

Staffordshire Police Wellbeing Strategy

2026 -2028



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Foreword by Chief Constable

I fully recognise that your role, while often demanding, can also be profoundly fulfilling. I am committed to ensuring that every individual feels well supported and genuinely valued in the workplace, as I believe this is fundamental to delivering the highest standards of service to the victims and communities we are here to support.

I remain fully committed to providing strong leadership across all levels of the organisation. My aim is to foster a supportive and inclusive working environment that enables every individual to attain the highest possible standards of physical and mental health and wellbeing.

This strategy has been developed in collaboration with colleagues involved in the Wellbeing Steering Group. It reflects our commitment to listening and learning, through the review of feedback from both local and national wellbeing surveys, insights gathered through the Personal Development Review (PDR) process and best practice guidance from within policing and the wider professional landscape.

This strategy outlines our dedication to understanding and addressing the factors that affect your wellbeing. It is designed to ensure you receive appropriate support, whether through direct guidance from managers or via self-help resources that empower you to enhance your personal wellbeing so that you can thrive both professionally and personally.

I recognise that health and wellbeing is a collective responsibility. This strategy is therefore intended for everyone. Through its implementation, we aim to promote a culture of empowerment in which individuals are encouraged and supported to take ownership of their own health and wellbeing.

Acting Chief Constable

Rebecca Riggs

Our Vision:



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We envision a workplace where wellbeing is a shared priority and a lived experience. Guided by our values of caring, collaborative, and accountable, we are committed to creating an environment where every individual feels safe, respected, and empowered to thrive.



We will foster a culture of **care**, where compassion and empathy shape our actions.



Through **collaboration**, we will build strong, trusting relationships and co-create solutions that reflect the diverse needs of our people.



By being **accountable**, we will take ownership of our role in promoting wellbeing, measuring our impact, and continuously improving.



We will **respect** each other's experiences, **inspire** one another to grow and flourish, and **support** each other through challenges and successes.



Through this, we will **develop an exceptional workforce**—resilient, inclusive, and high-performing—where wellbeing is not just an initiative, but a way of working.

Our Approach

The key pillars for implementation are contained within the College of Policing Blue Light Framework which underpins the strategy and form the following 7 pillars for action:

- ◆ Leadership
- ◆ Absence Management
- ◆ Creating the environment
- ◆ Psychological Wellbeing
- ◆ Occupational Health
- ◆ Personal Resilience
- ◆ Protecting the workforce

Leadership

Absence Management

Creating The Environment

Psychological Wellbeing

Occupational Health

Personal Resilience

Protecting The Workforce



Leadership



What are we doing?

- We ensure that there is a consistent approach to leadership within the Force by empowering and upskilling supervisors through training and awareness sessions.
- We ensure that our leaders are accountable and lead their teams in line with the Code of Ethics.
- We ensure there is ongoing consultation and communication with colleagues in relation to your wellbeing.
- We ensure there is a consistent and positive approach to your wellbeing
- During PDR's and professional conversations supervisors ensure that wellbeing is discussed and colleagues are signposted to the relevant advice and support.
- Supervisors monitor staff wellbeing trends and escalate concerns to ensure timely support, informed decisions, and targeted interventions for a healthier, more resilient workplace.
- Leaders ensure their teams have the time and space to access trauma support when it is needed, recognising the importance of pausing, processing and prioritising wellbeing during difficult times

Leadership



What's next to explore?

- Leaders will have training to ensure that they are aware of the main issues affecting the health and wellbeing of their teams – dedicate modules in supporting resilience /wellbeing for managers
- Explore the possibility of wellbeing specific surveys
- Look at how teams can “de-brief” before going home –more guidance can be found here
- Implement a Staff Suggestion scheme to empower colleagues to share initiatives that improve their wellbeing
- We will ensure that departments are represented at the Wellbeing Steering Group
- We will ensure that Health and Wellbeing is discussed at Command Boards
- Create a bespoke action plan to enable the Force to measure its performance against this strategy
- Commands to explore bespoke wellbeing strategies and action plans where required.
- Through the revised Change strategy, we are committed to managing change effectively across the organisation, ensuring clear communication and collaboration to create an environment of transparency, stability, and shared understanding.

Absence Management



What are we doing?

- Attendance is managed in a way that supports staff wellbeing and fairness. Managers monitor attendance to help identify any patterns where support might be needed, with HR providing guidance to ensure consistency and care across the organisation
- Access to OH Services for all colleagues
- Physio self-referral process is in place
- Effective policy and procedure to tackle bullying and harassment
- Flexible working practises and family friendly policies in place
- Personal Insights – (revised Reasonable Adjustment Passport) in place for colleagues who may need additional support.

Absence Management



What's next to explore?

- We will ensure that our supervisors are aware of the supporting attendance policies and procedures that are in place to ensure a fair and consistent approach to supporting attendance in the workplace
- In conjunction with HR, supervisors will support encouraging individuals to have early conversations if they are thinking of leaving the team to try and capture any organisational learning in terms of trends of why people want to leave and identify if anything can be done to improve retention

Creating The Environment



What are we doing?

- National initiative Op Hampshire in place to support colleagues subject to verbal or physical assault. Check out this app/link.....
- Systems in place to raise and resolve issues with their workplace – via Supervisors, one to ones and 28-day reviews.
- We support the NPCC week of actions, where they shine a light on our specific teams or roles and acknowledge the difficult job that they do.
- Regular wellbeing bulletins are produced and distributed through the wellbeing pages
- Promotion of other sources of help through the wellbeing toolkit
- Agile working policies and guidance are in place
- Viva Engage Wellbeing Hub
- Regular walkthroughs of work locations to ensure colleagues have a suitable and safe work environment
- We have a SPOC at Smithfield that filters all concerns/questions/complaints/suggestions and emails them directly to Estates for review and comment

Creating The Environment



What's next to explore?

- Rolling out Team building days with a focus on community engagement
- Review the feasibility of implementing the Oscar Kilo Wellbeing Dog Initiative
- Establish a network of Wellbeing SPOC's / Champions who can support in the distribution of wellbeing news and initiatives.
- Continuing to highlight and celebrate the dedication and impact from the teams via reward and recognition schemes.
- Viva Engage compliments page that can collate and share thanks and compliments from victims and members of the community.
- Continuing to explore a dedicated wellbeing budget as a practical step toward implementing initiatives that can improve both the physical and psychological wellbeing of colleagues.
- We will ensure that colleagues can take the breaks that are needed away from work, monitor annual leave carry over and rest day cancellations to help identify any impact this could have on teams.

Psychological Wellbeing



What are we doing?

- Occupational Health will contact individuals who have gone off sick related to stress, anxiety etc to offer them support
- Colleagues have targeted support from Occupational Health which includes mandatory support and pre-joining psychological health screening
- TRiM is a peer led system that will identify the warning signs to look for after trauma and signpost for further help if needed. More information can be located here <https://sp-intranet.staffordshire.police.uk/trim/>
- You can access support from Occupational Health, this could be via a Management Referrals or you can also make a self referral to our welfare team - more information can be located here <https://sp-intranet.staffordshire.police.uk/trim/>
- We have a whole host of information and support on wellbeing available which can be located here <https://sp-intranet.staffordshire.police.uk/occupational-health-welfare-wellbeing/wellbeing/>
- We've invested in training mental health first aiders through Mental Health First Aid England. These dedicated individuals serve as peer supporters, offering invaluable assistance to their colleagues in times of need more information can be located here <https://sp-intranet.staffordshire.police.uk/occupational-health-welfare-wellbeing/wellbeing/>
- Regular walkthroughs of work locations to ensure colleagues have a suitable and safe work environment.
- Colleagues can join [The Police Treatment Centres](#) Scheme which can support both mental and physical health
- Welfare Support Team are in place who will support colleagues under investigation

Psychological Wellbeing



What's next to explore?

- The force are looking to roll out more trauma training across all areas and tools that individuals can utilise to help manage their exposure.
- Explore use of Peer Supporters through the Oscar Kilo programme <https://www.oscarkilo.org.uk/services/peer-support-for-wellbeing>
- Stress Assessments - this may need a conversation with HR Colleagues in relation to this - they are another tool that supervisors can use to help individuals who could be struggling with demand etc - more information can be located here <https://sp-intranet.staffordshire.police.uk/wp-content/uploads/2025/05/Stress-Risk-Assessments-Managers-guidance.Jan-24.pdf>
- Roll out of PDR's and Monthly professional conversations will enable individuals to have meaningful conversations with their supervisors including discussions around their wellbeing
- Review the feasibility of implementing Pause Point across teams. Pause Point is a staged review process that aims to support investigators in high risk roles. The process encourages robust and sensitive welfare discussions in every one to one meeting. More information can be located here <https://www.oscarkilo.org.uk/resources/toolkits-and-campaigns/wellbeing-investigators-toolkit/pause-point>
- Encouraging peer-to-peer conversions, normalise support seeking behaviours to empower everyone to discover ways to break the stigma - together
- Look at workshops on to include stress management techniques / mindfulness / grounding / meditation / relaxation etc
- Benchmark the Force against the Oscar Kilo national suicide action plan to identify any further actions required. The plan recognises that suicide in policing is an issue that deserves attention, and that more needs to be done to support police forces in reducing suicides.

Physical Wellbeing



What are we doing?

- Total Health Tuesdays – enables colleagues to speak to Wellbeing Nurse, Fitness Assessor and Physio in relation to their physical health.
- On site health check clinics being carried out by an external provider which can look at cholesterol, BP, blood sugar and signpost for further support where required i.e. smoking cessation, weight management
- Colleagues have access to a number of onsite gyms located across the Force, offering convenient opportunities to stay active and support physical wellbeing."
- We acknowledge that sport gives our people a positive outlet, helps build resilience, and often serves as an informal support network in challenging times. There are already a variety of peer-led sports clubs available within the Force, giving staff the chance to connect, stay fit, and build camaraderie through shared interests. <https://sp-intranet.staffordshire.police.uk/staff-associations-and-networks/sports-association/>
- Nutrition and Fitness advice can be accessed via the Force Fitness Assessor. The Force Fitness Assessor can be contacted via occ.health@staffordshire.police.uk
- Colleagues can self refer for physio support giving direct and timely access to professional help for physical health concerns to proactively reduce discomfort, prevent long-term issues and maintain ability perform at your best both at work and in daily life. For more information in relation to accessing physio services, please contact occ.health@staffordshire.police.uk
- Colleagues can join [The Police Treatment Centres](#) Scheme which can support both mental and physical health

Physical Wellbeing

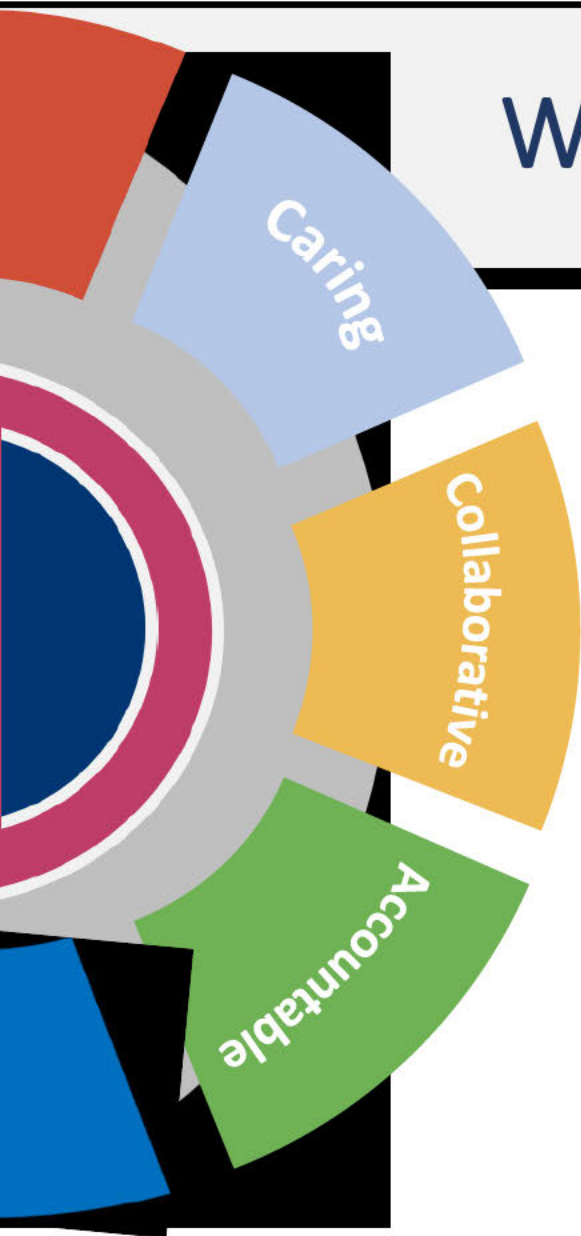


What's next to explore?

- Consider peer led initiatives where colleagues could support / encourage each other to maintain or improve fitness.
- Introduction of approaches to incorporating movement into the workday to impact of wellbeing, focus and connection in the workday.
- Provide information on exercises that can be done at the workstation / vehicles
- We will continue to support our networks to explore additional and diverse initiatives to support your wellbeing.



What does success look like?



What are we doing?

Developing KPI'S relating to this strategy so we can monitor the impact of the strategy

Examples could be:

- Reduced Sickness Absence
- Change in type of sickness
- Recruitment and Retention Rates
- National Benchmark Surveys
- Burnout – Mandatory Support themes
- Visits to OH
- PTEC – trauma tool

Our Review Process

An initial review of the strategy and how it has been embedded will take place 6 months post implementation to review its effectiveness / whether it is fit for purpose. Thereafter an annual review will take place.

An Action Plan will underpin the strategy and will enable the Force to measure progress with the strategy

If there are changes within Force or updates from NPCC or other best practise that will impact / enhance this strategy, this can also trigger a review of the arrangements laid out in this document.

We are committed to regularly review the wellbeing support available to colleagues to ensure that we review what we have in place and whether this is still fit for purpose



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Feedback Form



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We know that one size of wellbeing does not fit all and therefore we are committed to listening to you and explore new initiatives that may come to light.

If you have any suggestions in relation to this strategy or initiatives that could be considered, please fill out the Force Wellbeing Strategy feedback form or email Wellbeing@staffordshire.police.uk

You can access the form using the following link: [Force Wellbeing Strategy - Feedback Form – Fill in form](#)



Force Wellbeing Strategy Feedback Form

Sources of Reference:



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- College of Policing Blue Light Wellbeing Framework 3rd Edition
- NPCC National Police Health and Wellbeing Strategy 2024 – 2026
- Surrey & Sussex Police Wellbeing Strategy 2023 – 2025
- South Wales Police Wellbeing Strategy 2022 – 2025
- Investigator health and wellbeing initiatives NOM (Op Soteria)
- Pause Point one to one supervisor record NOM (Op Soteria)
- Overview of the Pause Point wellbeing initiative NOM (Op Soteria)

Recruitment & Selection Training

Author Leadership and Organisational Development Team

Date September 2025

standing local police service that cares

unities Productive Partnerships Exceptional Workforce Outstanding Organisation