

Our Ref: IM-FOI-2022-1513
Date: 09 August 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.

1. Total numbers of police officers and police staff employed within your organisation on an annual basis from 2010 to present. (Please can this be broken down and numbers provided for each individual year).

Please be advised that Police Officer and Police Staff numbers are publicly available.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

- (a) states that it holds the information,
- (b) states that it is claiming an exemption,
- (c) specifies the exemption in question and
- (d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”

The information you are seeking is available on the Police Scotland website, via the following link:

[Police Scotland Officer Numbers - Police Scotland](#)

For older statistics, please see the Scottish Government website:-

[Police officer quarterly strength statistics: 2 August 2022 - gov.scot \(www.gov.scot\)](#)

2. Numbers of police officers and police staff who have taken any absence due to mental ill health on an annual basis from 2010 to present. (Please can this be broken down and numbers provided for each individual year).

3. The average length of time that a police officer or police staff member is absent from work where that absence is due to mental ill health. Can you provide this average for each year for the same time period (2010 to present).

The data presented has been extracted from Police Scotland's System to Co-ordination Personnel and Establishment (SCOPE) Police Scotland came into existence on 1 April 2013 and inherited a diverse range of functions, structures and responsibilities along with a substantial restructuring process.

Absence Statistics prior to Police Scotland's existence was recorded on the basis of legacy structure and as a result of the amalgamation of different system's across Scotland, the quality of the data cannot be guaranteed until April 2015 onwards.

Please note that due to improvements in reporting protocols, 2021/22 provides the first true reflection of absence.

Police Officers	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
No. of Officers absent due to Psychological Disorders	613	630	679	689	846	833	928
Average WDL due to Psychological Disorders	1.96	1.96	2.17	2.06	2.52	2.57	2.98

Police Staff	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
No. of Staff absent due to Psychological Disorders	222	280	220	196	500	603	595
Average WDL due to Psychological Disorders	1.84	2.23	1.79	1.61	3.63	4.15	4.40
Total Headcount at 31 March	5494	5610	5571	5875	6088	6133	6108

This is for police officers and police staff who have been absent due to psychological reasons which includes anxiety, bereavement reaction, bipolar, debility, dementia, depression, insomnia, other mental health disorder, other psychological disorders, other stress, post-natal depression, post-traumatic stress and stress

4. Details of any welfare support programmes that exist in your organisation to support those with mental ill health, for example, occupational health departments, peer-support programmes, wellbeing teams and the details of what these programmes can provide (counselling, CBT, EMDR, one to one support etc) please also provide the year that any of these programmes were first implemented within your organisation.

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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.

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 Wellbeing Champions – 180/200 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 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 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.

5. Numbers of police officers and police staff who have received assistance through each of the support programmes listed in answer to question 3 above, please provide numbers for each year for the same time period (2010 to present).

As advised previously, we are unable to provide you with data from 2010 – 2015, however the table below provides the number of police officers and police staff who have received assistance via the support programmes listed above.

Year	EAP	OH	TRiM	Resilience	Your Wellbeing Assessment
2015-2016	708	5226	193	263	n/a
2016-2017	955	3937	197	271	n/a
2017-2018	1180	3697	167	362	n/a
2018-2019	1407	3727	162	264	n/a
2019-2020	2449	3716	269	158	486
2020-2021	1851	2784	340	217	54
2021-2022	2148	3350	462	356	268

6. Details of any work that has been undertaken to assess the effectiveness/impact of any of the various support programmes listed in answer to question 3 above.

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, 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.

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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.

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.