

Your Wellbeing Matters



Psychological | Physical | Financial | Social

Your Wellbeing Matters



“The biggest asset your organisation has is its people; the biggest asset they have is their health and wellbeing – *so it makes good business sense to look after it*”.

Investors in People



[VIDEO CLIP - Our People - The National Beat](#)

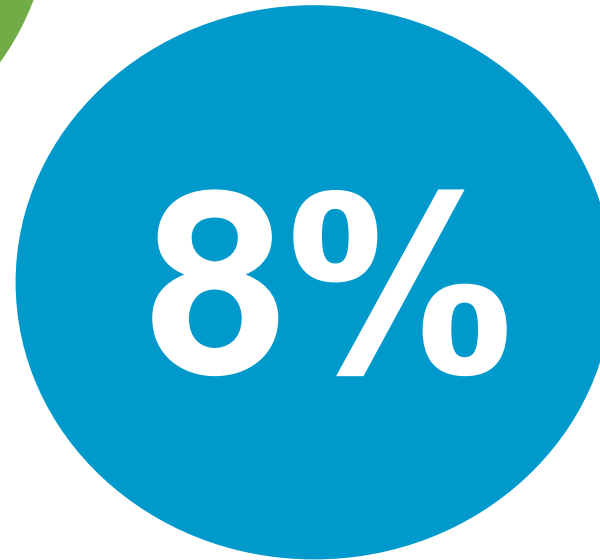
Police Scotland

- Single Force Created on 1st April 2013
- Transformation from 8 Forces to 1
- 8 Different Occupational Health models
- 8 Different Approaches to Health and Wellbeing
- Becoming the UK's second largest Police Force employing 17500 officers and 5000 staff



Officer and Staff Survey

In 2015 'Your Survey' was completed by 11,796 Officers and Staff. This equated to over 50% of the organisation

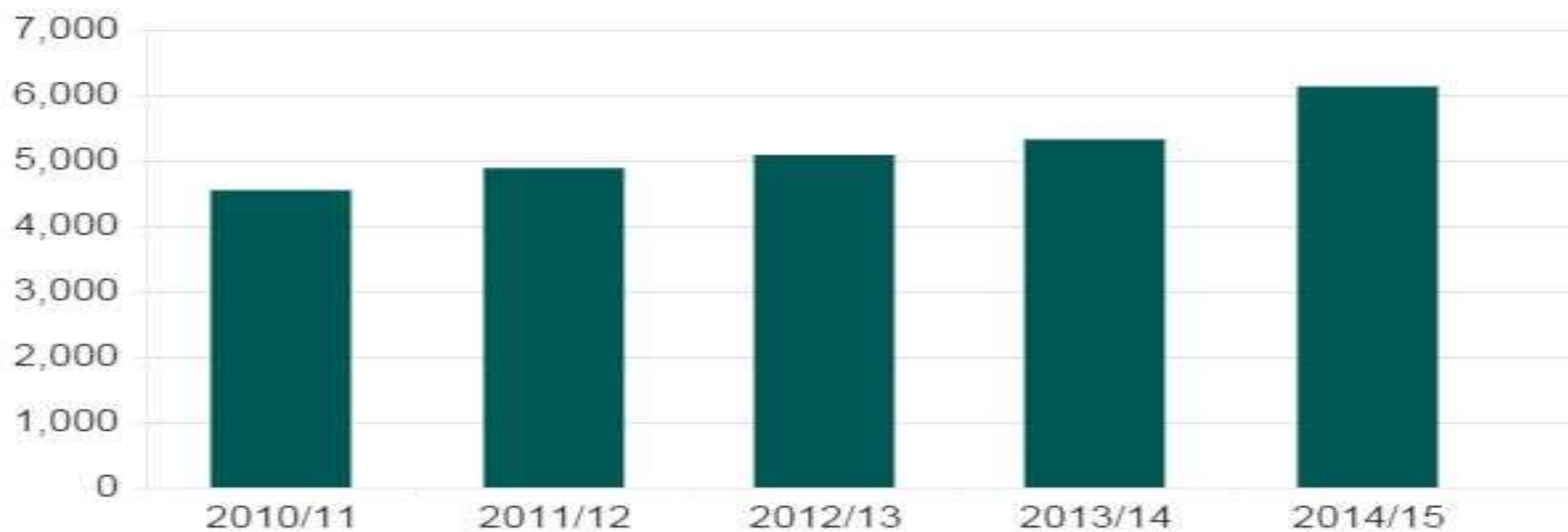


Just 8% of all respondents believed that the organisation was genuinely interested in the wellbeing of its people

Mental Health in Policing

Police employees on sick leave due to psychological reasons

■ Total number of police officers and staff



Source: Freedom of Information request

BBC

Your Wellbeing Matters



Wellbeing Programme Design - a vision and strategy to reach the whole workforce. Incorporating physical, financial, social and psychological wellbeing.

Intelligence and Learning - research and partnership working to inform planned activities while embedding monitoring processes to assess impact.

Communication and Engagement - enhanced by a strong health and wellbeing brand, senior management advocacy and a network of wellbeing champions.



SCOTTISH POLICE
AUTHORITY



Strategic Wellbeing Statement

Our Wellbeing Aim – To promote and embed an inclusive approach to Health and Wellbeing within Police Scotland to ensure that our Officers and Staff feel informed, valued and supported.

Strategic Wellbeing Statement



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Our Objectives

To embed a culture where the management and promotion of health and wellbeing are integrated into all aspects of the organisation.

Objective

1[#]

To create a safe, positive and healthy working environment for all officers and staff.

Objective

2[#]

To equip managers with effective, informative and practical policies, procedures and guidance to support officer and staff wellbeing.

Objective

3[#]

Promoting Support

**Police
Mutual**

 **OPTIMA
HEALTH**

 **Scottish Police**
CREDIT UNION Limited



The Police Treatment Centres

**Police
Care^{UK}**

**Staff
Associations**

TRIM
Trauma Risk Management

my**iprs**health.com 

**Scottish Police
Benevolent Fund**
The Scottish Police Charity

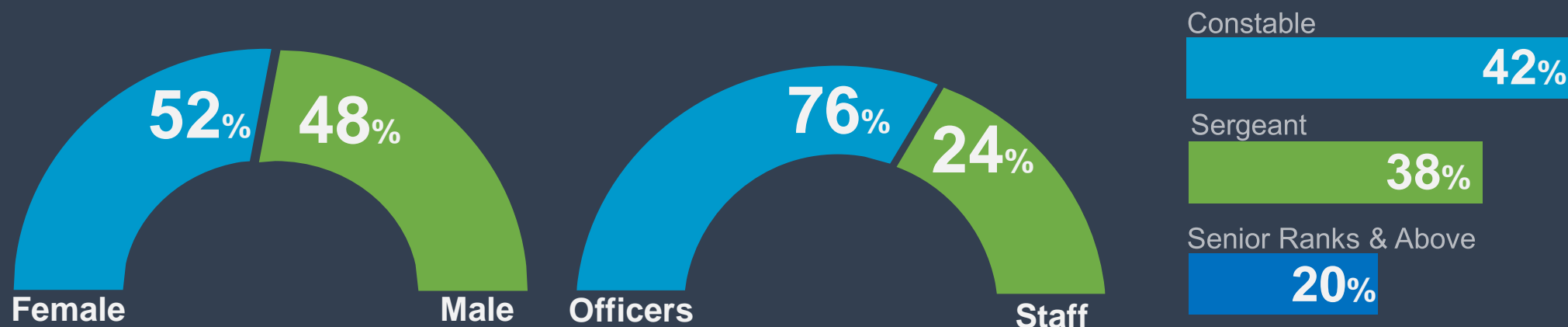
 **Scottish Police
Disability & Carers
Association**
Supporting Disability & Caring for Carers

help
employee
assistance

**Access
to
Work**

Wellbeing Champions

- 200 Champions across the organisation



- 2.5 days training, including Scottish Mental Health First Aid Training
- Signpost Officers and Staff to the most appropriate support available
- Champions Charter developed to outline the key features of the role and set boundaries

Raising Awareness of Support Services



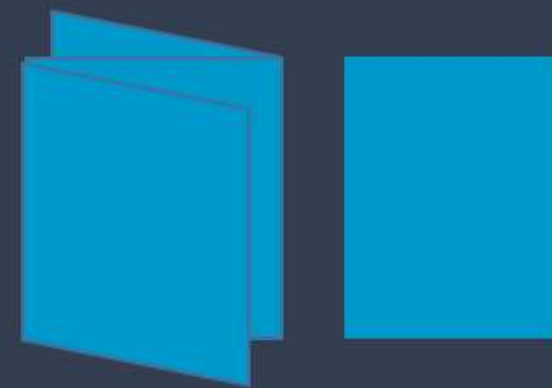
Revised
Wellbeing
Intranet Site



Wellbeing
Mobile Site



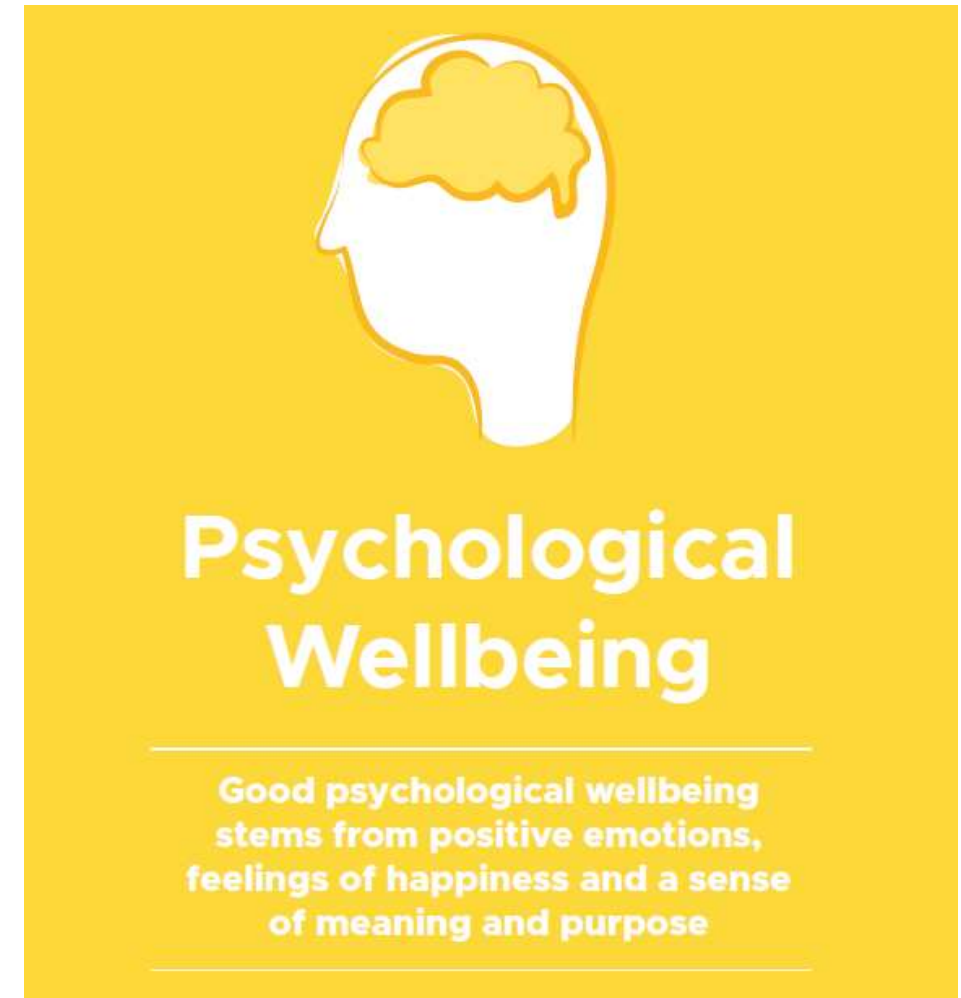
Organisation
wide network
of wellbeing
champions



Z-card,
posters and
publications

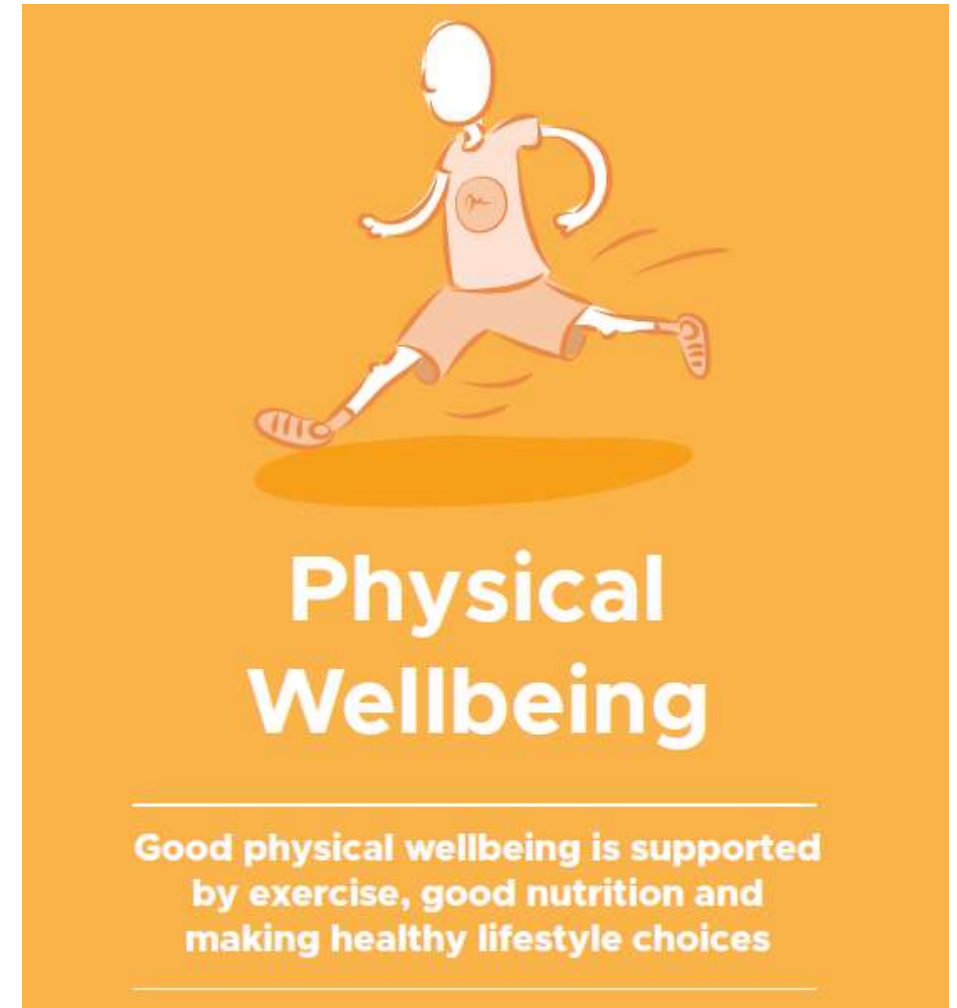
Psychological Wellbeing

- Employee Assistance Programme
- Annual Resilience Assessment
- TRiM
- Training
- Awareness Raising
- Mental Health First Aid



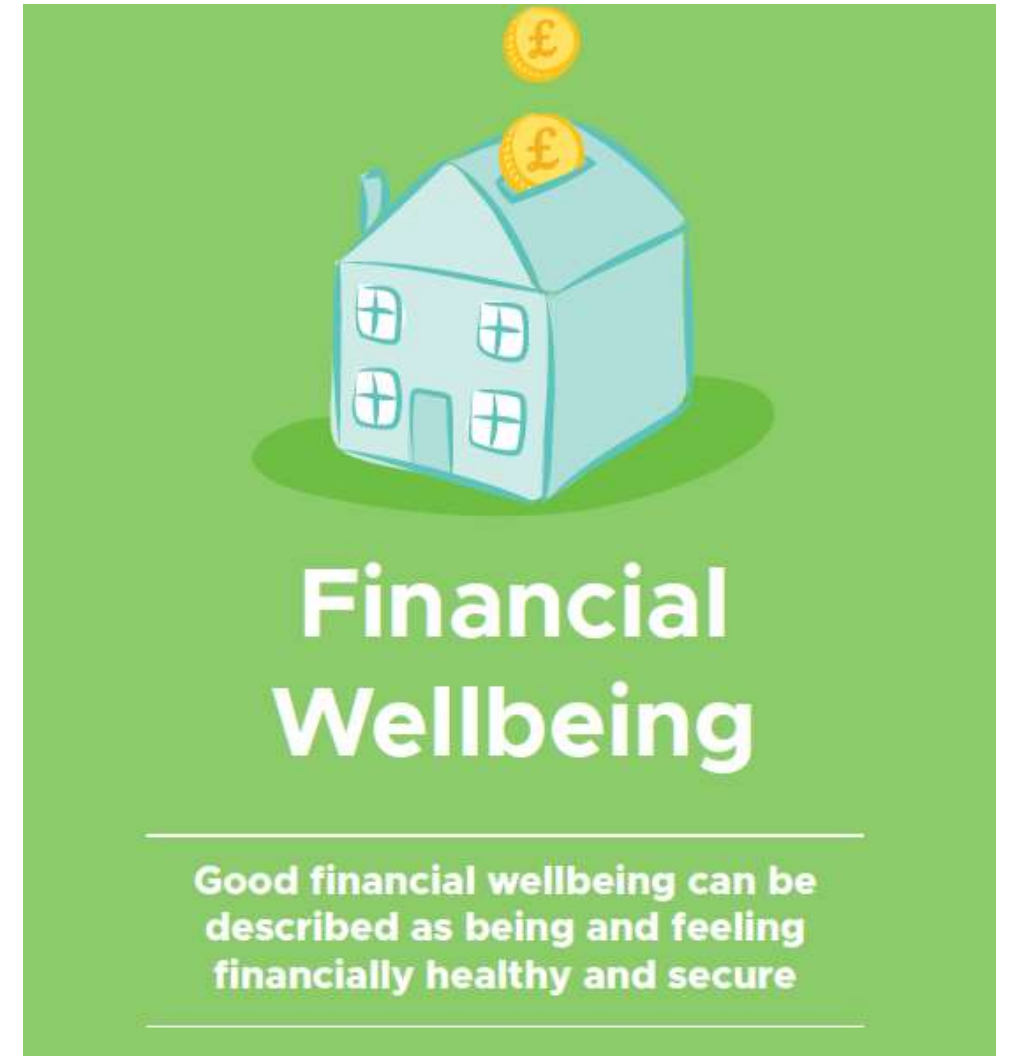
Physical Wellbeing

- 90 Gyms Across the Police Estate
- Specialist Medical Assessment
- Vaccination Programmes
- Physiotherapy
- Awareness Raising
- Accident Prevention



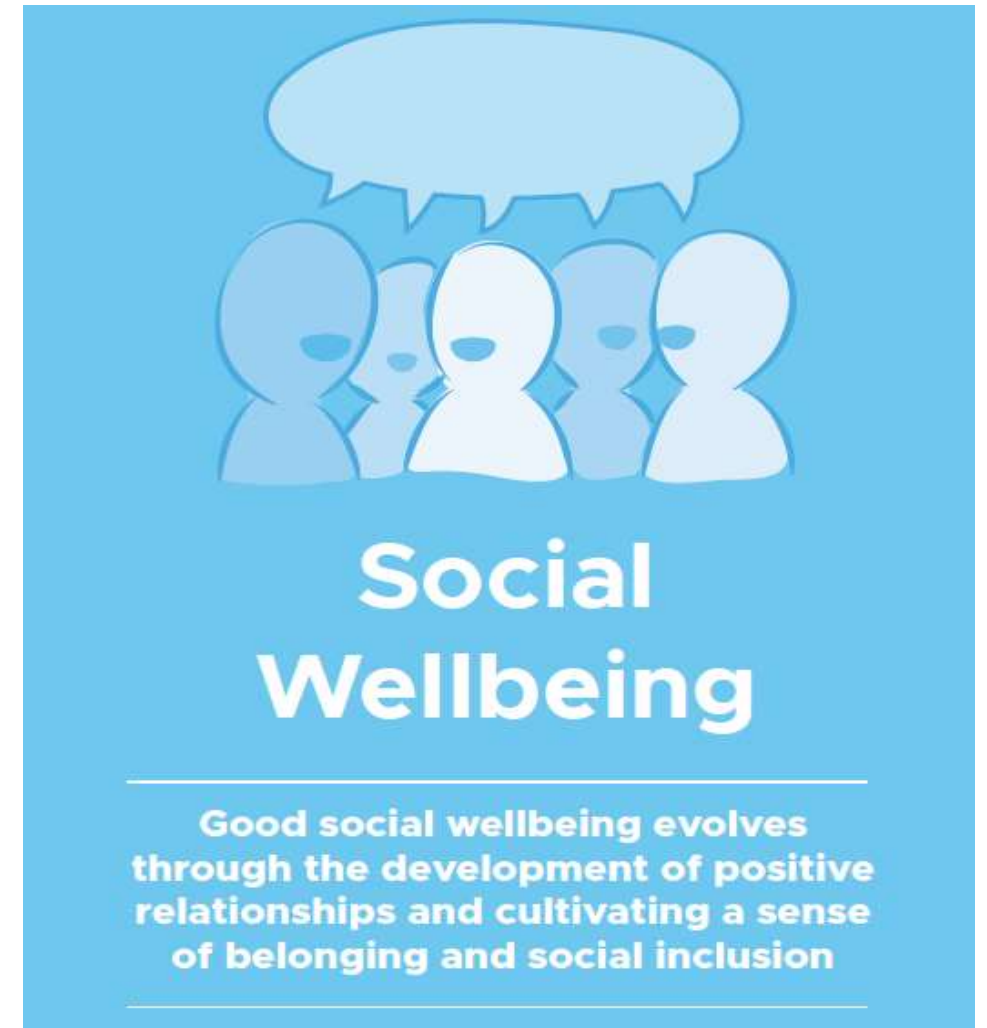
Financial Wellbeing

- Financial Education
- Scottish Police Credit Union
- Police Mutual
- SPRA – Savings and Discounts
- Awareness Raising
- Anti-Corruption Unit



Social Wellbeing

- Wellbeing Champions Network
- Statutory Staff Associations
- Diversity Staff Associations
- Local and National Events
- Forums and Surveys



The Lifelines Tri-Service Proposal

“Essential for those working in the front line of response & recovery”

First responder on Lifelines Scotland



Understanding Psychological Risk

- Policing can involve exposure to violent and traumatic events which may generate an increased risk of developing mental health problems.
- Frequency - Studies have identified higher PTSD symptoms in officers and staff with frequent exposure to abuse and violence.
- An improved understanding of the role of police-specific trauma in developing mental health conditions is vital in high-risk occupational groups.
- The impact of non-work factors, such as traumatic life events or family and financial pressures, can further compound the pressures experienced in the workplace.

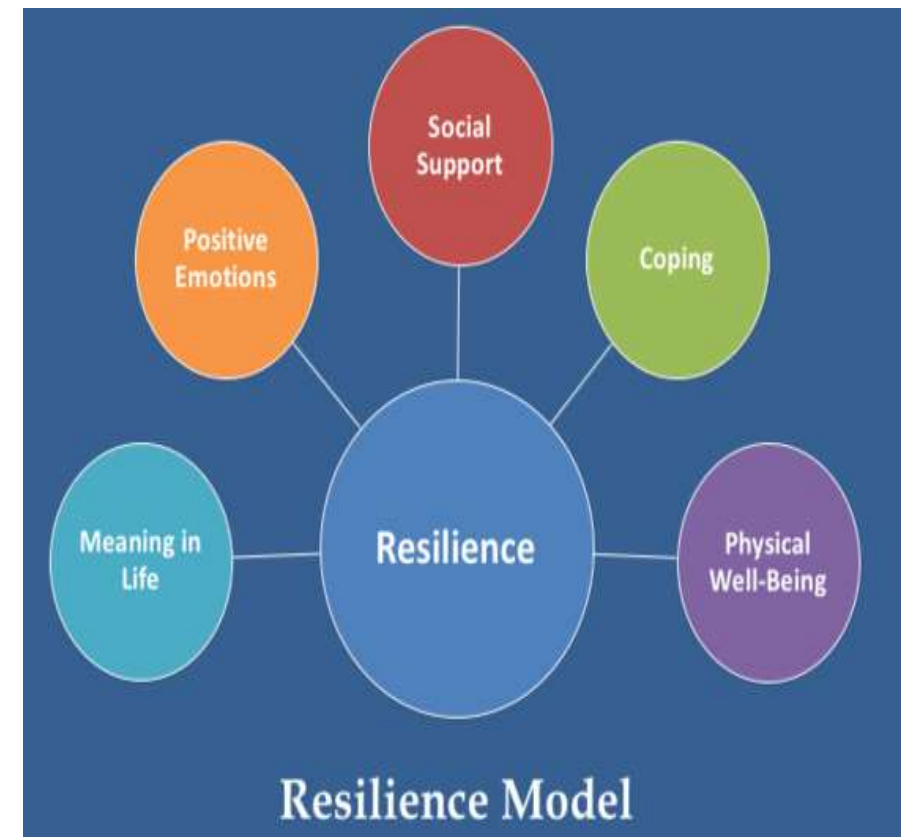
Understanding Psychological Risk

Everyone you meet
is fighting a battle
you know nothing
about.



What is Resilience?

- Resilience is our ability to recover from the stress we encounter.
- Understanding the **PROTECTIVE** and **RISK** factors of policing roles can help our people to take care of themselves and one another.
- **PROTECTIVE FACTORS** are things that people value in their role & that can help keep them well:
 - ✓ Pride and confidence in doing a good job
 - ✓ Trust in the skills of colleagues
 - ✓ Preparation and training
 - ✓ Feeling valued and respected
 - ✓ Communication, teamwork and humour
- **RISK FACTORS** are the more challenging aspects of Policing:
 - ❖ Demands on time and disruption to personal/family life
 - ❖ Exposure to traumatic incidents
 - ❖ Feeling isolated or unsupported
 - ❖ Inability to detach - identify with victims
 - ❖ Not able to talk about what's happened
 - ❖ Feeling blamed or undermined



Minimising the Risk

- **SELF AWARENESS** - understand your own levels of resilience
- **TALK** - Social and emotional support is vitally important in helping us stay well.
- **KEEP ACTIVE** - Exercise is a good stress buster.
- **LEARN TO RELAX** – This takes practice but helps us feel better and think more clearly.
- **STRESS CHECK** - Stress is part of everyday life but high levels over long periods can be harmful.
- **KNOW YOUR TEAMS** – make it ok to talk and be open. Leadership is key
- **UNDERSTAND** – Levels of resilience differ - make it ok to ask for help
- **SUPPORT** - You are not alone. Use the support services available to you

What do You Think You Could do Differently ?

- Its not just about the **BIG** things
- Empowerment, agile thinking and innovation
- Localism
- Key role of line managers



Thank You For Listening

Any Questions?

Contact Us: healthandwellbeing@scotland.pnn.police.uk