



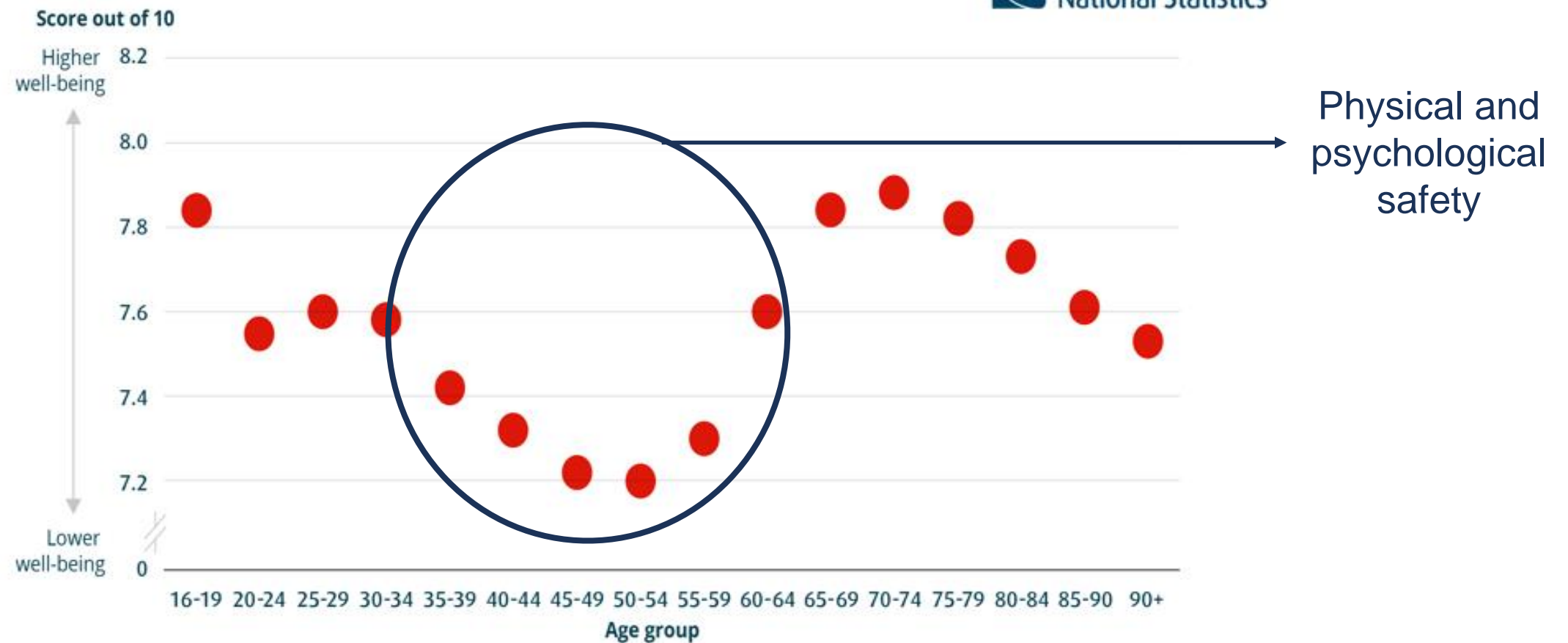
# **WELL BEING IN POLICING**

CCC October 2020

# Wellbeing over a lifetime

Average Life Satisfaction, 2012-2015, UK

Office for  
National Statistics



Source: Annual Population Survey, Office for National Statistics



**Oscar Kilo**

The National Police Wellbeing Service

Serving over **200,000**  
Blue Light workers

# NPWS Capability Cycle



National Police  
Wellbeing Service



College of  
Policing

## OK-NPWS Themes

- Psychological Health and Wellbeing
- Specialist Support

## National Strategic Initiatives

- Officer Safety Review
- Front Line Review
- Uplift Programme
- Royal Commission
- Strategic HR Review

## Police Covenant

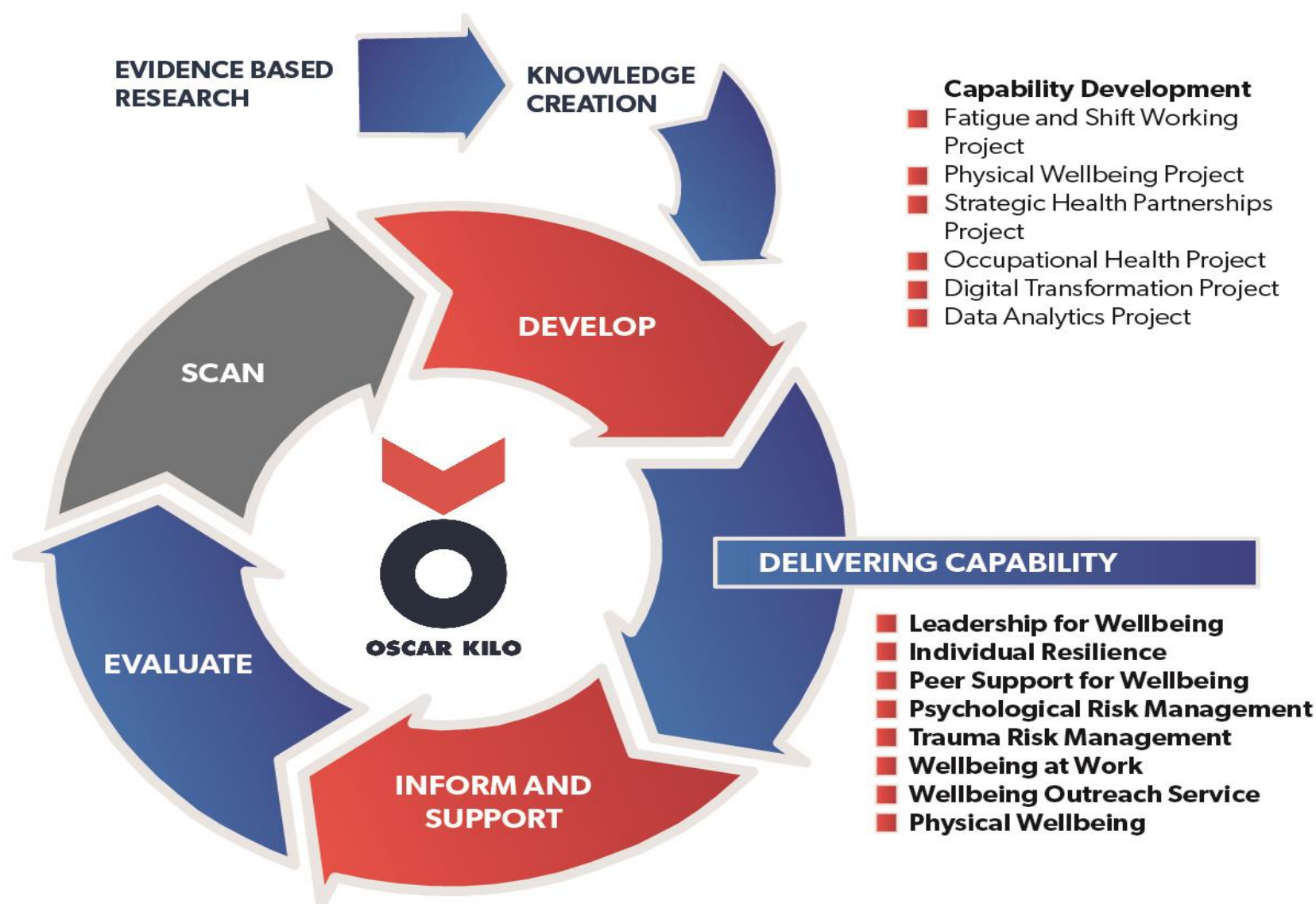
- Health and Wellbeing
- Physical Protection
- Support for Families

## Capability Assurance and Benefits Realisation

- Expert Reference Group
- Clinical Governance
- National Wellbeing Survey
- Blue Light Wellbeing Framework (BLWF) Landscape Report
- Psychological Risk Management
- Trauma Risk Management

EVIDENCE BASED  
RESEARCH

KNOWLEDGE  
CREATION




## Wellbeing Results



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**35k**  
RESPONSES

**45%**   
of Police Officers  
get less than **6** hours sleep  
each night



Shift workers are more likely to experience poor sleep quality and report lower levels of emotional energy and job satisfaction.


Police Constables reported the lowest levels of wellbeing



Police officers are more likely to suffer with their mental health than police staff


Police Officers and Police Staff reported moderately high levels of physical wellbeing over the past three months.

Around  
**50%**  
of you have been exposed to stressful or traumatic experiences in your work

 **65%**  
of you are satisfied with your lives



Average scores for work effort are very high for both Police Officers and Police Staff.

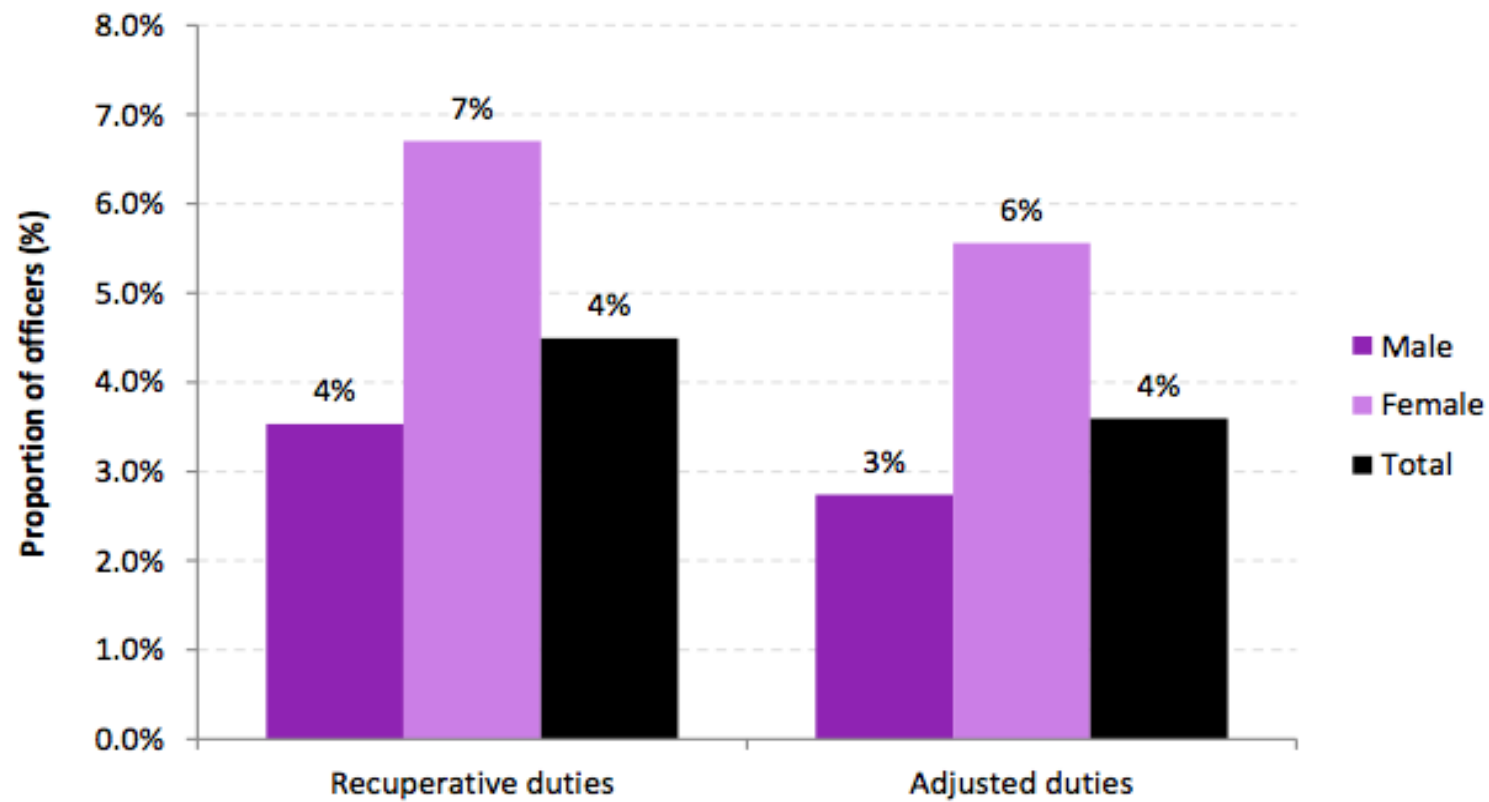
**ALMOST 70%**  **OF YOU**  
have autonomy in your role and are able to act and make choices that reflect your personal beliefs and values



Over  
**70%**  
of you feel valued by your co-workers

# It's not the % sickness rate that's the operational problem

**Figure 7.2:** Proportion of officers (headcount) on recuperative and adjusted/restricted duties, by gender, as at 31 March 2019, England and Wales<sup>1</sup>



Source: Home Office, [table W3](#)

## The eight areas in our model of care

Leadership for wellbeing

Trauma and post incident management

Psychological risk management

Individual resilience

Wellbeing at work

Peer support

Outreach service (Wellbeing vans)

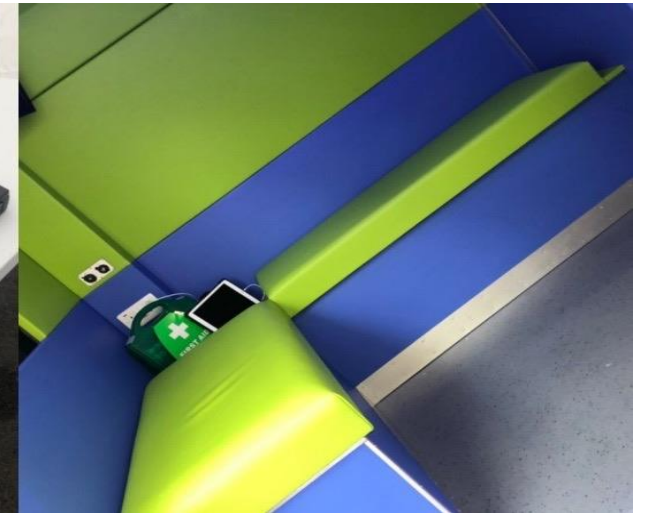
Benefits realisation



# Wellbeing outreach service



**10,000 PHYSICAL AND  
PSYCHOLOGICAL CHECKS  
SINCE APRIL 2019**







# A global network



## LINKS TO NATIONAL ACTIVITY

- ▮ POLICE COVENANT
- ▮ OFFICER & STAFF SAFETY REVIEW
- ▮ HMICFRS
- ▮ DIVERSITY, INCLUSION & WELL BEING SURVEY
- ▮ POLICE UPLIFT PROGRAMME
- ▮ STRATEGIC HR REVIEW
- ▮ NPCC OPERATING MODEL
- ▮ OCCUPATIONAL HEALTH STANDARDS

ANY  
QUESTIONS  
?