



College of  
Policing

[college.police.uk](http://college.police.uk)

BetterEvidence<sup>™</sup>  
for BetterPolicing

# Working Together for a Safer World

Dr Ian Hesketh, College of Policing

# Introduction

On 11<sup>th</sup> July, 2017 the Home Secretary announced that a grant of £7.5 million from the Police Transformation Fund (PTF) was being made to the College of Policing (the College). This grant would be over 3 years and used to address welfare provision within Policing across England and Wales.



High degree of passion



Many different thoughts and perspectives



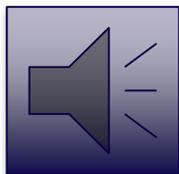
A plethora of information of varying quality



Questions asked, answered, unknown, across a range of issues and many more to come



Many approaches and routes we can take



Listening, engaging, challenging, reframing, understanding .....



*Paul Farmer*

*Dennis Stevenson*



## Executive summary

The Prime Minister announced on 9 January 2017 that she was asking us to carry out an independent review into how employers can better support all individuals currently in employment including those with mental ill health or poor well-being to remain in and thrive through work.

“ Many employers are already creating healthy, inclusive workplaces, but more needs to be done so that employers provide the support needed for employees with mental health conditions. ”

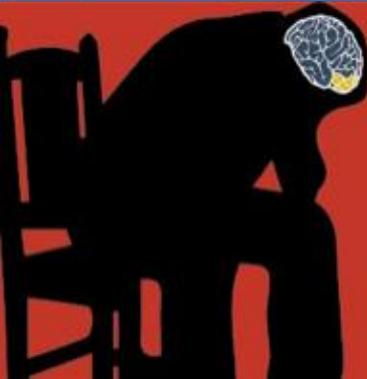
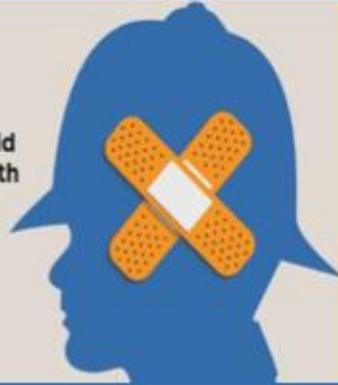
Prime Minister Theresa May, January 2017



**Anxiety**  
**42%**  
**Depression**  
**37%**  
were the two most common reasons  
Police Officers and Staff have taken a  
week or more off work in the  
**past 5 years**



**43%**  
of respondents said they would  
take time off for a mental health  
issue compared to  
**21%**  
for a physical assault



**16%**  
of police officers and staff have taken a  
week or more off work in the **past 5 years**  
due to **PTSD**

**10,987**

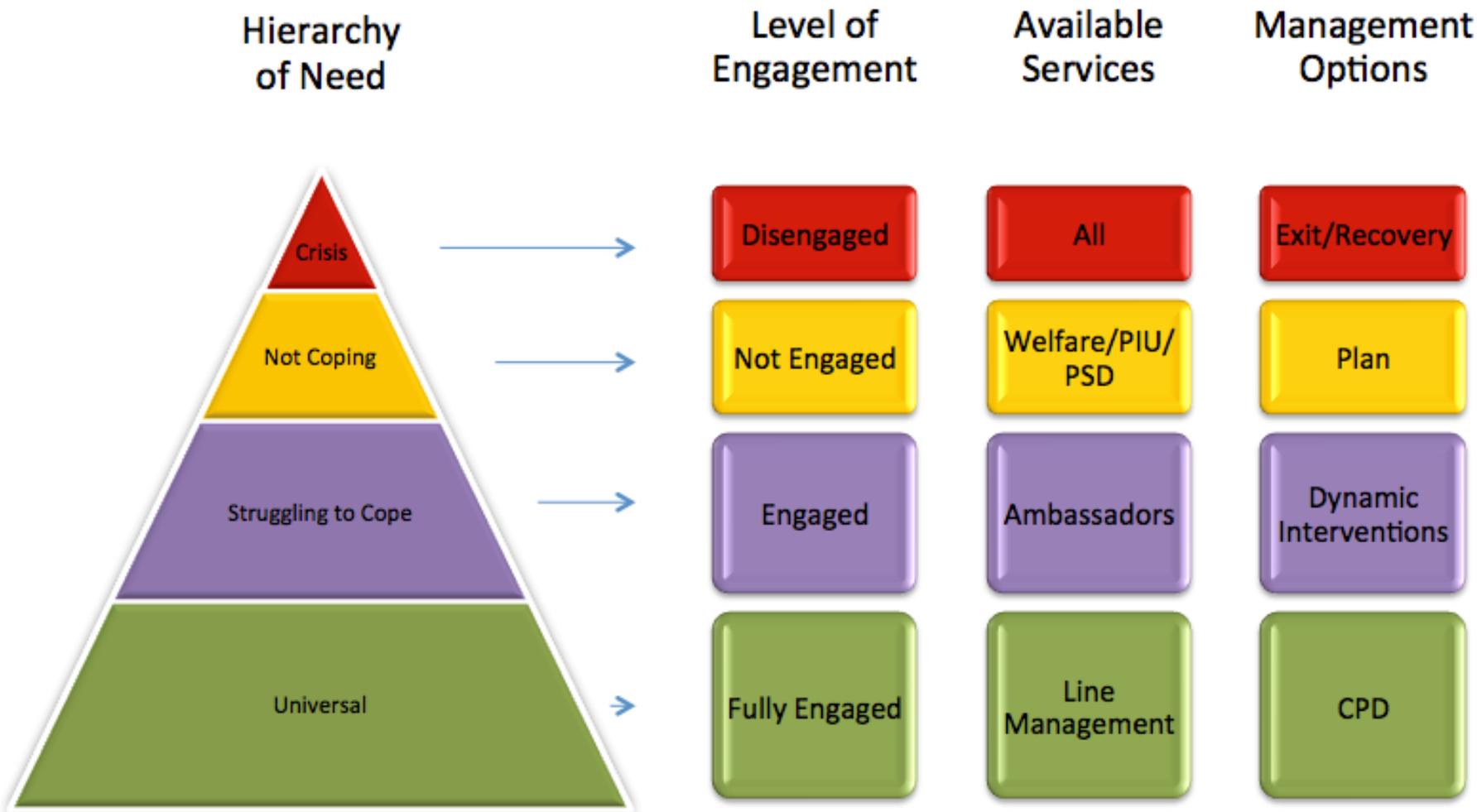
**UK Serving Police  
Officers and Staff took  
part in our research.**





- 
- 66% of officers indicated that their workload was too high
  - 67% disagreed or strongly disagreed that they were able to meet conflicting demands
  - 67% agreed or strongly agreed that that they often had to work in crisis mode trying to do too much too quickly
  - 53% of officers reported that were 'Never' or 'Rarely' able to take their full rest break entitlement
  - 80% of respondents experienced feelings of stress, low mood, anxiety, or other mental health and wellbeing difficulties
  - Nine out of ten (92%) of these indicated that their psychological difficulties had been caused or made worse by work
  - Only 21% of line managers had received training on supporting colleagues who have disclosed a mental health or wellbeing difficulty
  - 42% of respondents reported that they were 'Poorly' or 'Very poorly' supported by the police service
  - The majority of respondents (59%) have used holiday or rest days to take time off due to the state of their physical health

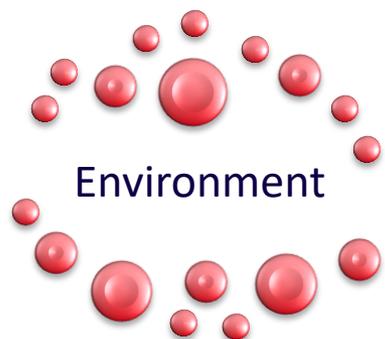
# General Analysis, Intervention and Need (GAIN)



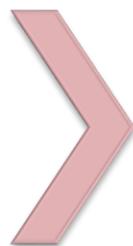
## Identifying Needs...



# Key Facets of Wellbeing

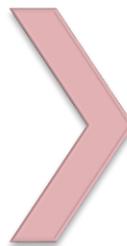


Creating an environment in which all employees can lead a meaningful and purposeful life.



Leadership

Knowing enough about your staff to be able to recognise when things are not right, and to have the skills to intervene both quickly and effectively



Resilience

The ability to cope with adversity, and to be able to 'bounce back'. Being able to deal with the stressors of every day life.



Employee Wellbeing

- Psychological
- Physiological
- Sociological
- Financial



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## PHE Behavioural Insights Team & BPS



Public Health  
England

## Examples:

Self-control is the ability to overcome urges, emotions and suppress unwanted thoughts and impulses and resist temptation

Self-regulatory resources can be thought of as a **'moral' muscle** allowing people to overcome their impulses and urges and consider the consequences of their actions

When depletion of self-regulatory resources occurs people fail to recognise the moral implications of their actions and become **morally disengaged**

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# Committed to improving our public services

Showing a commitment to the health of our public services workforce, to support and to raise awareness about health and wellbeing.



0 Comments

## Element 1:

A **national landscape review** led by Chief Constable Andy Rhodes. Every force has started to self-assess their Wellbeing approaches using the College's Blue Light Framework within Oscar Kilo. The Landscape Review will develop the case for a whole system model of care in the form of a national mental health strategy for policing.

## Element 2:

Evaluating **two existing wellbeing provisions in Hampshire and Avon and Somerset**. These two forces have existing Wellbeing Services about which the Home Office and other key stakeholders are keen to learn more. The College will support the forces to capture the evidence about what works well and to evaluate the services.

## Testing in four forces:

**Psychological Screening** – developing and supporting managers and leaders, enhancing their knowledge, confidence and capability to effectively manage wellbeing and be positive role models – **Lincolnshire**

**Physical Wellbeing** – supporting officers and staff to manage their physical wellbeing, building positive and enabling behaviours and to adopt healthier lifestyles – **South Wales**

**Trauma, Exposure and Post Incident Models** – building on the learning and reflections of recent serious terrorist incidents – **MPS**

**Peer Support Models** – focused on supporting police officers and staff, such as those in response, neighbourhoods, contact management and control rooms. The aim is to benefit the large numbers of people in policing who are exposed to regular work which, over time can have a negative and accumulative impact on them as individuals and within teams - **Northamptonshire**