| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0187  Responded to: 13 February 2024 |
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Your recent request for information is replicated below, together with our response.

## I am requesting under the Freedom of Information Act, access to information on mental health awareness and training programs provided to officers and staff, the frequency and nature of these programs.

The Lifelines Scotland project, which is being delivered across the tri-service in Scotland, has now been in place since summer 2021.  The project has adopted a targeted approach in terms of the training delivery with particular areas within Police Scotland and SPA.  The sessions have also been offered out to Wellbeing Champions and the Scottish Police Federation due to their crucial roles supporting and assisting our people.

Officers and staff have participated in the Lifelines training courses delivered, with all sessions being virtual to this point.  The Lifelines project consists of 3 modules, each of which should be done in order, these include;

• Staying well, understanding resilience and self-care - Learn more about what keeps us well.  Discussion occurs on the things that threaten our wellbeing in our roles and what protects us, and how to stock our Psychological 1st Aid kits.  Understand the impact of trauma and stress so we can recognise when we might need some help and where we can find this.

• Supporting your colleagues - This workshop looks at what we can do to strengthen supportive relationships.  Participants learn how to have helpful conversations with colleagues, how to recognise signs that someone may be struggling and what to do when you are worried about someone.

• Post Trauma Support providing Psychological First Aid - This workshop helps participants to understand trauma and traumatic stress so they can recognise when themselves or colleagues may be at risk of psychological injury.  It will equip them to give Psychological First Aid, the international best practice model for supporting people following trauma exposure.

To ensure a legacy of the project we have been working with Lifelines Scotland to develop a Facilitator programme which will enable officers and staff to facilitate crucial Lifelines resilience, self-care and post trauma support training through a Police Scotland/ SPA and peer support lens.  We are now moving towards having officers and staff within the organisation who can facilitate Lifelines Scotland sessions within their own divisions and departments.

## I am requesting, a copy of the current policies and procedures relating to mental health support for officers and staff within the force. Please include, any changes or updates to these policies in the last five years.

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”

To be of assistance, I have attached a link below which provides the information you have requested.

## [Standard Operating Procedures - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/)

## I am also requesting, statistics on the number of officers and staff who have accessed mental health support services in the last five years. Could you please break down these statistics by year, rank and type of support accessed (e.g. counselling, therapy, crisis intervention).

| **Year** | **Employee Assistance Programme**  **(general support)** | **Employee Assistance Programme**  **(trauma support)** |
| --- | --- | --- |
| 2018/19 | 1407 | Not available |
| 2019/20 | 2449 | 10 |
| 2020/21 | 1851 | 21 |
| 2021/22 | 2148 | 24 |
| 2022/23 | 1982 | 44 |
| 2023/24 | 1476 | 53 |

With regards to providing the ranks of Police Staff/Police Officers I can advise you that Police Scotland does not hold the requested information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, this information is not recorded.

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](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) 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.