

Library of Wellbeing Interventions

Force Interventions

Force	Oscar Kilo Framework Theme	Intervention	Details
Merseyside	Mental Health	Mental Health and Resilience Event	6 sessions held over three dates. Two sessions per day and rolled out to 1000 staff within the Investigations hub. Sourced a guest speaker - company called Petros who specialise in mental health. Created a bespoke package with the owner of Petros to tailor the event to the police and specifically Merseyside Inv staff.
Merseyside	Personal Resilience	No e mail day	Last Friday of every month between 0900-2100 encourage staff not to send emails. Encourages staff to speak to people, in person or via phone and decrease use of email to help with mind-set and mental health due to how we can often feel beholden to our emails.
Merseyside	Creating the Environment	Wellbeing Newsletter feature "Take a Walk in my Shoes"	Monthly feature in newsletter - member of staff will write about their own personal experience. These have covered various different topics ranging from ill health, sexuality, self-belief, women in policing, miscarriage.
Cambridgeshire	Leadership	Pause Point	This is a scheme designed to ensure that investigators feel supported and that their wellbeing is regularly discussed with line managers.

Cambridgeshire	Personal Resilience	Wellness Support Plans	A personalised, practical tool we can all use, whether we have health challenges or not, to help us identify what keeps us well at work, what causes us to become unwell and the support we would like to receive from our manager to boost our wellbeing or support us through recovery
Avon and Somerset		Alliance Peer Support	A confidential listening ear, for staff by staff.
Humberside	Personal Resilience	Keeping the peace podcasts	A series of Police Interviews, Working with Humberside Police and Fortis Therapy and Training, Oscar Kilo has released a pilot series of podcast style interviews. The series of interviews, entitled, 'Keeping the Peace' have been put together to make conversations about police wellbeing more accessible.
Sussex	Personal Resilience	Back Up Buddy	Mental Health app for Police, it has plenty to offer in the fight against stigma and in support of officers and staff.
South Wales	Protect The Workforce	COVID guidance for officers and staff	
South Wales	Mental Health	Mental Health Guidance	
North Yorkshire	Protect The Workforce	PC to DC Pathway	Robust supportive pathway for PC to DC
Cambridgeshire	Protect The Workforce	Parental Support Group	The aim of the Parental Support Group is to ensure oversight of welfare issues faced by officers and staff with the challenges surrounding both maternity and paternity issues in relation to the workplace.

South Wales	Leadership	Wellbeing Support Officers	SWP have trained volunteers within the force to support officers under misconduct investigation.
Lancashire	Protect The Workforce	SUDIC Staff Welfare Strategy	A Trauma Informed Approach to the Management of Sudden Death of Children and Infants.
Suffolk and Norfolk	Personal Resilience	Sources of wellbeing support	A list of wellbeing support interventions that is available to all staff in both forces.
Cambridgeshire	Mental Health	Mental Health Wellbeing Toolkit	
Hampshire		STRAW	
MPS	Mental Health	It's OK not to be OK	
Humberside	Protect The Workforce	Reflective practice	A sustainable model for peer support in teams and this specific training for investigating offices will give them the confidence & tools to facilitate reflective groups within their teams, it is a safe, confidential space where they can discuss events that happen and the impact it has had on them personally as well as the team as a whole.
Humberside	Personal Resilience	Keeping the Peace Trauma Informed Wellbeing & Mental Health Training.	The aim of the training is to increase wellbeing, reduce absenteeism and give attendees the tools to enable them support themselves and recognise when others within the team are struggling.

Humberside	Leadership	Preventative personal & professional development (PPD) coaching.	This is facilitated every month online on a 1-2-1 or group basis. This is facilitated by trained Fortis coaches online and can be used developmentally, to support wellbeing, or as a preventative/early intervention.
Humberside	Leadership	Let's Go and Lead	A one day leadership skills development training pitched to support officers who work together.
Avon and Somerset	Personal Resilience	Blurred lines working from home	Recognising PSD are a department now primarily working from home, we have head of IT development who will be giving an input to all staff about how to be less 'available' using IT tools to prevent the blurring of the lines of working at home.
Avon and Somerset	Leadership	Welfare and returning from sick	We have a welfare room at one of our investigations bases. We are just about to trial welfare mornings/afternoons in ICAT and IPDU (this may involve everyone doing an activity and coming back to talk about it on teams or baking together on teams – all having the same recipe and seeing what happens at the end! OSU did this and it worked really well.) We are also just about to trial a 'buddy programme' for people returning from long periods of absence, whether that is because of maternity or sickness.
Avon and Somerset	Creating the Environment	Bi Monthly newsletters/emails	We are going to start writing bi monthly newsletters/emails for the investigations teams. Each one will focus on a particular topic. The first will be covid/home schooling. It will have

			links to different resources – pulling all the different information we have from pocketbook, Oscar Kilo, emails, internet together in one place. Other subjects will be anxiety, parents with children who have specific needs, diet etc.
West Mercia			
South Wales		GEN Webinar	
Hampshire	Leadership	Investigation Command Wellbeing Strategy.	
SO15	Leadership	SO15 Health & Wellbeing Investigations Pillar - Operational Guidance.	SO15 have been awarded the Health@Work wellbeing charter status.

Wellbeing Services

Service/Intervention	OK Framework Theme	Details
TRiM	Mental Health	TRiM is a debrief process for anyone who has been involved in a police-related traumatic incident. The debrief is aimed at reducing post-trauma effects of incidents that we are expected to deal with on a daily basis.
Mind Blue Light Champions	Mental Health	Are employees or volunteers in emergency services who take action to challenge stigma and raise awareness of mental health.
Employee Assistance Programmes	Mental Health	Employee Assistance Programmes (EAP) are employee benefit programmes offered by many employers. EAP are intended to help employees deal with personal problems that might adversely impact their work performance, health and well-being.
Police Care	Mental Health	Police Care UK is the National Charity that supports both serving and retired Police Officers and Staff who have suffered physical and psychological harm, helping them recover and rebuild their lives.
Care First	Mental Health	Care first's confidential, professional telephone counselling service can help employees proactively manage stress at work, by providing immediate emotional support, advice and practical information, 24 hours a day, 365 days a year. So employees can receive the help and advice they need, when they need it.
Red Arc	Mental Health	RedArc Nurses are experienced, registered nurses. They provide the time that the medical profession is not always able to. As professional advisers and expert friends they are on hand to answer questions, listen and offer guidance when it is most needed. RedArc Nurses give care and support to people.
Petros	Personal Resilience	Petros offer a range of training and events. These events offer business professionals, individuals, families and children a wide range of learning experiences to help support their work and lives.
Fortis	Personal Resilience	Fortis Therapy and Training is providing therapy and counselling sessions for all ages, online or face to face, for anything you need to work through.

Oscar Kilo Interventions	
Intervention	Details
Supporting the wellbeing of Internet Child Abuse Teams	
Responding to trauma in policing.	A practical guide
Post-Traumatic Stress Disorder (PTSD) and Policing.	A Short Guidance Document.
Foundation occupational health standards for police forces.	
Psychological screening and surveillance in the workplace.	
Psychological risk management	Guidance for line managers for the psychological risk assessment screening programme.
Taking trauma related work home	Advice for reducing the likelihood of secondary trauma
Staying Connected in a Virtual World	
Trauma informed supervision for police officers Sent through by DCS Brunning.	