



**HEDDLU
GWENT
POLICE**

Wellbeing Annual Strategy

April 2021- March 2024





Why Wellbeing.

Poor mental health costs employers in the UK between £33 billion and £42 billion a year ([Thriving at Work report, 2017](#)).

There are many benefits in adopting a proactive and preventative approach to wellbeing in the workplace:

Increased staff commitment and productivity

Staff who feel valued and listened to are more likely to be engaged in the goals of the organisation, work together positively and perform to their optimal level.

Better staff retention

A workplace culture that fosters staff loyalty and high morale is likely to keep staff for longer and reduce recruitment costs.

Reduced sick leave and absenteeism

Staff who feel their wellbeing needs are being met are less likely to take sick leave and are more likely to return from leave taken in a timely and sustainable way.

A more resilient workforce

Building resilience can help people cope better with day-to-day stresses at work and problems at home. And putting the right mental health and wellbeing strategies in place can help to stop problems from escalating.

An enhanced reputation

Investing in wellbeing in the workplace sends a powerful message about your values and ethics and can help you attract a high quality workforce.



Vision

Our vision is to fully embed the importance of wellbeing and mental health in Gwent Police with a Force wide approach, with clear and visible leadership, in order to:

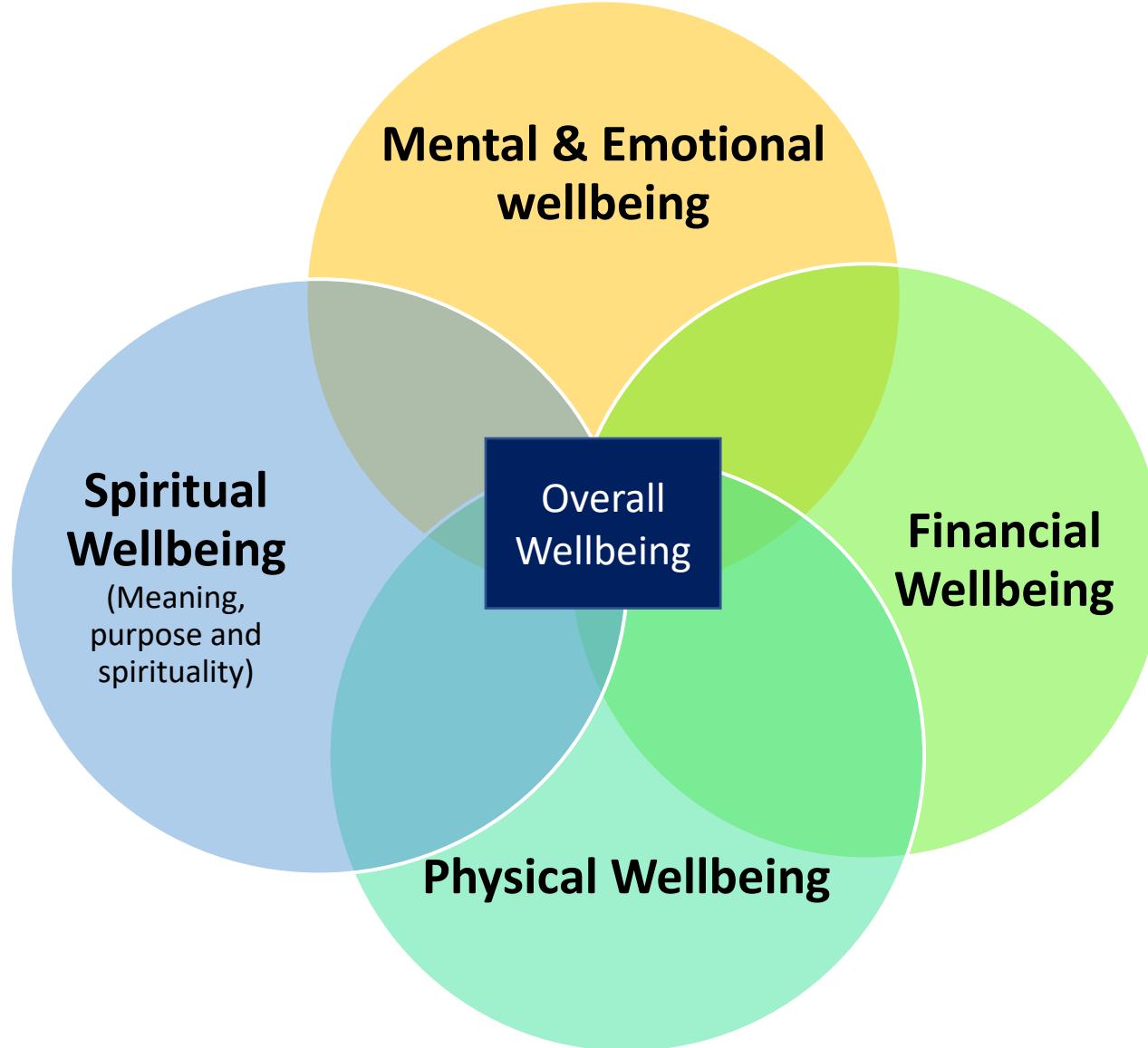
- Create an environment that empowers officers and staff with the internal resources to build resilience, purpose and connections, be adaptable, supportive, open and work-ready.

Mission

- Create an environment compatible with workforce wellbeing that results in personal and organisational benefits and success.
- Develop a community that shares responsibility for mental health, identifying difficulties early, to accelerate targeted, effective and timely interventions.
- Ensure that wellbeing permeates all aspects of force life to ensure our workforce can fully embrace their work and life journey



Strategic Focus



Priority Details

LEADERSHIP - Promote a whole force approach to wellbeing and mental health, with visible leadership and commitment from across the Organisation.

Establish a workforce wellbeing structure that enhances 'Engagement', 'Resilience' and 'Performance'.

Develop impacting & Influencing communication plan that ensures wide engagement of stakeholders.

PARTNERSHIPS - Effective relationships between the Force, support networks, Federation and unions, to ensure that Wellbeing has a uniformed voice to officers and staff.

Create and maintain partnerships with wellbeing bodies and support groups to deliver professional support.



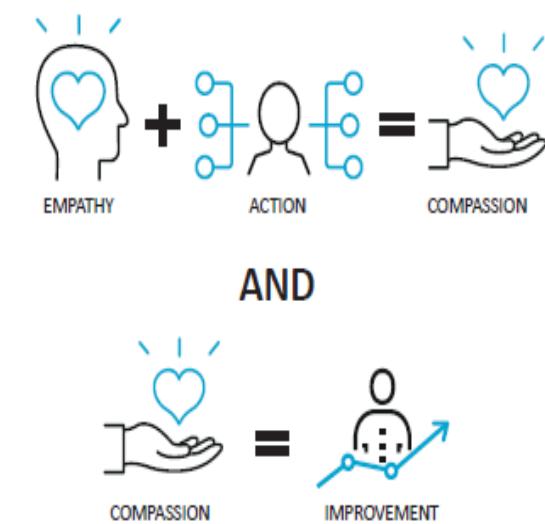


Priority Details

PREVENTION - Take proactive measures to increase knowledge, skills and confidence in relation to wellbeing and mental health reducing associated stigma. Create a safe working environment to openly deal with ‘Trauma’, ‘Stress’ and ‘Burnout’. Ensure the principles of Equality and Diversity and Inclusion are fully reflected across the wellbeing employment related policies, procedures, guidance and practices.

Provide a range of holistic wellbeing initiatives designed to raise awareness of, and improve physical and mental wellbeing.

To provide an accessible, inclusive, people focussed program.



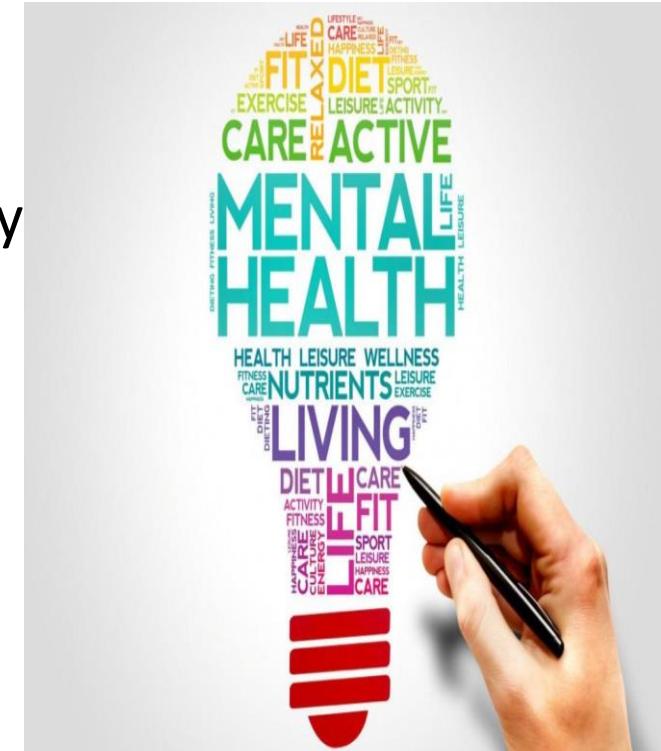
Priority Details



INTERVENTION - Design systems and processes to enable interventions in a timely and proportionate way. Maximise appropriate referral pathways for professional services and provide a toolkit of supportive interventions for individuals requiring additional support and line managers when dealing with officers and staff who are physically, emotionally or mentally unwell.

Develop embedded operational resources in effective ‘Wellbeing Ambassadors’, ‘Wellbeing Officers’ providing surgeries for ‘Well-Women’ and ‘Well-Man’ activities.

DATA - Ensure that all wellbeing initiatives are informed by data, research and intelligence to provide agile and flexible responses that are robust and evidenced based.



Promotion And Prevention Initiatives 2021 - 2022



Lunch & Learns, Wellbeing

Events and inputs – Commencing May 2021

Disseminate Wellbeing Information and increase workforce knowledge. Guest speakers to attend lunch and learns. Wellbeing events will take place summer and winter and new inputs for inductions, force training days and management packs will be created.



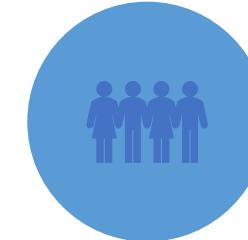
Annual Psychological Monitoring. Commencing May 2021

Increase knowledge, promote positive coping strategies and the identification of hotspots. Monitoring of individual in high risk roles to identify signs of declining emotional and psychological health, and ensuring individuals are fit for work.



Psychoeducation and Trauma Resilience Project – Commencing November 2021

Increase knowledge of trauma and secondary trauma including how to build resilience using imagery and positive coping skills. Information for staff on secondary trauma, burnout and coping strategies for life events.



The Wellbeing toolkit Commencing April 2021

To promote individual and team resilience. Sensitively increases workforce accountability and empowers individuals to act with use of tools.



Lunch & Learns, wellbeing Events and Inputs.

In order to Promote a healthy workforce and educate individuals about a variety of wellbeing topics, we will be holding lunchtime presentations once a month with guest speakers. There will be a range of material covered, including cervical cancer, prostate cancer, physical health and activity and many more.

Summer and winter wellbeing events will take place starting June 2021. This aims to educate the workforce on protecting themselves in the summer (sun care) and information on protecting themselves during winter (Seasonal Affective Disorder). These events will also provide other wellbeing promotions such as financial, physical, spiritual and emotional wellbeing talks.

A new induction for new staff members and new officers will include all support in force, information of occupational health and information of healthy coping strategies to maintain wellbeing.

Occupational health and wellbeing will attend force training days to discuss maintaining health and wellbeing and to increase correct utilisation of OHU and the in house support systems.

A management Input is being developed to empower management to look after their teams wellbeing and encourage open conversations in force to improve workplace culture. Due to start December 2021



Psychoeducation And Trauma Resilience

The new psychoeducation and trauma resilience programme will assist Gwent Police in becoming a more trauma informed organisation that can help reduce mental health stigmas, prevent injuries and increase early intervention, reducing sickness absence costs.

The course will include psychoeducation, coping strategies for life events and trauma, identification of declining health symptoms and information and prevention of burnout and stress.

Following ReTrain, the following feedback findings found;

91.5% of officers felt more equipped to deal with traumatic incidents following the training

82.1% felt the psychoeducation element of the course helped them to understand more about trauma.

The most popular techniques were mindfulness, with 85.7% of officers agreeing they would use mindfulness techniques to help them cope with a traumatic incident, and talking, with 84.8% saying they would be able to talk to others following a traumatic incident.



A Psychological monitoring questionnaire devised by Dr Tehrani and funded by the National Police Wellbeing Service will commence in Gwent police May 2021 and will be given to those identified as having a high risk of developing psychological injuries as a result of their duties.

This psychological monitoring provides individuals with bespoke reports on ways to improve their wellbeing in force and identifies individuals needing potential early intervention or treatments

Annual Psychological Monitoring

The Wellbeing Toolkit

The wellbeing of our officers and staff is crucial.

Studies suggest that 50% of workforce wellbeing comes from line management, however, only 24.7% of police personnel said they would always or nearly always seek support from their managers - (Milligan-Saville et al., 2017). The information provided in the toolkit will help to empower managers in supporting their staff and improve relationships between them and their teams.

This toolkit will be pushed to all desktops and will have a simple and user-friendly design, containing information on support services, tools to support colleagues, tools to promote a happy and resilient workforce and tools for self support.

Management Aims – To empower line managers to support individuals during periods of difficulty, identify departmental pain points and build resilience in teams.

Workforce Aims – To assist the workforce in maintaining good emotional and physical health and encourage early access to appropriate support, preventing sickness absence and encourage work performance.



Detection, Support And Treatment 2021-2022



Increase utilisation of TRiM -

Support following traumatic incidents and identification of individuals needing additional support. Add to Inductions and raise awareness through inputs and presentations

Increase understanding of professional support. Counselling And Care First -

Professional counselling support for those with impacted functioning. Raise awareness through inductions, force training days and corporate communications. Creation of a tiered system of support.

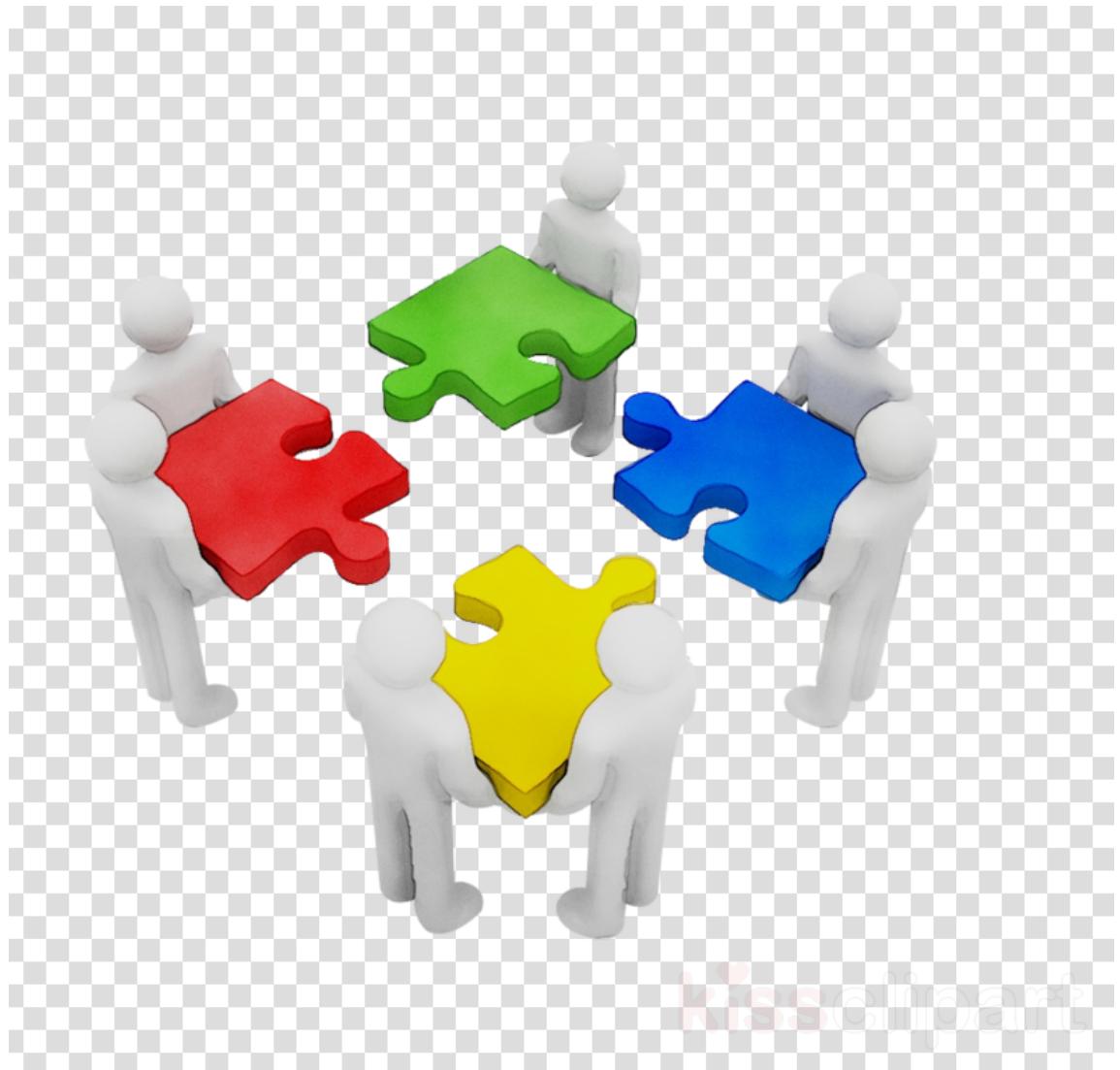
Wellbeing ambassadors. Protected time and recruitment -

Informal support for those in periods of stress or difficulties. Group support sessions and station drop in surgeries. Update wellbeing boards and inform stations of wellbeing agendas. Protected time – 2 half days per week.

The Wellbeing Ambassadors

We will look to recruit at least one wellbeing ambassador from each station and where appropriate, each department to ensure the wellbeing agenda can be pushed within each station. 2 half days of protected time for ambassadors will allow ambassadors to;

- Hold wellbeing clinics within their stations.
- Update wellbeing boards
- Disseminate new initiative information
- Provide support to colleagues
- Attend required training and check ups
- Hold group sessions on subjects such as menopause, endometriosis, well-man, parents together and bereavement.
- Promote the wellbeing agenda.





Stepped Model of support – 50% of workplace wellbeing comes from our line managers.

The Stepped Support System in Gwent Police

Level 1

Level 2

Level 3

Level 4

Level 5

Level 1

Level 2

Level 3

Level 4

Level 5

Management Support – For everyday support and care of staff. Informal support for periods of stress and difficulty. Support for job role and workplace concerns. ***Individual should also seek primary care from GP***

Peer Support – Informal support system for individuals in need of a ‘listening ear’. Support for difficult periods and life events. Peer Support Includes, Wellbeing Ambassadors, TRiM, The Chaplaincy Service and Wellbeing. ***Individual should also seek primary care from GP***

Care First – 24/7 Employee Assistance Programme for individuals with mild/ low grade symptoms of distress and for individuals going through difficult life events. Telephone and face to face counselling. ***Individual should also seek primary care from GP***

Counselling – Professional support for individuals displaying moderate to severe signs of distress and impaired functioning in their day to day and work lives. Support for trauma symptoms. ***Individual should also seek primary care from GP***

GP, A&E, Samaritans, FIM in the FCR - For emergencies where the individual is in distress or are in immediate risk of harming themselves or others.

***Please note for individuals displaying any signs of decreasing emotional, psychological, or physical Health distress, the individual should also speak with their GP who can provide additional advice, support or medication to assist.**



What we have completed so far

What we have completed so far

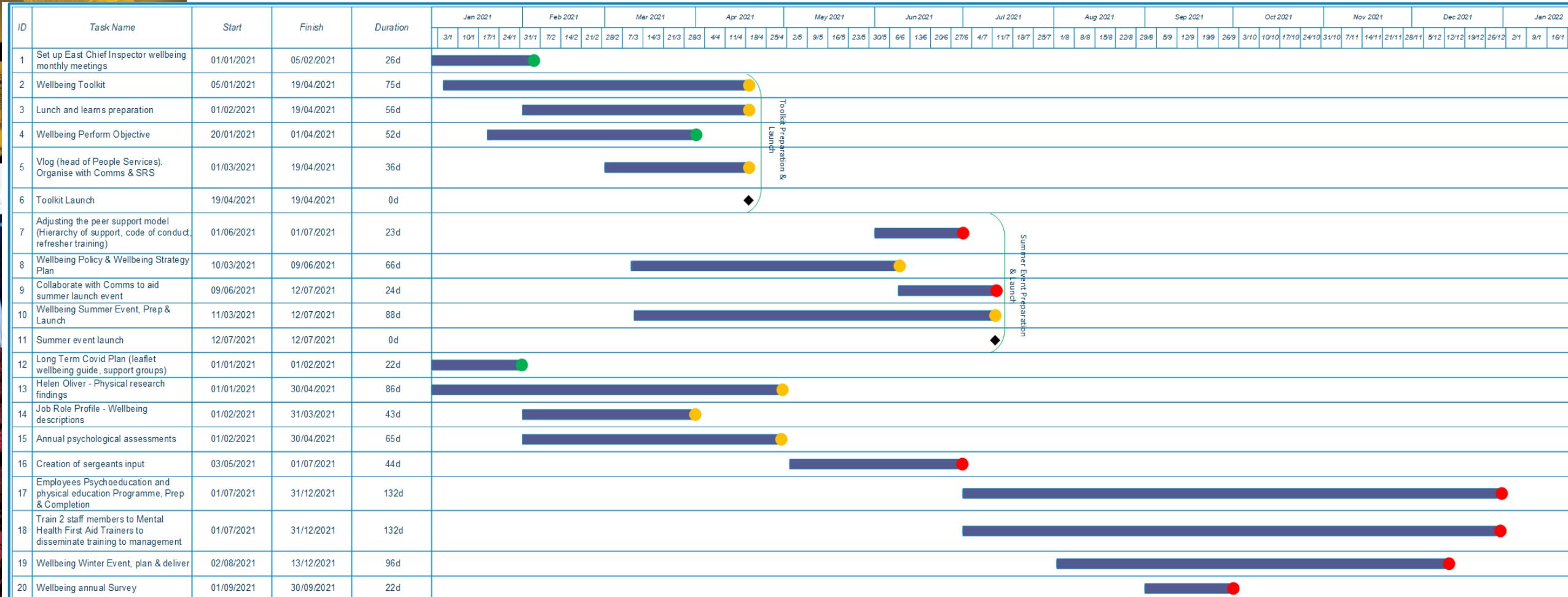
- Perform wellbeing objective
- An up to date staff induction
- New wellbeing meeting with the East LAP
- Agreement of the new psychological annual monitoring questionnaire
- The Wellbeing toolkit (To be pushed out to desktops April 2021)
- Stepped Model of support

To complete this year

- Lunch and Learns once a month
- Induction pack for new officers
- Force training day inputs
- Management Input (Including emotional, psychological and spiritual wellbeing)
- Recruit and train new wellbeing officers
- Summer and Winter event
- Review of all wellbeing initiatives
- Well-man and well-woman clinics
- Endometriosis groups
- Menopause groups
- Increase awareness of the Chaplaincy Service

To commence 2021-2022 but ongoing

- Trauma resilience course
- Burnout and resilience awareness
- Mental Health First Aid for management and supporters
- Roll out of the new psychological monitoring questionnaire.
- Suicide awareness/prevention training
- Sergeant and Management Wellbeing Training



Legend:

Legend:



Questions?