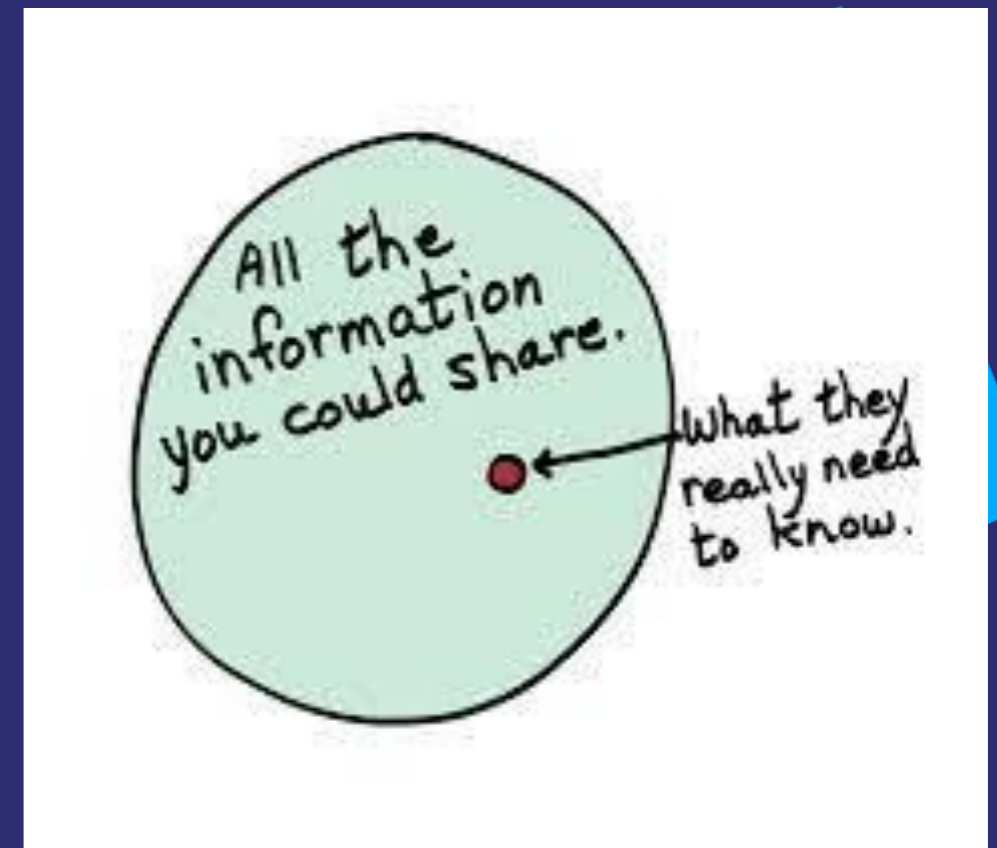
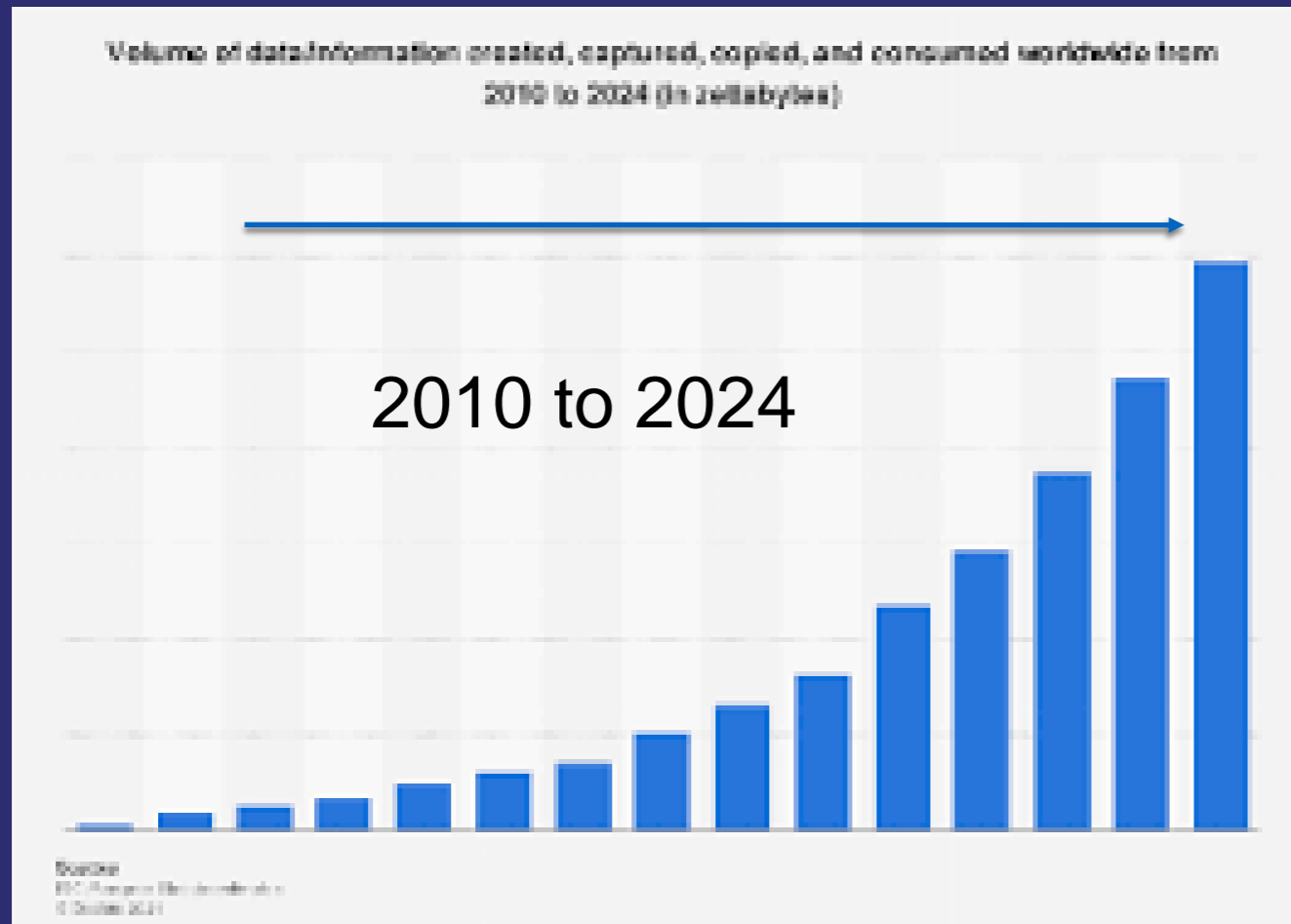


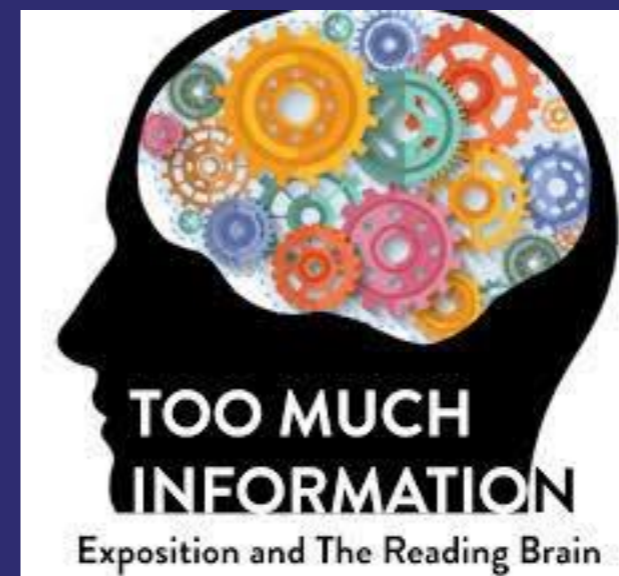
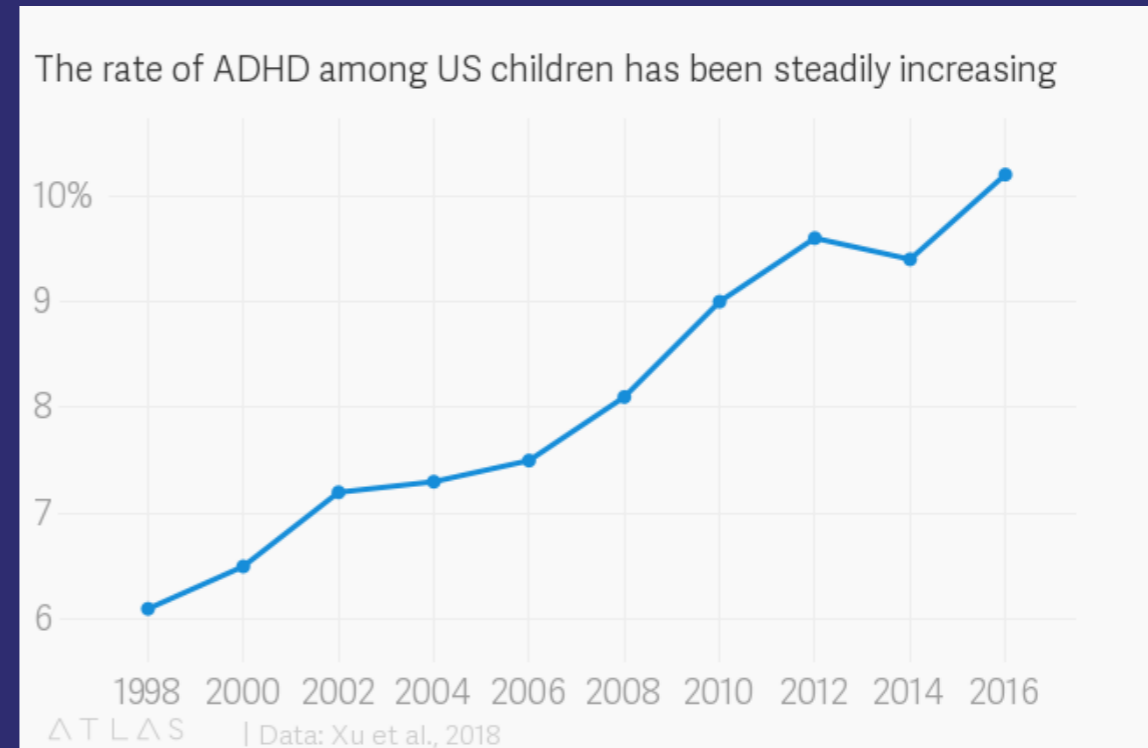
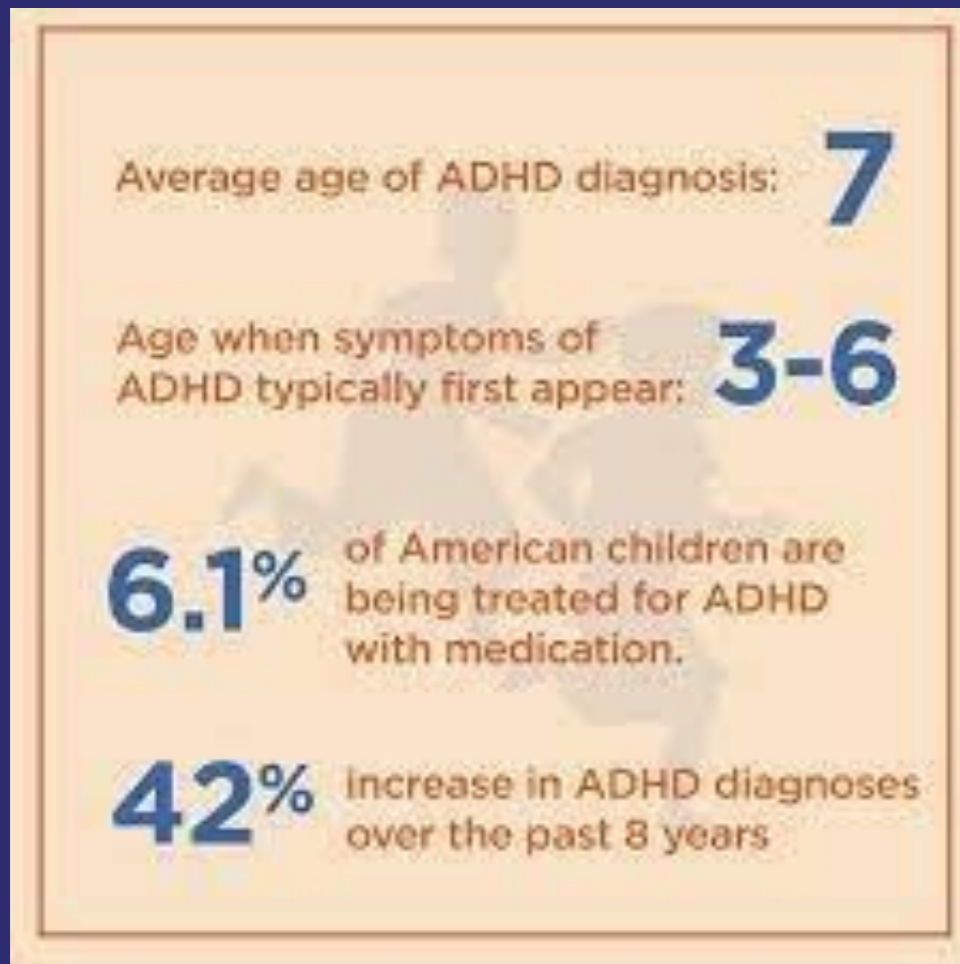


Andy Rhodes QPM
Director National
Police Wellbeing
Service

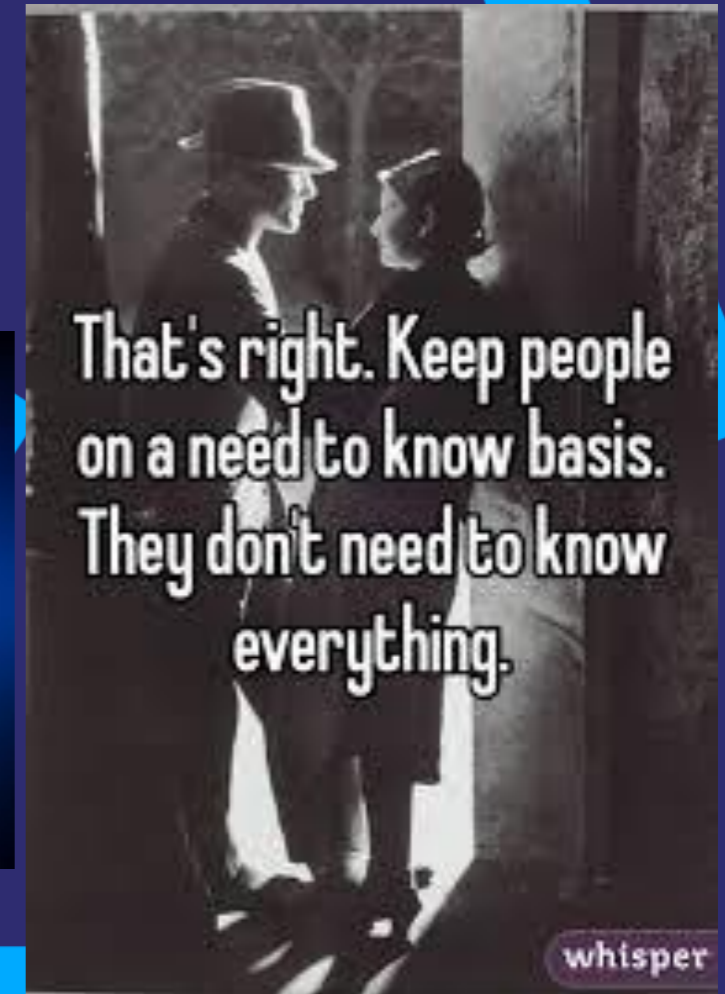
DATA ACCOUNTABILITY & RISK AVERSION







HOW DO WE GET OUT OF THIS ...SAFELY?





The 10 ACE Categories from the Kaiser Study:

| ABUSE | | | NEGLECT | |
|-----------------------|----------------------------|---------------------------------|-------------------------------|------------------------------------|
| Physical | Emotional | Sexual | Physical | Emotional |
| HOUSEHOLD DYSFUNCTION | | | | |
| Domestic Violence | Parental Incarceration | Mental Illness in Household | Household Substance Abuse | Parental Separation or Divorce |

"It has helped me reflect on how I interact with children, young people and families. The language that we all use and how we can be more child friendly when recording."

Feedback: Fylde and Wyre Social Work pilot - Working Towards a Trauma Informed Lancashire

"I can't wait for this to be rolled out across the workforce."

Feedback: Multi-agency 'How To' session





**A DAY IN
THE LIFE OF
HR**


**KEEP
CALM
WE
ARE THE
BOSSSES**



**"My last comment appeared to invite feedback.
Do not be fooled."**

**Learning &
Development**



Main Findings



Police service

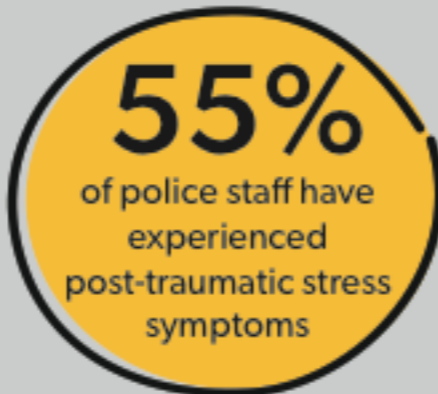
Thanks to everyone who took the time to complete this survey



The ability to switch off and recharge energy outside of work was found to have improved since the last survey for both officers and staff



There has been a decrease in police officers feeling valued by the public



Police officer sleep quality has improved in the last year



Both officers and staff both reported feeling more valued by their force than they did in 2019



Job satisfaction has remained moderately high for police officers and high for police staff



On average police officers and staff feel highly valued by co-workers

Average levels of physical wellbeing have declined in both officers and staff



SHAMELESS PLUG



The National Police Wellbeing Service is here for you – We have lots of things that you can access directly to support yourself, and even more that you can access through your organisation...

ACCESS YOURSELF

- Online webinars to help with fatigue and build your resilience
- Online mindfulness training (MindFit Cop)
- Wellbeing news, real-life stories and experiences
- Wellbeing Podcasts - 'Keeping the Peace'
- Self-care tips and advice
- Physical fitness videos (coming soon)
- Awareness and Self Care campaigns and marketing materials
- Downloadable resources like posters, videos and animations
- Signposts to other helpful resources and services

ACCESS THROUGH YOUR FORCE

- Emergency Services Trauma Intervention Programme (ESTIP) to support officers and staff who have been impacted by trauma.
- Psychological Risk Assessments model and training for Occupational Health (OH) staff to carry out Structured Interviews.
- Occupational Health Foundation Standards.
- The wellbeing vans – book one of our vans to take wellbeing services out to all of your stations and bases.
- The wellbeing dogs – speak to us about bringing a wellbeing dog to your force
- Peer Support and 'Demobilising and Diffusing' training – nominate people from your force to become fully trained Oscar Kilo Peer Supporters.
- Supervisor and leadership wellbeing tool and resilience training

WE ALSO PROVIDE

- Wellbeing and OH Practitioner community – share ideas and best practice, learn from other forces about what is working for them (and what's not).
- Regional capability building workshops for wellbeing and OH practitioners
- Online events
- Annual Conference and Oscar Kilo Awards.



**To find out more, visit oscar kilo.org.uk,
or follow us on Twitter @OscarKiloUK**

 **The National Police
Wellbeing Service**



