

Our Ref: IM-FOI-2022-1778
Date: 06 September 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

Please tell me what a) formal and b) specialist support Police Scotland offers to police officers and staff experiencing poor mental health.

Police Scotland's Health & Wellbeing Department was formed 2014. From 2015 everyone in Police Scotland had access to the same provisions below, prior to that date legacy arrangements were in place in each area.

2015 to present Optima Health (OH) have provided our occupational health. Line managers can refer to OH for fitness for work issues and advise. The type of referral made include mental health concerns, medical conditions and MSK. OH also provide all fitness for work medicals, physiotherapy and immunisations.

2015 to present OH provide resilience assessments for specialist post holders. This is a once a year appointment with a counsellor to promote resilience and to discuss positive coping mechanisms. The counsellor assess psychological wellbeing and where appropriate signposts to the Employee Assistance Programme or Occupational Health

2015 – 2019 Employee Assistance Programme (EAP) provided by AXA PPP. EAP covers all Police Officers, staff, Scottish Mountain Rescue and anyone over the age of 16 who live with us.

The EAP is by self-referral and the contract provided a 6 + 2 counselling session model or online CBT. EAP also provide EMDR or TFCBT sessions for workplace Trauma. EAP provide us with immediate access to counsellors, psychologists and psychiatrists.

2019 to present Employee Assistance Programme (EAP) provided by HELP EAP (change of provider) EAP covers all Police Officers, staff, Scottish Mountain Rescue and anyone over the age of 16 who live with us.

The EAP is by self-referral and the contract provided a 6 + 2 counselling session model or online CBT. EAP also provide EMDR or TFCBT sessions for workplace Trauma. EAP provide us with immediate access to counsellors, psychologists and psychiatrists.

2019 to present Your Wellbeing Assessment (YWA) provided by Optima Health. YWA is an online screening tool that all 23,500 of us can access.

OFFICIAL

It is an MOT but for our mental health as it is a pro-active tool for the early identification of issues. A mental health clinician reviews our assessment and this prompts support, based on the questionnaires results. We could receive a telephone call and be 'warm' handed to the EAP for counselling support is appropriate. The counselling support is 4+2 sessions.

2017 to present - Wellbeing Champions – 140/160 Volunteers who with training are expert sign posters. All champions had to do the Scottish Mental Health First Aid Course and complete awareness training on the support tools available.

2014 to present - Trauma Risk Management (Trim) TRiM is a peer group risk assessment process it is the model of response used to provide support for officers and staff who are directly involved in potentially traumatic incidents. It is delivered by a network of 15 TRiM coordinators and 200 TRiM assessors. It provides information drops and a TRiM 1-2-1 assessment 3 – 28 days following an incident. TRiM assessors can refer to Employee Assistance Programme for support if appropriate.

2015 to present - Individual Stress Risk Assessments (for workplace stress). The SOP outlines ways in which stress can be managed effectively, sensitively and highlights the causes of stress. It lays out the responsibilities of the organisation and manager and provides information about OH & EAP above.

The Stress Risk Assessment was devised from the HSE standards for work-related stress and provides a systematic approach to work through the pressures and includes a management plan to allow for documentation of the adjustments implemented to reduce the risks to health.

Both OH & EAP provide customer satisfaction surveys to users.

Management Information is provided from OH and EAP on a monthly basis. This information is monitored and reviewed to establish if there are trends, emerging issues etc. Quarterly there are meetings held to discuss the contract provision, customer feedback and any new products etc.

Should you require any further assistance please contact Information Management - Dundee at foidundee@scotland.police.uk quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

OFFICIAL

OFFICIAL

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.

OFFICIAL