| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0773  Responded to: 15 April 2025 |
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Your recent request for information is replicated below, together with our response.

1. **what personal and peer resilience training do you offer police officers either at the start of, or during their career.  If you intend to cite lifeline Scotland, please provide details on how many staff have been trained in this programme, how many facilitators you have and if this is mandatory training or not.  Over and above lifeline Scotland, what other training is there?**

Lifelines Scotland is offered as part of our Probationer training.

It is not mandatory across the workforce.

Day 1:  Staying well and Understanding Resilience and Self-care: Supporting Your Colleagues. 1,884 completions to February 2025

Day 2: Post Trauma Support: Providing Psychological First Aid. 1,055 completions to February 2025

There are 106 Police Scotland trained facilitators.

1. **what mandatory process do you have in place to support police officers and staff exposed to trauma?**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, the processes we have in place are not mandatory.

1. **how many police officers have accepted TRiM referrals in the last three years, and of these, how many were deemed unfit for duty due to mental health post assessment?**

570 Officers have fully accepted TRiM one on one’s in the last 3 years.

With regards to those deemed unfit for duty due to mental health post assessment, I must advise the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, TRiM is not a mechanism to determine who is unfit for duty.

1. **How and when do Police Scotland engage with mental health professionals such as Psychiatrists to ensure staff are protected from trauma and harm?**

Vivup provide our Employee Assistance Programme (EAP).

EAP is a confidential telephone helpline available 24/7, 365 days a year.

It covers work and personal issues and eligibility covers employees, volunteers, retired officers and staff and their direct family members.

They can access impartial, confidential advice from qualified counsellors.

In the moment support is available, or, following assessment, an appropriate treatment plan can be recommended. This may include counselling or therapies specific to PTSD such as CBT And EMDR.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.