

Policing is a stressful profession. Long term exposure to trauma, stress or even one major event can affect someone's mental health.

In fact, a recent national study has shown that nearly one in five police officers and staff may experience poor mental health, either during their career or afterwards.

Supervisors and managers play a crucial role in supporting the health and wellbeing of staff. To reflect this we have recently updated our force priorities, ensuring that looking after our people is one of our key organisational priorities.

### **Mental Health e-learning package**

As part of our commitment to caring for our people we've developed a new mental health awareness e-learning package to help support supervisors and managers in learning about the causes of mental ill health and what triggers to look out for within your teams. The packages aims to give you a basic awareness of common and more severe mental health conditions and introduce ways to support staff to remain in work or to manage them if they need to be absent.

Please complete this training package which can be accessed via the [\*\*NCALT\*\*](#) or by searching for 'mental health awareness for supervisors and managers' within the [\*\*NCALT national e-learning portal\*\*](#).

Please be advised that this training contains audio and should take around 30 minutes to complete.

### **Mental Health Support Services**

There is a wide range of services available across the force to help assist you in supporting your team members' wellbeing and many avenues of support that can be signposted.

See our main [\*\*mental health, stress and anxiety section on Connect\*\*](#) which is the main hub of information on mental health issues. In particular, the following pages may be of use for line managers:

- [\*\*How managers can support staff with mental ill health\*\*](#)
- [\*\*Guidance for managers on dealing with employee stress\*\*](#)
- [\*\*Guidance for managers when an employee suffers with anxiety\*\*](#)
- Our employee assistance provider is an excellent point of call for staff and officers who require advice or counselling for work and personal issues. There is a free, confidential, helpline that is open 24/7 365 days a year, see our [\*\*Counselling and advice\*\*](#) page for further information.
- See the staff networks and colleague supporters that are on offer within the force.

For any further advice or guidance, please contact the [\*\*HR Policy and Wellbeing team\*\*](#) or call on