

Meeting	SPA People Committee
Date	31 August 2022
Location	Video Conference
Title of Paper	Wellbeing Report Q1 2022/23
Presented By	Jude Helliker, Director of People & Development Damian Shannon, Health and Wellbeing Manager
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this report is to provide a review of Q1 2022/23 wellbeing performance and activities.

Members are invited to discuss the contents of this report.

1. BACKGROUND

- 1.1 The People Strategy launched in 2018 has the wellbeing of our people embedded within the strands of the strategy. Our people's wellbeing is now being considered across all processes and activities and although much has been achieved since the launch of 'Your Wellbeing Matters' to establish core systems and support we must strive to further understand our people's needs. 'Your Wellbeing Matters' supports four key areas of wellbeing; Physical, Psychological, Social and Financial. The strategic aim of the 'Your Wellbeing Matters' programme, is to promote and embed an inclusive approach to Wellbeing within Police Scotland and the SPA, taking proactive measures and promoting good practice to ensure that our Officers and Staff feel informed, valued and supported. Below is an overview of recent activity within the health and wellbeing programme giving consideration to the areas within 'Your Wellbeing Matters'.

2. RECENT HEALTH AND WELLBEING PROGRAMME ACTIVITY

Trauma Risk Management (TRiM)

- 2.1 The focus on trauma/TRiM during Q1 has been on proactive education and awareness. Face to face awareness sessions have been provided to new SIO's, First Line Managers Operational Skills Forum, Probationer Course East, West Division Team following bereavement by suicide, CSM teams and Op Bohawn Team. This has resulted in specific and detailed trauma education and resilience sessions for 154 key officers across the organisation.
- 2.2 The TRiM evaluation has progressed well with two ongoing studies engaging both the TRiM team (assessors and coordinators) and TRiM users. The studies will reach over 450 individuals with experience of using TRiM. The analysis of the feedback is ongoing with findings shaped into recommendations which will be included as part of the wider Health and Wellbeing Evaluation and Review.
- 2.3 The TRiM team has continued to support officers and staff across many incidents but specifically a triple road fatal, the suicide of an officer, several incidents involving children and a two incidents of violence against officers.

Tri Service Health and Wellbeing Group

- 2.4 The group, which consists of health and wellbeing team members from Police Scotland, Scottish Fire and Rescue Service and Scottish

Ambulance Service, came back together in April after a number of months.

- 2.5 The group, which feeds into the Reform Collaboration Group, is a great platform for the promotion and sharing of good practice but the focus moving forward is very much around identifying opportunities for linked or joint initiatives which will promote and embed an inclusive approach to health and wellbeing across Scotland's emergency services.
- 2.6 Emerging themes across all 3 organisations at present include, the role of peer support, the mental health at work commitments and evaluation methods and models.
Mental Health Awareness Week
- 2.7 Health and wellbeing have been working alongside Corporate Communications and PPCW on the delivery of this year's mental health week awareness campaign. The campaign, which ran from Monday 9th May until Sunday 15th May, had an overarching theme of loneliness and staff were being encouraged to take a moment to stop and think "Am I OK?" and ask colleagues "Are you OK?".
- 2.8 The content throughout the week also included key messaging around maintaining physical and mental health, dealing with stress, anxiety and panic attacks, getting a good night's sleep and supporting a colleague.
- 2.9 The core message throughout the week was that if you aren't feeling yourself, if you are feeling overwhelmed and/or you think your mental health is being affected or if you think a colleague, friend or family member is being affected by poor mental health, talking about it is a positive first step and appropriate support is available should you feel you need it.

Health and Wellbeing Learning, Training and Development

- 2.10 The Lifelines Scotland project, which has now been in place since summer 2021, has adopted a targeted approach in terms of the training delivery during Q1. Particular focus has been given to areas within Police Scotland/SPA such as Cybercrime, C3 and Forensics. The sessions have also been offered out to Wellbeing Champions, SPF and ASPs due to their crucial roles in supporting and assisting our people.
- 2.11 To date 510 officers and staff have participated in the Lifelines training, all sessions have been virtual to this point. The Lifelines

project consists of 3 modules, each of which should be completed in order, these include:

- Staying well, Understanding resilience and self-care (half day) - 342
- Supporting your colleagues (full day) - 143
- Post Trauma Support providing Psychological First Aid (full day) – 25

2.12 Some recent feedback emphasised the role of peer to peer support:

"I have really enjoyed the two lifeline courses I have been on so far, I especially found yesterday's very interesting and informative. Being put in the smaller group discussion was an insight, as (two others) had both experienced ill mental health and were open about their experiences"

2.13 The Lifelines project continues into 2022/23 with the aim of establishing a consistent approach to emergency services response in supporting those exposed to traumatic incidents. The health and wellbeing team are working with Lifelines on a delivery plan for the forthcoming year.

Health and Wellbeing Team Awareness Sessions

2.14 The health and wellbeing team have been providing a series of health and wellbeing awareness sessions to a variety of areas within the organisations. The sessions cover areas such as resilience, health and wellbeing awareness, self-care and supporting colleagues and learning difference.

2.15 There has been huge variety in those we have engaged with, which has included CJSD, analysts, MITs, Force negotiators, Family Liaison Officers (FLOs), KIT days and Sergeant Forums.

Optima Health – Occupational Health and HELP Employee Assistance Programme

2.16 The health and wellbeing team continue to work with Optima Health on service improvement, meeting with the senior management on a weekly basis. During Q1 there have been 819 Fitness for Work (FFW) management referrals made, a 10% decrease on Q4 21/22 (909).

2.17 The delivery of medicals has been a big focus during Q1 with 847 medicals delivered across FFW driver (442) and recruitment medicals (405). The marked increase on Q4 21/22 (453) is due to

the increased intake of recruits per quarter, something that health and wellbeing will continue to track into 22/33, and the need to upskill officers due to the loss of drivers through retirement.

- 2.18 Q1 22/23 has seen an uplift in the number of Hepatitis B vaccinations administered, with 126 completed during this 3 month period. This could also be linked to the recent increase in the intake of new recruits, who are all made aware of the availability of the vaccine. Given the recent media reports regarding the challenges faced by the public when seeking the Hepatitis vaccinations the health and wellbeing team will continue to work with Optima Health to ensure the supply meets demand.
- 2.19 There have been 49 Your Wellbeing Assessments delivered in Q1 22/23. Your Wellbeing Assessment is a voluntary mental health MOT which is available to officers and staff. This number (49) once again highlights the need for more support of these preventative methods and measures. Health and wellbeing will continue to adopt a targeted approach to the communications and marketing of the assessments seeking line manager and supervisor support in engagement with the assessment.
- 2.20 During Q1 22/23 there have been 470 calls to EAP with 478 issues raised. As is consistently seen officers and staff are presenting with issues largely related to personal matters (78%) but it is evident that these are intrinsically linked to work related matters (22%) and behaviours.
- 2.21 274 of the calls progressed to a Mental Health assessment with 169 (61.7%) referred to counselling support. At present the average number of counselling sessions completed by individuals sits at 4.2 sessions.

Looking to the future

- 2.22 **Progress of the Health and wellbeing programme evaluation and review** - The priority areas and framework emerging from the health and wellbeing programme evaluation and review were presented at Strategic Leadership Board (SLB) in July 2022. Proposals to progress with the development and implementation of the Health and Wellbeing Action Plan and Evaluation Structures (Stage 3 and 4) received SLB support and these activities, which aim to bring the priorities areas and framework alive, are now being progressed.

3. FINANCIAL IMPLICATIONS

- 3.1 There are financial implications associated with this paper, albeit funding has been secured, which allows for the continuation of the various ongoing projects and the further integration and mainstreaming of wellbeing across the organisation in a meaningful way.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

- 5.1 There are legal implications associated with this paper in that Police Scotland requires to be compliant with the Health & Safety at Work Act 1974. There is direct correlation between an individual's wellbeing and their working environment. We must do everything reasonably practical to provide a safe and healthy workplace for our people.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this paper in that if Police Scotland do not continue to prioritise the wellbeing of our people then staff morale and public perception may be negatively impacted.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications associated with the content of this paper.

8. COMMUNITY IMPACT

- 8.1 There are no community impact implications associated with this paper.

9. EQUALITIES IMPLICATIONS

- 9.1 Equality and Diversity is an integral consideration in all work/projects we undertake. There are, however, no additional Equality and Diversity implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environment implications associated with this paper.

RECOMMENDATIONS

Members are invited to discuss the contents of this report.