

ABERDEEN CITY COUNCIL

COMMITTEE	Public Protection
DATE	26 February 2020
EXEMPT	No
REPORT TITLE	Mental Health & Wellbeing Support
REPORT NUMBER	POL/20/027
DIRECTOR	
CHIEF OFFICER	
REPORT AUTHOR	Superintendent Richard Craig, North East Division, Police Scotland
TERMS OF REFERENCE	5.6

1. PURPOSE OF REPORT

- 1.1 To provide information to the Committee on the approach to mental health matters for all staff, in particular front line Officers in regard to the recognition and treatment of Post-Traumatic Stress Disorder.

2. RECOMMENDATION(S)

- 2.1 That the Committee discuss, comment on, and endorse the report.

3. BACKGROUND

- 3.1 It is widely recognised that working in the Police service can have a significant impact on physical and mental health and as such the wellbeing of Police Officers, Police Staff, Special Constables and Police Scotland Youth Volunteers is absolutely paramount.
- 3.2 Police Scotland have a national Health and Wellbeing Team who are responsible for delivering health and wellbeing initiatives through the provision of the Trauma Risk Management Model (TRiM), the Employee Assistance Programme (EAP), Occupational Health Services and the 'Your Wellbeing Matters' programme.

- 3.3 If an Officer or member of Staff is identified to have been exposed to or suffered a traumatic incident and as a result, their mental health has been affected, there is an established and recognised process which their First Line Manager would implement in offering appropriate support. The following support services are offered and available to all Officers and Staff.

Trauma Risk Management Model (TRiM)

- 3.4 Post traumatic support for all Officers and Staff is paramount to prevent long term ill health.
- 3.5 TRiM is the model used to provide support for all Officers and Staff who are directly involved in or exposed to potentially traumatic incidents. It is a voluntary and confidential process and can be referred by line management or self-referred.
- 3.6 A TRiM intervention can include a one to one or group risk assessment where an assessor will work with the individual or group to identify what best support that can be provided. An assessment is usually carried out between 4-14 days after the incident with follow up assessment after 28 days.

Employee Assistance Programme (EAP)

- 3.7 The EAP provides Officers, Staff and household family members (over the age of 16) with access to a confidential support service. They can provide practical information and advice on a variety of issues. Counselling support is available to aid with anxiety, stress, trauma or bereavement related issues.
- 3.8 There is also specific Line Manager support which includes guidance on approaching difficult conversations and recognising the signs of psychological ill-health.

Occupational Health Services (Optima Health)

- 3.9 Occupational Health helps identify how a person's health could impact upon their work or vice versa. The service helps to minimise health risks associated with work and provides expert advice and guidance on fitness for role and how and when a return to work can be facilitated, especially having been absent from work through psychological ill-health. They can also provide access to physiotherapy.

Police Treatment Centre (PTC)

- 3.10 North East Division Staff have access to a PTC based in Auchterarder. It provides treatment and support, including intensive, police-specific, physiotherapy and rehabilitation, for injured and ill Police Officers, Police Staff and Special Constables. This includes psychological ill health.
- 3.11 The psychological wellbeing programme is a two week structured programme designed specifically for serving Officers with mild to moderate anxiety and depression and stress related issues.

Police Care UK

- 3.12 Police Care UK is a charity for serving and retired Police Officers and Staff and their families. They are independent from any police service and provide practical, emotional and financial support.
- 3.13 Police Care UK provide confidential counselling support including guided self-help, talking therapy, Cognitive Behavioural Therapy (CBT) and Eye Movement Desensitisation and Reprocessing (EMDR). CBT and EMDR in particular have been shown to work for a variety of mental health problems including Post-Traumatic Stress Disorder (PTSD).
- 3.14 Police Care UK and the Police Treatment Centre are currently working in partnership to create a centre of excellence to better care for those who suffer psychological harm because of their policing role. The centre of excellence will focus its efforts on building resilience to better support Officers, providing better and quicker access to treatment including PTSD.

Your Wellbeing Matters

- 3.15 The Police Scotland Your Wellbeing Matters Programme has four strands; Psychological Wellbeing, Physical Wellbeing, Financial Wellbeing and Social Wellbeing. Each strand has their own set of support services available to achieve the key objectives;
 - To embed a culture where the management and promotion of health and wellbeing are integrated into all aspects of the organisation.
 - To create a safe, positive and healthy working environment for all Officers and Staff.
 - To equip managers with effective, informative and practical policies, procedures and guidance to support Officer and Staff wellbeing.
- 3.16 In addition to the services already mentioned above, Police Scotland have a number of Wellbeing Champions. They are role models who support and underpin the delivery of the wellbeing initiative and are a point of contact for Officers and Staff providing them with guidance and advice on wellbeing issues and concerns, signposting them to the most appropriate service available.
- 3.17 North East Division currently have 16 Wellbeing Champions and 1 Wellbeing Co-ordinator who range in rank, gender, skill set and department to allow for transparent and confidential support.
- 3.18 Champions take part in quarterly Wellbeing meetings, chaired by the Chief Superintendent.

North East Division Local Support and Initiatives

- 3.19 In addition to the national support services available, North East Division have implemented a number of preventative and proactive initiatives to promote and support our staff in relation to all wellbeing matters.

- 3.20 The wellbeing co-ordinator works closely with key partners such as NHS Healthy Working Lives and Third Sector mental health charities to deliver regular local events for Officers and Staff.
- 3.21 These events provide opportunity for Officers and Staff to seek guidance and support on a breadth of wellbeing issues in an informal setting. In particular they promote healthy living and self-help hints and tips, which helps to maintain positive wellbeing and to recognise early symptoms of mental health issues.
- 3.22 In collaboration with NHS Scotland Healthy Working Lives, Officers and Staff are provided opportunity to enhance their skills through a selection of training sessions which include Resilience and Mentally Healthy Workplace training for managers.
- 3.23 In addition, all Wellbeing Champions have received a two day Mental Health First Aid course which is provided by NHS Scotland. This training is now being offered to all Officers and Staff as and when available.
- 3.24 Furthermore, North East Division have a local Wellbeing intranet site where Officers and Staff can access information and guidance on wellbeing matters including local services and local points of contact for national support services.
- 3.25 Officers will soon be able to download the Backup Buddy App to their Mobile Digital Devices. This App has been specially developed for Officers in recognition of the risk to mental health that is associated with Policing. It has been designed to provide useful information in the most accessible yet private way. It aims to remove any stigma, provide support and highlight the range of support that is available to Officers and Staff in relation to mental health.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendations of this report.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations of this report.

6. MANAGEMENT OF RISK

	Risk	Low (L), Medium (M), High (H)	Mitigation
Financial	N/A		
Legal	N/A		

Employee	N/A		
Customer	N/A		
Environment	N/A		
Technology	N/A		
Reputational	N/A		

7. OUTCOMES

Local Outcome Improvement Plan Themes	
	Impact of Report
Prosperous People	Police Scotland are key partners within Community Planning Aberdeen and help contribute to the shared vision for 2026 that ' <i>Aberdeen is a place where all people can prosper</i> ' and towards the achievement of the LOIP theme which aims to make people more resilient and protect them from harm; where every child, irrespective of their circumstances, is supported to grow, develop and reach their full potential; and where all people in Aberdeen are entitled to live within our community in a manner in which they feel safe and protected from harm, supported when necessary and fully included in the life of the city.
Prosperous Place	Police Scotland are key partners within Community Planning Aberdeen and help contribute to the shared vision for 2026 that ' <i>Aberdeen is a place where all people can prosper</i> ' and towards the achievement of the LOIP theme which aims to support individuals and communities to live in healthy, sustainable ways; and the development of sustainable communities with strong and resilient communities.

Design Principles of Target Operating Model	
	Impact of Report
Governance	The Council has an oversight role of the North East Division of Police Scotland in terms of its performance and delivery of the Local Police Plan.
Partnerships and Alliances	The Council and Police Scotland are Community Planning Aberdeen partners with a shared commitment to deliver the LOIP.

8. IMPACT ASSESSMENTS

Assessment	Outcome
Equality & Human Rights Impact Assessment	<i>Not required</i>
Data Protection Impact Assessment	<i>Not required</i>
Duty of Due Regard / Fairer Scotland Duty	<i>Not applicable</i>

9. BACKGROUND PAPERS

N/A

10. APPENDICES (if applicable)

N/A

11. REPORT AUTHOR CONTACT DETAILS

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