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**POLICE
SCOTLAND**

Keeping people safe

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Dear Convenor,

Justice Sub-Committee on Policing

Thank you for your letter of 21 September 2017, following my attendance at the Justice Sub-Committee on Policing on Thursday 14 September.

At the meeting I committed to providing some follow up information in response to Mr Finnie's question on whether the complaint which led to the Durham Constabulary inquiry was referred directly to the Crown Office and Procurator Fiscal Service (COPFS) by a complainer or whether it went through internal police procedures.

I can confirm that a combination of criminal and non-criminal allegations were made and as a consequence Police Scotland duly reported the criminal complaints to COPFS.

As you will recall from the evidence session, I have taken personal oversight of improving wellbeing within Police Scotland, a subject I appreciate is also of great interest to the committee. I have therefore attached further information on this subject for the committee's reference.

I trust you find this information useful, however please do not hesitate to contact my office if any additional information is required.

Yours sincerely,

Iain Livingstone, QPM
Deputy Chief Constable

Justice Sub-Committee on Policing Police Scotland's Wellbeing Matters Initiative

At the Justice Sub-Committee on Policing on Thursday 14 September, DCC Livingstone highlighted the work being undertaken within Police Scotland in respect of wellbeing.

This short briefing is for the information of Committee Members, and aims to provide further information about Police Scotland's Wellbeing Matters Initiative, which was formally launched on 18 September 2017.

Background

In November 2016 a wellbeing pilot was initiated in Lanarkshire Policing Division and was delivered collaboratively by officers based within the division and colleagues from Strategy & Specialist Services.

The objective of the pilot was to provide engagement and education opportunities for officers and staff and to inform the potential wider rollout of a wellbeing programme across the organisation.

The key activities to be addressed by the pilot were:

- The establishment of a Wellbeing Governance Group;
- The introduction of Wellbeing Champions;
- The provision of Line Manager Awareness Sessions; and
- The active promotion of available Support Services for officers and staff.

Key Learning

After an initial 6 month period, the pilot was assessed and key learning identified. Such learning was discussed at a dedicated Health and Wellbeing Group, chaired by DCC Livingstone. Through engagement with the Lanarkshire Divisional Command Team, local Wellbeing Champions, the Wellbeing Governance Group and officers and staff involved in the pilot, the following points were highlighted:

- The pilot had been positively received with feedback noted from staff within Lanarkshire;
- There was an increase in the number of officers and staff receiving relevant support;
- Wellbeing was being discussed across the division to a far greater extent;
- There was an increase in the level of knowledge and understanding around the type/nature of specialist support available to all staff;
- The availability of Wellbeing Champions was of critical importance and provided officers and staff with key accessible points of contact to obtain the support required;
- In the initial 6 months over 50 officers and staff members approached their local champions around a range of issues and all stated that the support offered had been beneficial.

The findings were provided to the Health & Wellbeing Group in March 2017 with a recommendation that the scheme be rolled out across the organisation.

National Rollout

A dedicated sub-group was established to deliver the national rollout, which comprised members from the Scottish Police Federation (SPF), Association of Scottish Police Superintendents (ASPS), Trade Unions and partner organisations, such as the Scottish Police Credit Union, Police Mutual, Scottish Police Recreation Association, Employee Assistance Programme and Occupational Health.

The group presented recommendations on the rollout to the Health & Wellbeing Group in May 2017 around the work which was to be entitled “Your Wellbeing Matters”: The primary objective was to enable Police Scotland to invest in the wellbeing of its staff recognising the value of our people by:

- Raising awareness of the depth of support services available and how to access them;
- Enabling an organisation wide network of Wellbeing Champions; and
- Embedding a platform for further mainstreaming of wellbeing.

A range of products focusing on psychological wellbeing, physical wellbeing, financial wellbeing, and social wellbeing (further detail provided in attached document) have been developed that officers and staff can access to receive the most appropriate support service. Internally, the Force intranet site affords staff access to information within work, whilst a dedicated external website ensures officers and staff access to information 24/7, all year round. Additionally a pocket size paper based overview of support has been developed and distributed to all staff across the organisation.

Whilst the initial aim was to have a network of around 120 Wellbeing Champions, we have witnessed a significantly higher uptake, with over 190 officers and staff members putting themselves forward to take on the role of Wellbeing Champions across the country. All champions have been provided with appropriate training and they attended a two day induction course, which including Scottish Mental Health First Aid training. The Force has introduced a Wellbeing Champions Charter which is attached for the Committee’s reference.

The breakdown of champions is as follows:

- 52% Female and 48% Male; and
- 76% Officers and 24% Staff.

On Tuesday 05 September the Senior Leaders Forum, which is a forum comprising all senior leaders from every area of the organisation, was dedicated to the subject of wellbeing. A full range of inputs, including presentations from external support services, and from officers who have required support at various points in their service, were delivered. The focus of the day was on the key role senior leaders have in the successful delivery of Your Wellbeing Matters.

Launch

Your Wellbeing Matters was officially launched across the Force on Monday 18 September 2017.

The success measures for Your Wellbeing Matters are:

- Uptake of support services;
- Utilisation of the mobile site and intranet;

- Utilisation of Wellbeing Champions;
- Focus groups with officers and staff; and
- Future organisation wide surveys.

Wellbeing Champion Charter

As a Wellbeing Champion I will support and underpin the delivery of the organisation wide Wellbeing Initiative. I will be a point of contact for Officers and Staff providing them with guidance and advice on Wellbeing issues and concerns.

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- ✔ I will be a **Role Model** for the organisation, demonstrating that Wellbeing is at the heart of all that SPA/ Police Scotland delivers.
 - ✔ I will offer **Line Managers Advice and Guidance** in relation to the most appropriate support mechanisms for their Officers and Staff.
 - ✔ I will act as a **Point of Contact** providing support and guidance for Officers and Staff in relation to Wellbeing issues and concerns.
 - ✔ I will assist **Line Managers but not take responsibility** for managing Officer and Staff Wellbeing issues.
 - ✔ I will provide those who contact me with a **Safe Environment** to discuss Wellbeing issues and concerns.
 - ✔ I am **not a trained counsellor** but can signpost and support Officers and Staff to the most appropriate support service available to them.
 - ✔ I will treat everyone who contacts me with **Integrity, Fairness and Respect.**

As a Wellbeing Champion I will:

- ➡ Be Visible and Approachable
- ➡ Be Trustworthy
- ➡ Be Supportive
- ➡ Be Respectful of Confidentiality
- ➡ Show Empathy
- ➡ Listen to Others