

Mental Health Consultancy Award

Winner

DOCIA sport

This category recognises a team or body who make it their focus to raise awareness of duty of care in the workplace, often using personal or first-hand experience as a benchmark



DOCIA sport stands for 'Duty of Care in Action sport' and is an initiative set up to offer advice, support and guidance on all aspects of duty of care in the sport sector. DOCIA sport teams up with clients to identify troublespots and build on strengths within organisations. Administrators, coaches and students work together in order to address mental health in sport, and facilitate growth and development.

This dynamic initiative was the brainchild of Leadership coach and former CEO of the British Athletes Commission (BAC) Ian Braid, who founded it having come close to burnout himself in his ruthlessly busy role. Working regular ten-hour days, picking up the phone at weekends and being permanently on call to high-profile athletes

and executives – gave him little time for mental wellbeing. Ian eventually chose to leave his BAC job because of his health, but had soon set about creating a new working initiative with mental wellbeing at the core of the ethos.

DOCIA sport now offers advice, support and guidance on all aspects of duty of care to the sport sector. Ian delivers keynote speeches and lectures, and is called on to review the effectiveness of relevant policies and processes for business in the sector, and run workshops on duty of care, focusing on wellbeing, self-awareness and ownership. He's also a Mental Health First Aid instructor and has worked with MFHA England to create a bespoke course for sport, using case studies from various jobholders to demonstrate experience.

Achievements

The DOCIA sport's mantra is 'Who is looking after the people looking after the people?', and several case studies perfectly illustrate the benefits of the campaign, as well as Ian's involvement.

As a result of his work on the Duty of Care in Sport review led by Baroness Tanni Grey-Thompson, Ian was approached by Professor Andy Smith, Professor of Sport and Physical Activity at Edge Hill University, to help create the first ever survey of duty of care to the UK workforce in sport. The survey initiated responses from coaches, officials and administrators, and has been supported and promoted by the Sport and Recreation Alliance and the charity Mind.

As a result of the survey, Ian has helped UK Coaching deliver workshops and presentations that have led to initiatives to seek better advice, support and guidance for coaches at all levels, especially with regard to their mental health.

Ian has been recognised for his work by being made an inaugural member of the InsideOut Leaderboard for challenging the stigma of poor mental health, and is also a Fellow of the Mental Health Collective. He has been asked to sit on the Legacy Committee of the Rugby League World Cup as the programme focuses on mental health. Ian recognises that the renewed sense of purpose brought about by his initiatives has contributed significantly to his own continued wellbeing. ■

Judges' comments

● A combination of personal experience and passion, research skills and a solid academic partnership make this case study a compelling one.

● The entrant is innovative and pioneering, and totally understands his market.

● There is a clear purpose, design and approach to driving innovation in this space.

→ Business Mental Wellbeing
Business Mental Wellbeing

→ Oakwood Training
Oakwood Training

→ Softer Success
Softer Success