

WELLBEING OF INVESTIGATORS

YOUR GUIDE TO THE LATEST SUPPORT AND BEST PRACTICE
ACROSS THE UK

Featuring

CAMBS
MERSEYSIDE
COLLEGE OF
POLICING
OSCAR KILO
POLICE CARE
A-Z OF HELP
LATEST NEWS
AND MORE...

If you wish to feature in
future editions, please
contact:

suzanne.hughes@south-
wales.police.uk
Sarah.bray@south-
wales.police.uk

Welcome!

BY DCC JASON HOGG

I am delighted to publish the first edition of the Wellbeing newsletter, on behalf of the Wellbeing of Investigators Working Group. A sub group of the National Police Chiefs' Council (NPCC) Recruitment, Retention and Wellbeing of Investigators Programme, the aim of the group is to understand the national picture relating to the wellbeing of Detectives/Police Staff Investigators (PSIs). We work with colleagues in the College of Policing, Oscar Kilo, Police Federation and force champions to identify best practice and share it with colleagues nationally.

This newsletter brings together tried and tested best practice as well as emerging news from key stakeholders. We have also developed an A-Z of resources so that anyone who is seeking help for their wellbeing can find it in one place.

The role of a Detective and PSI is incredibly rewarding but can also be extremely challenging and have an adverse impact on health and wellbeing. It is therefore more important than ever for officers, staff and supervisors to look after themselves and each other and I encourage you to access the resources in this newsletter. If you have any information or best practice you would wish to share, then please do not hesitate to get in touch with a member of the group.

SPOTLIGHT

Highlighting best practice from across the UK



Creating a safer
Cambridgeshire

Pause Point

CAMBRIDGESHIRE CONSTABULARY

Pause Point is a staged review process that aims to support investigators in high risk roles. The process encourages robust and sensitive welfare discussions in every one to one meeting. The meetings take into consideration competency as well as physical and mental resilience. The nature of high risk roles mean that staff are regularly dealing with difficult subject matter and the process aims to identify staff before they 'burn out'. The process also aims to have difficult conversations with individuals who may need to be moved out of high risk teams for their own well being and protection. Should you wish to have further information on this initiative, please contact martin.brunning@cams.pnn.police.uk

People Engagement & Wellbeing

MERSEYSIDE POLICE

Merseyside Police have developed a monthly newsletter that updates investigators on the latest information relating to wellbeing and engagement. This includes a round up of key events, best practice and helpful resources to support officers and staff in the workplace. For more information on this initiative, please contact Ben.R.Dyer@merseyside.pnn.police.uk.



Creating a safer
Cambridgeshire

Wellness Support Plans

CAMBRIDGESHIRE CONSTABULARY

This Wellness Support Plan (WSP), has been created to help all employees manage their health and wellbeing at work. Based on the Wellness Recovery Action Plan (WRAPs) developed by Mary Elle Copland, WSPs are a personalised, practical tool to help staff identify what keeps them well at work, what causes them to become unwell and the support they would like to receive from managers to support their wellbeing. For more information on this initiative, please contact martin.brunning@cams.pnn.police.uk

NEWS

Latest news from support agencies

Trauma Resilient Policing

OSCAR KILO

In order to meet the challenges of COVID-19, Police Care UK have turned to some of the most influential and insightful voices in resilience and mental health to find out what we can do to help support our frontline officers



Campaign for a dedicated Mental Health Strategy

POLICE CARE UK

Police Care UK has today called on police chiefs and the health authorities across the UK to co-develop a national strategy that tackles the serious mental health issues affecting police officers and staff, and volunteers across the UK.

Wellbeing & Major Incidents

OSCAR KILO

Oscar Kilo have published a new guidance document titled 'Police wellbeing: A staged approach when dealing with major incidents'. The aim of this guidance is to provide a framework of support to forces when responding to major incidents.



New Mental Health Support for Front Line

MIND

Leading mental health charities are uniting for the first time to provide round the clock mental health support to those working on the frontline against the Coronavirus. Mind, Samaritans, Shout, and others launched Our Frontline, a combination of 1-2-1 support and online resources.

NEWS

Latest news from support agencies

Supporting Internet Child Abuse Teams (ICATs)

OSCAR KILO

Created by the College of Policing, this guidance has been designed to support forces to develop or enhance existing policies relating to those working in the online CSA arena.



Responding to Trauma in Policing

COLLEGE OF POLICING

This guidance looks at the approaches, processes and mechanisms which can help officers and staff ensure that they are protected and supported in maintaining their wellbeing.



Psychological Risk Management

OSCAR KILO

Produced by the College of Policing, this guidance considers how to assess and manage areas where there is a higher level of exposure to psychological hazards associated with an increased risk of anxiety, depression and trauma.



PTSD Support

OSCAR KILO

Designed by the College of Policing, this guidance provides essential information needed to understand the kinds of events that can cause traumatic responses, the different kinds of responses that occur, and which interventions may help with treatment.

Resources

A-Z of resources across the UK

A

[ALCOHOLICS ANONYMOUS](#)
[ADDICTION AND DEPENDENCY](#)
[ALCOHOL CHANGE](#)
[ANXIETY AND PANIC ATTACKS \(MIND\)](#)

B

[BEREAVEMENT \(MIND\)](#)
[BEREAVEMENT UK](#)
[BEREAVEMENT - MANAGING GRIEF \(NHS\)](#)
BLUE LIGHT HELPLINE - 0300 303 5999 OR TEXT 84999

C

[C.A.L.M \(SUPPORT FOR MEN AND THEIR MENTAL HEALTH\)](#)
[CARERS UK](#)
[CITIZEN ADVICE BUREAU](#)
[CRUSE BEREAVEMENT CARE](#)

D

[DEPRESSION](#)
[DIABETES \(NHS\)](#)

E

[EATING ISSUES \(MIND\)](#)

F

[FIBROMYALGIA ACTION UK](#)
[FLINT HOUSE](#)

K

[KICKS COUNT \(PREGNANCY SUPPORT\)](#)

L

[LGBTQ+ MENTAL HEALTH \(MIND\)](#)
[LONELINESS \(MIND\)](#)

M

[MACMILLAN](#)
[MENTAL HEALTH - SEEKING HELP \(MIND\)](#)
[MENTAL HEALTH - SUPPORTING A COLLEAGUE \(MIND\)](#)
[MENTAL HEALTH - SUPPORTING FAMILY & FRIENDS \(MIND\)](#)
[MENTAL WELLBEING \(MIND\)](#)

Resources

A-Z of resources across the UK

N

[NHS \(A-Z OF NHS RESOURCES\)](#)

O

[ONE YOU \(NHS MENTAL HEALTH SUPPORT\)](#)

P

[PANDAS \(POST NATAL DEPRESSION CHARITY\)](#)

[POLICE CARE UK](#)

[POST NATAL AND PERI NATAL MENTAL HEALTH \(MIND\)](#)

[POST TRAUMATIC STRESS DISORDER \(MIND\)](#)

S

[SAMARITANS \(CALL 116 123\)](#)

[SEASONAL AFFECTIVE DISORDER \(SAD\)](#)

[SELF HARM \(MIND\)](#)

[SHOUT CRISIS TEXT LINE 85258](#)

[SMART RECOVERY \(SUPPORT FOR THOSE AFFECTED BY ANY ADDICTION\)](#)

[SLEEP COUNCIL UK](#)

[STRESS CONTROL \(NHS\)](#)

T

[TIME TO TALK \(MENTAL HEALTH\)](#)

U

[URGENT SUPPORT\(NHS\)](#)

W

[WEIGHT LOSS SUPPORT \(NHS\)](#)