



NPCC WELLBEING OF INVESTIGATORS SUBGROUP

END OF PROGRAMME REPORT 16.03.21

STRAND 3

To identify and work with recognised expert partners who can provide reliable evidence-based solutions.

Remit of the strand

To identify innovative products and solutions to the findings of academic research into the causes and impact to the wellbeing of investigators. Considering initiatives and solutions used by forces nationally, including provision from external providers and or those of the National Police Wellbeing Service.

Methodology employed

The strand drew members from forces nationally and from the National Police Wellbeing Service. We then tried to find a number of relevant solutions by;

- Contact via all forces through ChiefsNet seeking returns of initiatives and good practice
- Appeal through NPCC RRWG Newsletter
- Liaison with National Police Wellbeing Service
- Personal experiences and knowledge of strand members

Key findings

Wellbeing initiatives and solutions is a confusing and often busy market space with a myriad of companies, charities and police services offering a range of products and services. Forces have acted to address and support issues they have identified locally. Issues that are often common themes nationally. This has resulted in a number of really excellent initiatives being undertaken which are included in the library of interventions document in appendix A.

The library document also details wellbeing services that have been found to be **used by forces** and those services offered through the College of Policing and Oscar Kilo.

It is apparent from the findings of the group that the full range of services offered through the College and OK are not fully understood across forces. It would be of benefit for the National Police Wellbeing Service to centrally coordinate activity and be the subject matter experts who can signpost to or provide services that are centrally accredited for policing and embed wellbeing elements through CoP APP and training such as PIP 2, SIO, DS and DI courses.

Key Products / Interventions identified

See Appendix A.

It is recommended that OK consider the list of wellbeing services with a view to endorsing them as effective services.

Ongoing work

To develop the Pause Point initiative initially rolled out in Cambridgeshire, to incorporate the principles of reflective practice to support wellbeing conversations and develop a standardised wellbeing plan to support officers and staff. In addition to this to put the scheme into national best practice for high risk roles and embed robust pre and post-employment PHS assessments to support the scheme. This could lead to working further with CoP to change the syllabus of key detective management training to cover in greater depth and detail the principles and practices of maintaining a healthy and thriving detective workforce.