



Community Policy

Issue Number: 1

Review Date: July 2020

Belonging and connecting to a community or social support system is important for wellness. *The Wellness Initiative* aims to create a stronger community by focusing on wellness through its work with individuals, the Australian community and in organisations. *The Wellness Initiative* also prioritises this value for its staff.

Governance

The Wellness Initiative aims to create a governance structure that promotes a healthy community vibe for its staff. An emphasis is placed on each staff member having a voice and being able to provide feedback and input, no matter where on the structure that they are.

Safety as a Priority

The Wellness Initiative acknowledges that an important part of building a community is creating a safe environment for participants and staff to flourish. It is important for all staff and participants to understand safety and risk management processes, and for this to be a priority of the social enterprise.

Prevention as a Key to Wellness

The Wellness Initiative values the importance of supporting its staff with the appropriate structures that match the nature of their role. It is also acknowledged that the best wellness programs for staff have the strongest support structures in place to work on preventing unnecessary stress.

Each staff member will have access to mentoring/supervision, regular group meetings and a strong feedback and complaints process to ensure they feel safe and well in the work that they do.

Community as the Office

The Wellness Initiative aims to support participants to feel more confident and comfortable in the community they live in, so the aim is that each support will take place in that community. Each meeting place will be checked for accessibility, safety and a positive vibe. If a participant initially feels more comfortable meeting in their home, this can be discussed with staff members, but *The Wellness Initiative* will always encourage to meet participants in the community.

Strong Support Systems

The Wellness Initiative understands the importance and connection a participant has with the natural support system around them and encourages participants to involve their family, friends and other service providers to become involved in the support in some shape or form. With consent, all staff will aim to make a connection with the

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significant people in a participant's life and allow them the opportunity to provide feedback and involvement with *The Wellness Initiative*, as well as aim to work collaboratively.

It is also acknowledged that having strong supporters in life is a key concept to recovery and *The Wellness Initiative* aims to support participants to find those people in their community, if they have not already done so.

The Wellness Initiative also understands that by providing unpaid care and support to a loved one experiencing mental health distress can have a negative impact on one's own mental health, thus the aim is to also promote wellness and selfcare to those supports around each participant.

Relevant Documentation

National Mental Health Standards – Standard 1: Rights and Responsibilities

National Mental Health Standards – Standard 2: Safety

National Mental Health Standards – Standard 3: Consumer and Carer Participation

National Mental Health Standards – Standard 7: Carers

National Mental Health Standards – Standard 8: Governance, Leadership and Management

National Mental Health Standards – Standard 9: Integration

National Mental Health Standards – Standard 10: Delivery of Care

NDIS Practice Standard: Governance and Operational Management

NDIS Practice Standard: Risk Management

NDIS Practice Standard: Quality Management

NDIS Practice Standard: Incident Management

NDIS Practice Standard: Human Resource Management

NDIS Practice Standard: Safe Environment