



Home Office

# **A common goal for police wellbeing**

## **To be achieved by 2021**

July 2018



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# Foreword by Minister of State for Policing and the Fire Service, Rt Hon Nick Hurd MP

At the beginning of this year I hosted a roundtable discussion drawing together a range of organisations with a stake in police wellbeing. I wanted us to consider how the Government can help police chiefs in their duty to support the welfare of their officers and staff.

I heard from a range of police leaders, cross-government partners, charities and welfare providers who support the police and their families. It was clear that there is a huge amount of energy, common cause and support for making sure we are doing all we can to support the wellbeing of our police officers and staff – who play such a vital role in keeping our country safe.

A key outcome of our conversation was a need to agree a shared vision for the police wellbeing. We need to be really clear on where we want to be in the future, and begin the important work to get there. In order to demonstrate our shared drive and passion, we have agreed that we want to act quickly and have chosen a demanding timescale of 2021 to deliver on our shared goal.

I am therefore pleased to launch this goal for police wellbeing.

A handwritten signature in blue ink that reads "Nick Hurd". The signature is written in a cursive, slightly informal style.

**Minister of State for Policing and the Fire Service, Rt. Hon. Nick Hurd MP**

# A common goal for police wellbeing by 2021

- **Goal:** By 2021, policing will ensure that every member of the police service feels confident that their welfare and wellbeing is actively supported by their police force throughout their career, that a culture supporting this is embedded in every force, and that individuals have access to appropriate support when they need it. This includes physical and mental health as well as the broader concept of wellbeing - which enables individuals to realise their potential, be resilient, and be able to make a productive contribution to the police workforce.
- **Plan:** to do this by:
  - achieving an organisational culture which focuses on prevention, early intervention and support for individuals.
  - embedding clear, consistent, evidence-based standards throughout policing in welfare and wellbeing support provided to police and staff, including through occupational health and effective line management; and signposting to relevant police charities and other providers who deliver treatment and support when requested; and
  - effective sharing of innovation and best practice.

This approach will still allow for individual local force based approaches but they will operate within this shared strategic intent.

This vision is aligned with the recommendations within the *Thriving at Work: Stevenson Farmer Review*.

- **Who owns the delivery of this ambition: Chief Constables hold a statutory responsibility to manage the welfare of their officers and staff, and it remains the role of elected Police and Crime Commissioners to ensure they are held to account.** This goal supports those roles and responsibilities and is also a consensus commitment to work collaboratively across forces, between organisations and including all independent and third sector parties.
- In order to support this goal, better evidence of the problem, causes and potential solutions will be achieved. Mapping of the landscape and the other work being undertaken through the College of Policing's £7.5m Welfare and Wellbeing Project will all help to enable the necessary changes.
- To measure success against this goal, evidence on progress will regularly be sought – through formal and informal means, including through HMICFRS's Integrated PEEL assessments (IPA) and Force Management Statements.



Police Dependants' Trust



College of Policing



Association of Police and Crime Commissioners



Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services



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For better mental health in 999 teams



National Police Chiefs' Council



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POLICE REHABILITATION CENTRE



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Police Superintendents' Association