

Chief Constables' Council

Update on Workplace Wellbeing Charter

13/14th July 2016/Agenda Item: 11

Security classification: official

Disclosable under FOIA 2000: Yes

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Force/organisation: Lancashire

Date created: 20th June 2016

Coordination Committee: Workforce

Portfolio: NPCC Wellbeing & Engagement Working Group

1. Update on Workplace Wellbeing Charter and Police Dependents' Trust '1 in 4' fund

- 1.1 This paper provides an update on the service's sign up to the Workplace Wellbeing Charter (WWC) in terms of the structured support from Public Health England (PHE), the inclusion of the charter within PEEL and additional support from organisations such as the Police Dependents' Trust (PDT).

2. Public Health England support

- 2.1 PHE promote the WWC as an evidence-based, NICE approved approach to delivering wellbeing. At a previous CCC, CC Giles York presented the proposal and it was agreed that the service would sign up to the Charter as part of its response to the increased prevalence of stress, anxiety and depression. It is also a formal commitment to our people that we value their discretionary effort and the contribution this makes to our policing mission. Welsh forces are covered by a similar charter and are all signed up via that route.
- 2.2 The NPCC Wellbeing & Engagement Working Group chaired by DCC Andy Rhodes have negotiated setup funding from PHE to establish online resources that will enable forces to:
 - 1) Conduct the initial self-assessment

- 2) Access accreditation if they so wish, and
- 3) Create space for the spreading of good practice / resources.

On 8.6.16 the ACAS Executive Board agreed to be the provider of accreditation to the police service, they will be trained to do this by PHE but will charge a fee. Forces can choose to go for accreditation or not.

2.3 The WWC has been included in the PEEL assessment and HMIC have been updated on the maturity of our development towards the standards. This will be taken into account for the 2016 PEEL inspections i.e. forces will need to demonstrate they are aware of the Charter and are committed to it at this early stage (NB 'Commitment' does not require accreditation). The self-assessment will generally be positive proving that policing is already committed to providing significant support in terms of Health & Safety and identify areas for improvement around emotional psychological support. Chief Constables should be reassured that the WWC places us in a position of strength compared to other sectors whilst acknowledging we still have work to do. The areas of the charter are:

1. Alcohol and Substance Misuse
2. Healthy Eating
3. Physical Activity
4. Smoking and Tobacco
5. Mental Health
6. Health & Safety
7. Absence Management
8. Leadership

2.4 To support forces to get started with the Charter, the National Working Group have provided the following presentations, events and workshops over the last 12 months:

- Two '*Getting Started*' events, as set out in the Working Group's strategy. These were held at Portishead in Avon & Somerset and Wakefield in West Yorkshire. Both events were very well attended.
- A number of consultations and visits have been made to help support forces with Wellbeing and Engagement. These include Greater Manchester Police, PSoS, Surrey, Gwent Police, North Wales, Nottinghamshire, Devon & Cornwall, PSNI and the Isle of Man.
- A series of workshops have also been held throughout the College of Policing sites, entitled '*The Criticality of Wellbeing*' which has also been very well attended.
- Presentations have been made at the Superintendents' Association conference, the CIPD Police Forum Conference, the Police Federation Conference, the Attendance Management Forum, Association of Police and Crime Commissioners, NARPO Conference and at national academic police partnership events

(N8, Open University Consortium, UCLaN) as well as professional groups (e.g. OHNAPS, NAESW).

- Working relationships have been formed with research being carried out at Universities of Sussex, Portsmouth, Durham, Lancaster, Canterbury Christchurch, Anglia Ruskin, Cambridge, Open University, Leeds, Liverpool, Manchester, Newcastle and Sheffield and the Scottish Institute of Policing Research.
- A meeting was held at the OU on 12/11/15 with partners from HMIC, NPCC, CoP, Academia and CIPD Police Forum to progress how this business area and others are co-produced.
- The induction into CoP of the OD chair has also taken place (9/11/15). Future Wellbeing and Engagement inputs have been requested on the CoP fast track schemes and the Strategic Command Course (2016).
- A second printed edition of the Wellbeing Toolkit has now been funded and published by Police Mutual and is to be made available to all forces. It is supported by the Working Group and has been printed in book form. An electronic version will be made available at a later date, along with an online suite of products to support the WWC elements.

A further workshop is being planned for October 2016.

3. Police Dependants' Trust 1 in 4 Fund

- 3.1 The Police Dependants' Trust was established in 1966 following the murder of 3 police officers in Shepherds Bush, London and, for the past 50 years has been providing financial support to officers across the UK injured on duty and to the families of those who have been killed on duty. To date over £45m has been given in grants and over 7,000 families supported.

The PDT has a close relationship with the police service and draws its trustees predominantly from the various UK staff associations - Commander Chris Greany is currently the NPCC nominated trustee. In 2015, the trustees of the PDT agreed a new strategy which included a commitment to actively seek opportunities to provide greater support to serving officers – its charitable purpose is to support the efficiency of the police service. The first step has been to build a better understanding of the needs of injured officers and, to help with this the PDT has been working with the University of Surrey. An interim report was published in May 2016 based on c.8,500 responses which highlighted better access to mental health services as the highest priority across forces in England and Wales. As a result, the PDT will be making £3m of funding available to all UK police forces over the next 3 years via its One-in-Four Programme. The CEO of the PDT, Gill Scott-Moore, will provide further information on the funding being made available – in particular how it can support implementation of the Workplace Wellbeing Charter - and

the collaborative approach it is trying to adopt going forward to support improvements in wellbeing.

The full research report will be published in the autumn.

4. CONCLUSION

- 4.1 No other industry or sector has achieved 100% commitment to the WWC and this has enabled us to provide a robust, proactive response to recent surveys and media coverage highlighting the growing problem of mental health amongst our people. By including the WWC in PEEL we will stimulate senior leaders to deliver on the commitment, safe in the knowledge that the investment is based on NICE evidence whilst also making the connections to leadership, culture and staff engagement.
- 4.2 The PDT fund will create a stimulus for innovation whilst increasing our research base.

5. DECISIONS REQUIRED

- 5.1 This report is for update only

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