerns they may have for players.

Player Voice

Each age group has 2 players from each to represent them to raise any concerns or worries that they have, the group will meet regularly, and the welfare and safeguarding leads will ensure that they feel empowered to voice any concerns

Parent / guardian voice

Each age group is represented by parents and guardians who attend quarterly meetings with the head of Education, the Player Care lead and the Senior Safeguarding manager. Where they will have an opportunity to raise any concerns or questions they have. Parents and guardians will be encouraged to contact the welfare or safeguarding team if they have an urgent matter that cannot wait until the next meeting.

Who can I contact?

Senior Safeguarding manager	Kim Pearce	07539122607	kim.pearce@lutontown.co.uk
Head of Education	Dale Brunton	07507 628838	dale.brunton@lutontown.co.uk
Academy Head of Coaching	Paul Benson	07709 851594	paul.benson@lutontown.co.uk
Academy Manager			
Lead coach	Adrian Forbes	07538 597602	Adrian.forbes@lutontown.co.uk
Lead Coach	Albert Bell	07963 969644	albert.bell@lutontown.co.uk
Lead coach	Paul Reed	07985 294183	paul.reed@lutontown.co.uk
Lead Coach	Ross O'Kane	07890 102955	ross.okane@lutontown.co.uk
Medical	Ollie Sharples	07444 483072	oliver.sharples@lutontown.co.uk
Psychology	Kayleigh	07805 096200	psychology@lutontown.co.uk

External support

Child line	0900 1111
NSPCC	0207 8252505
Young minds	text YM to 85258





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The Safeguarding support leaflets are given to all staff and have useful information in them about how to deal with safeguarding and welfare concerns.

The Safeguarding policy for Luton Town also details how you can support a child or young person and how a referral can be made.

Remember that no concern is a silly concern, we would rather you report something than decide not to. Remember that you are the people who spend the most time with the children and young people so you will be the person who notices any changes in their wellbeing or behaviour that may be concerning.

What might happen if I don't raise a concern?

Children and young people who need emotional support or who may be suffering from any mental health issues are vulnerable.

If you don't raise the concerns or any disclosures their wellbeing and mental health may decline further and could result in serious long-term damage.

It is your responsibility to make sure that you report any concerns or disclosures on the club's Toot-Toot system and to the Senior Safeguarding Manager, failure to do so may result in the club taking disciplinary action against you.

Date of next review: March 2023

