**Pause Point**



**Time to Reflect During Challenging Times**

**What is it?**

Pause Point is a structured support system that ensures regular and meaningful periods of reflection intended to help maintain your wellbeing and good mental health. This system recognises the challenges and trauma that you are exposed to within your daily work and seeks to meet your needs to enable you to stay healthy and thrive in a challenging environment. It is normal to have emotional and psychological responses to adverse events, and we recognise the need to support our staff in navigating these challenges and ensure their ongoing good health and mental wellbeing and to continue to engage with their work.

Your line manager will arrange to meet with you at regular intervals and you will have access to psychological support from a qualified team. It is recognised that your work is challenging and involves managing high risk as a matter of routine. It is vital that your wellbeing is prioritised to be able to cope with the traumas you encounter. Pause Point allows you to reflect on how you are, ensures that the right help and support is in place when you need it, and if necessary, allows you to take a step back or pause in your role to ensure your wellbeing is supported and prioritised.

**Who can access it?**

This scheme is open to all operational and non-operational officers and staff regardless of role or rank.

**How does it work?**

Prior to joining the department, you will have had a Psychological Health appointment to ensure you are supported in a way that is right for you. This appointment is there to let us get to know you, so that we can make sure that we are doing all we can to help you stay well during your work. Thereafter, you will have a yearly appointment with a trained psychologist to check your progress. The day-to-day pressures of work, work-life balance and life events may sometimes be challenging. Pause Point aims to avoid you getting to the point at which you are overwhelmed.

Trauma-Informed Welfare Discussions with Supervisor in every 1-2-1

Step 2

At 3 months, review with first line manager to discuss any issues and support needed

Step 3

At 6 months, review with first line manager

Step 4

At 12 months, review with second line manager

Step 5

Ongoing 6 monthly reviews with first line manager

Step 6

3 year review with second line manager to consider continued resilience for role

Step 1

Pre join interview to assess resilience for role

Each supervisor will be trained in reflective practice and techniques to support their staff, to ensure Pause Point review meetings are effective.

Reviews will remain confidential and be stored onto an individual’s Occupational Health Record, access will only be granted with the individual’s consent.

If, through Pause Point reviews and/or a psychological assessment it is identified that an individual would benefit from a pause in their role, a bespoke plan will be created that meets their needs. This plan will include access to the right help and support, consideration of work-life balance and which role would be best suited to pause into for a period of time to ensure the individual continues to thrive. It is important to stress that a ‘pause’ would be with mutual agreement; for example, an individual may feel that an attachment to a different role for a short period would give them some much needed respite and perspective to help them return to their substantive role. During this ‘pause’ the individual will have the opportunity to keep in touch with their team and will have ongoing check-ins with their supervisor. Similarly, an individual may wish to remain with their team and have a period of time in which they have a reduced workload, or a ‘pause’ in being allocated new cases. Each individual will have the opportunity to discuss how they feel they would like to pause in a manner that best helps them and their situation.

It should be noted that while Pause Point has dedicated review steps, you will have regular opportunities for informal chats with your supervisor. You will also be part of a team who will support each other. It might be that you are concerned about the wellbeing of a colleague or are finding your workload is becoming unmanageable. You should raise such issues straight away so that appropriate support can be given. Don’t wait for things to become too much, no one needs to struggle.