



Case Study: Mental Wellbeing and British Policing: Running Towards Psychological Trauma

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World Class Sustainable Policing



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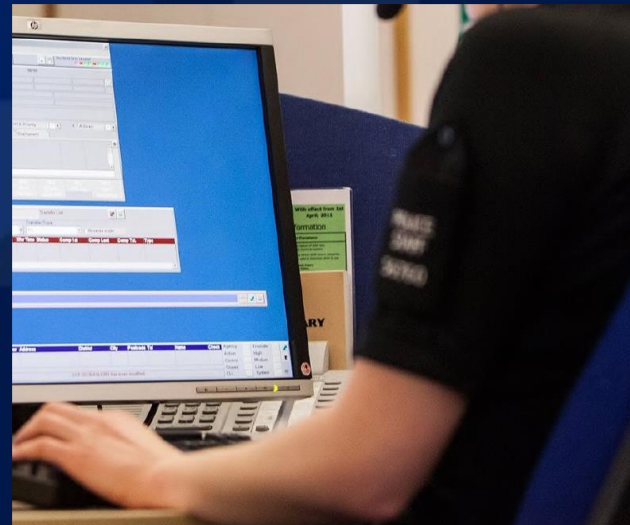
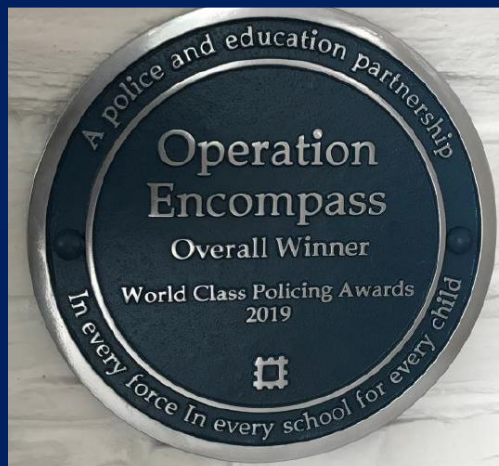
Domestic Abuse

Sexual Assaults

On-line sexual offences

Night time economy

County lines



Exposure to trauma in the Police

- www.policingtrauma.sociology.cam.ac.uk



Chart 1 (valid N = 14,724)
Have you ever experienced events which were to some extent traumatic?

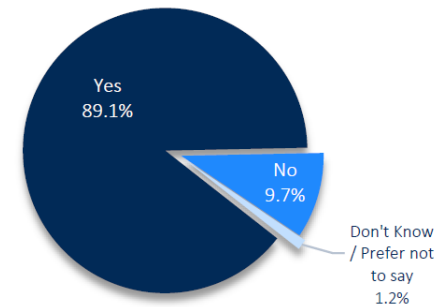
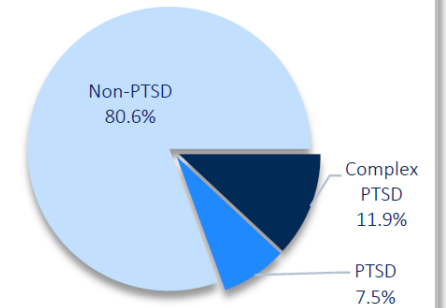


Chart 2 (valid N = 12,534)
Probable PTSD levels of trauma-exposed police workforce





Devon & Cornwall
POLICE



2. Why we need to get this right...

"Wellbeing is at the very heart of policing. A healthy workforce leads to better policing for all – the public, the force and the individual."

Chief Constable Andy Rhodes, Lancashire Constabulary,
and National Police Chiefs' Council Lead for Wellbeing

Around **1 in 6** (17%) meet the criteria for a common psychological disorder, this means around **36,000** Police Officers, Staff and volunteers meet this criteria which equates to more than **800** in the average force.
(Adult Psychiatric Morbidity Survey)

Around **600,000** policing days per year are lost to psychological ill health.
(Mind)

39% of officers regarded their work as 'very or extremely stressful'. (Police Federation 2017)

32% of police staff regard themselves as 'very stressed'.

77% report increases in stress over the last 12 months. (Unison 2014)

As at **31st March 2017**, there were **2,358** Police officers on long-term sick leave in the 43 forces in England and Wales – this is **2%** of total officers.

Analysis for **Thriving at Work** calculated that the average costs of poor psychological health across the public sector is estimated at between **£1,551** and **£1,877** per employee per year. This is driven primarily by the costs of presenteeism. **For an average Police force of 4,620 officers and staff (excluding special constabulary),**

this is equivalent to £7.1 – £8.7m per year. This is without considering the wider costs – for example those of NHS care and treatment, welfare benefits, and the impact on families.

HOME

ABOUT >

COVID-19
CORONAVIRUS HUB

OUR SERVICES ^

Leadership

Individual Resilience ^

MindFit Cop ^

Your Tutors

Take Course

Peer Support

Psychological Risk
Management

Trauma And Post
Incident Management

Wellbeing At Work

Wellbeing Outreach
Service ^

Wellbeing Van
Booking Calendar

Physical Fitness v

Our Services

We provide support and guidance for all police forces to improve and build upon wellbeing within their organisation. Our services have been developed for policing, by policing and they are designed to meet the unique needs of officers and staff.

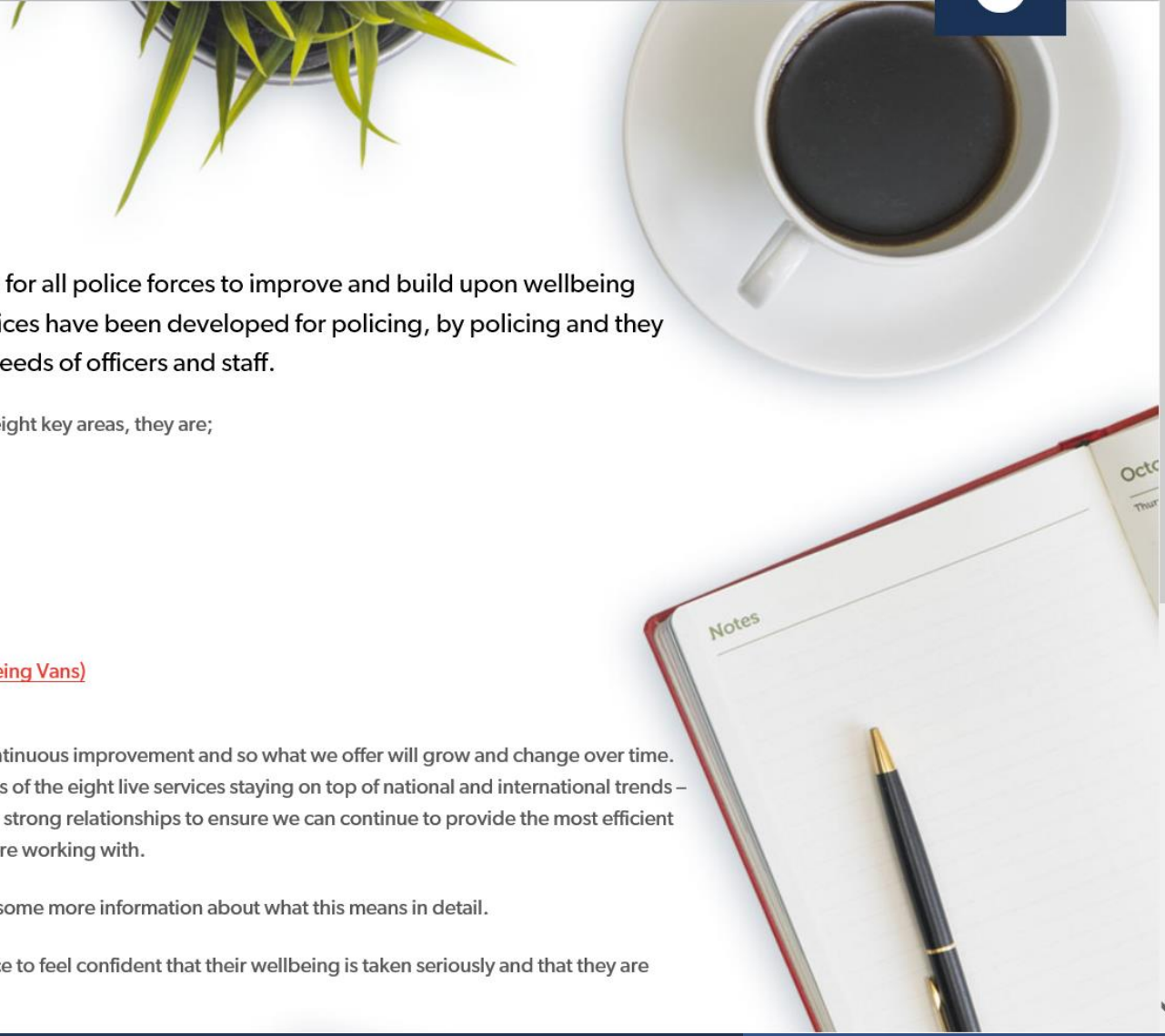
We provide practical support for forces in eight key areas, they are;

- [Leadership](#)
- [Individual Resilience](#)
- [Peer Support](#)
- [Psychological Risk Management](#)
- [Trauma and Post Incident Management](#)
- [Wellbeing at Work](#)
- [Wellbeing Outreach Service \(The Wellbeing Vans\)](#)
- [Physical Fitness](#)

We are a service based on learning and continuous improvement and so what we offer will grow and change over time. The team is working hard behind the scenes of the eight live services staying on top of national and international trends – this helps us look to the future and develop strong relationships to ensure we can continue to provide the most efficient and effective services to the forces that we’re working with.

Our [benefits realisation](#) page will give you some more information about what this means in detail.

We want every member of the police service to feel confident that their wellbeing is taken seriously and that they are properly supported by their organisation.



Trauma and Post Incident Management

SERVICE DESCRIPTION

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Contact



Psychological Risk Assessments

Officers and police staff in high risk roles are assessed using a reliable and validated online questionnaire in order to protect those at high risk of psychological injury and distress. It also allows for the creation of a benchmark against which it is possible to identify changes in psychological wellbeing.

The key features of the Psychological Risk Assessments are:

- Re-visits of assessments for police officers and police staff.
- Assessments for police officers and police staff in high risk roles.

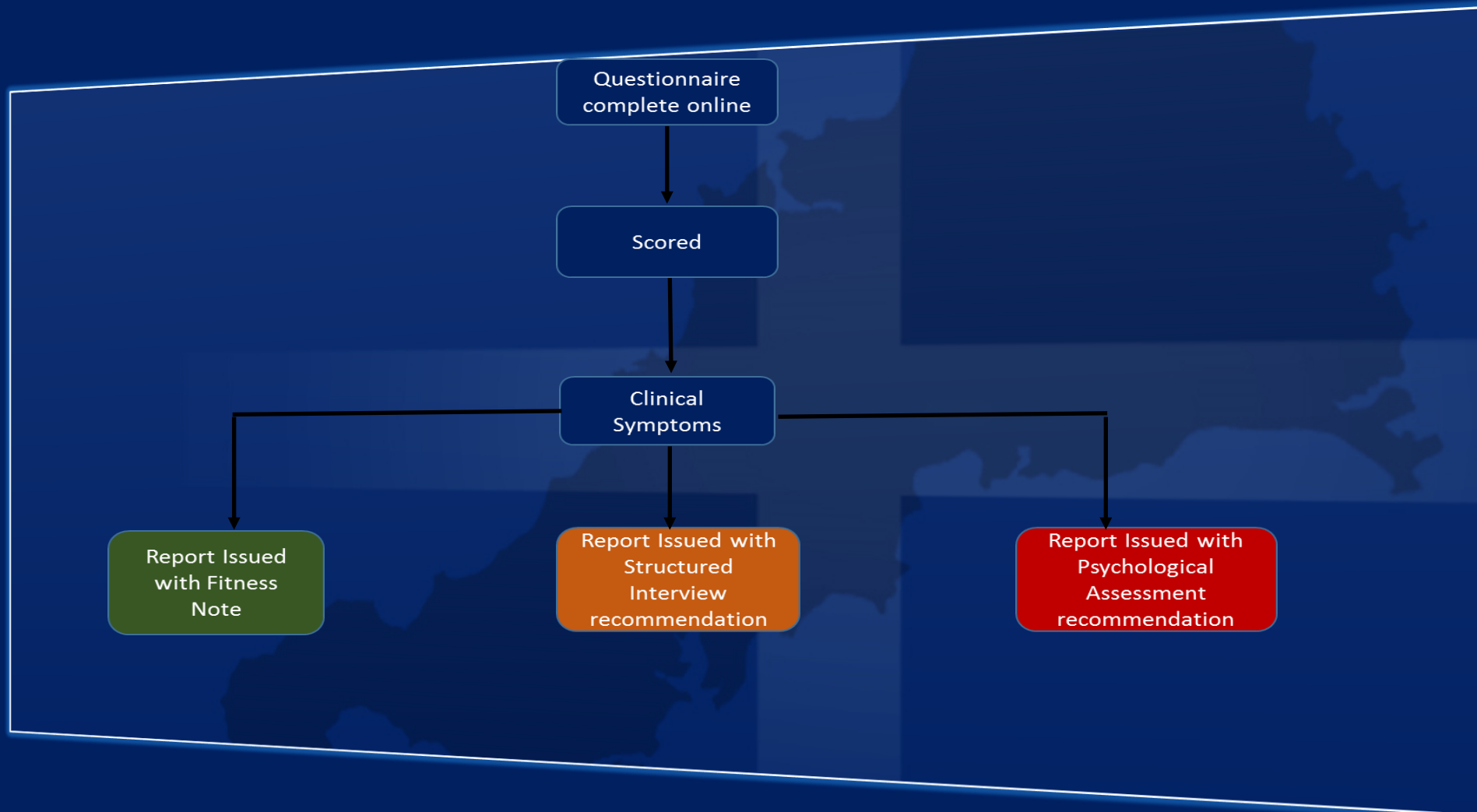
Availability and Booking

Between April 2020 and March 2021 the following work has been scheduled:

- Six Structured Interview Training Courses;
- 8,000 Psychological Risk Assessments, split between annual reviews and new assessments.



Psychological monitoring





Organisational Intelligence



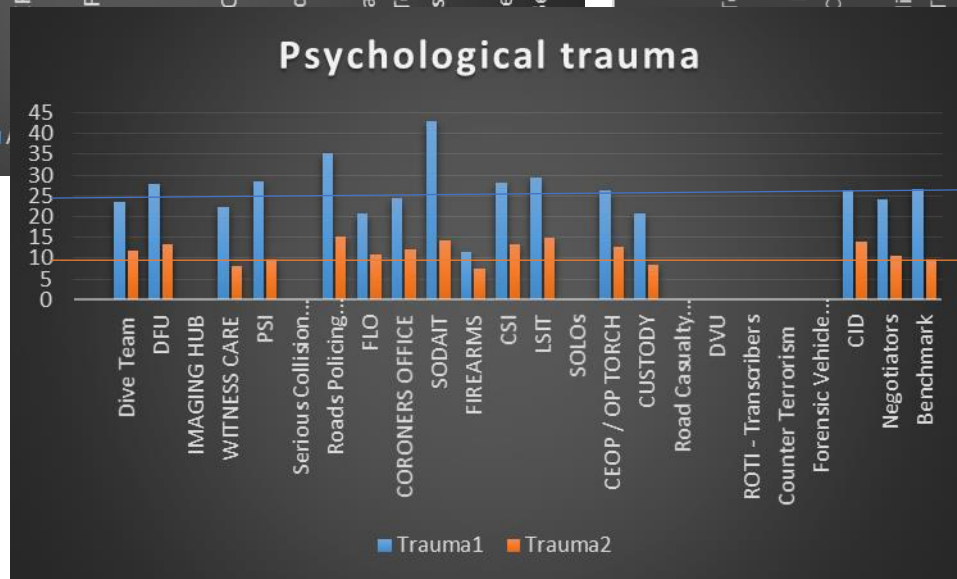
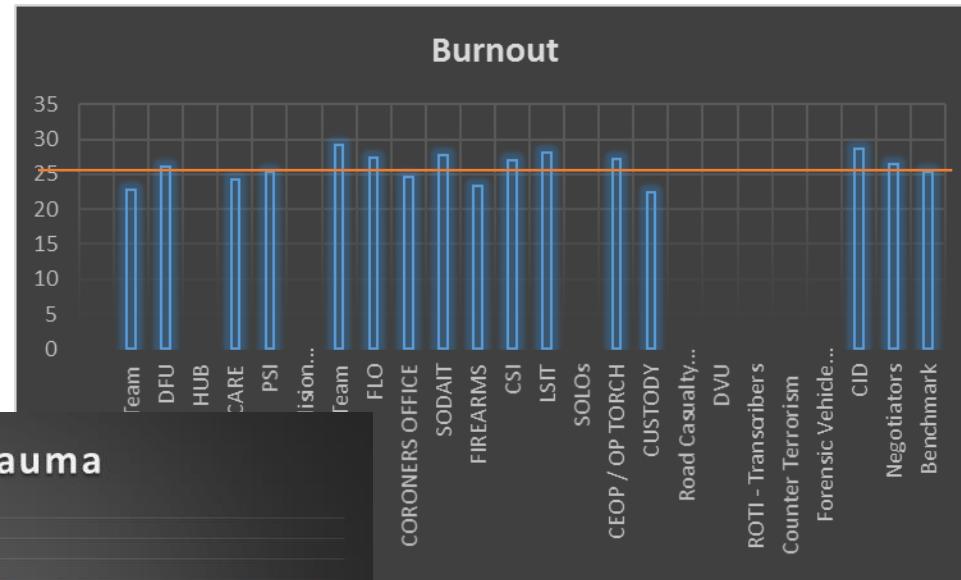
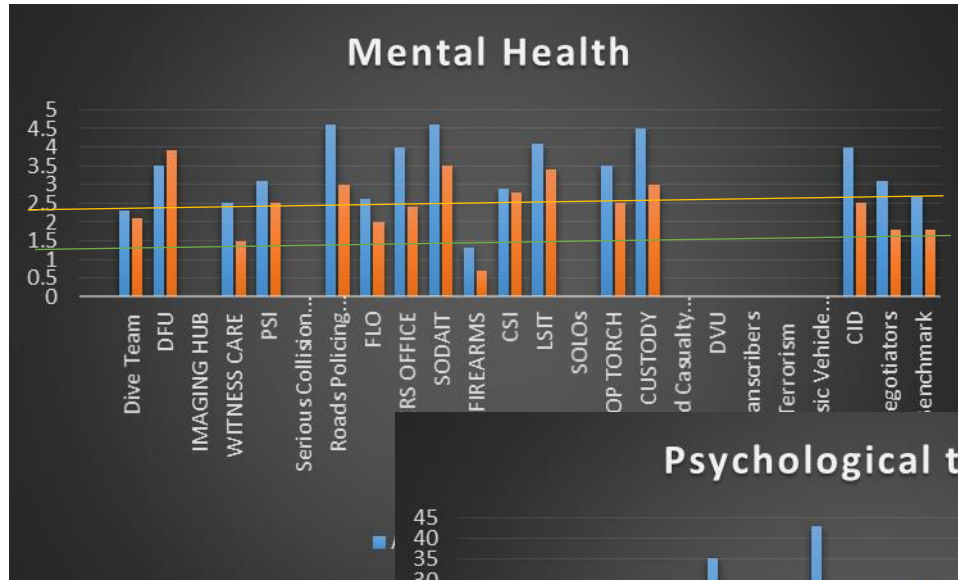
- Fit note 67%
- OH interview 24%
- Referral to therapist 10%
- Departments with high levels of intervention:
- Serious Collisions Unit
- SODAIT

SECTOR	Total FN/FN#	%	Total SI/SI#	%	Total PA/PA#	%
Dive Team	7	78%	1	11%	1	11%
DFU	13	82%	1	6%	2	12%
IMAGING HUB	3	60%	1	20%	1	20%
WITNESS CARE	26	76%	6	18%	2	6%
PSI	17	74%	5	22%	1	4%
Serious Collision Investigators (SCI)	7	39%	4	22%	7	39%
Roads Policing Team	23	50%	15	32%	9	18%
FLO	54	76%	13	14%	4	5%
CORONERS OFFICE	12	63%	5	26%	2	11%
SODAIT	38	41%	33	36%	21	23%
FIREARMS	98	92%	9	8%		
CSI	25	68%	8	22%	4	10%
LSIT	30	56%	19	35%	5	9%
SOLOs	15	88%	1	6%	1	6%
CEOP / OP TORCH	54	72%	16	21%	5	7%
CUSTODY	10	59%	7	41%		
Road Casualty Reduction Officers	3	100%				
DVU	3	75%			1	25%
ROTI - Transcribers	9	75%	3	25%		
Counter Terrorism	2	100%				
Forensic Vehicle Examiners	1	50%	1	50%		
CID	63	64%	26	27%	11	10%
Negotiators	4	44%	5	56%		
TOTALS ACROSS FORCE	517	67%	178	23%	75	10%



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Clinical Findings



Psychological monitoring



**Any Questions...
Just Ask!**

