

May I request the following under the Freedom of Information Act:

1)The total number of staff in the force, divided by gender, for the financial years 2016-2017, 2017-2018 and 2018-2019.

Gender	Financial Year			
	Apr-16	Apr-17	Apr-18	Apr-19
Female	4552	4402	4652	4584
Male	6423	6153	6326	6251

2)How many of those requested mental health-related support in the financial years 2016-2017, 2017-2018 and 2018-2019?

From April 2016 – April 2018 we received 1389 referrals for mental health issues. We are unable to breakdown historic data further.

We have been able to provide the following data as follows

from April – 2018 – March 2019 we received 636 referrals for mental health issues.

3)Of those, how many received mental health-related support in the financial years 2016-2017, 2017-2018 and 2018-2019?

We are unable to provide data for April 2016 – March 2017 / April 2017 – March 2018 – This would require a manual check through the employee support team diaries of which some may not be available, to complete this would exceed the cost threshold as explained in the cover letter .

*Please note referrals that initially come in may be re-categorised after having seen the Occupational Health Advisor, the numbers we are able to provide are based on management referrals coming in, reflecting their initial categorisation as mental health issues.

From April 2018 – March 2019 the Employee Support team managed 670 referrals equating to 3569 counselling sessions.

We are unable to advise if the 636 (within question 2) were part of the this total of 670 as we receive requests for assistance through a number of sources, and all are recorded separately within different systems .

We also provide a confidential referral service through our Employee Assistance Programme (EAP) who provide confidential counselling and mental health support. Where appropriate we will also sign post officers and staff to this service, this data is not recorded.

We have also supported Officers and Staff who have been subject to an injury / incident on duty (which has resulted in mental health issues) these individuals have been assessed and diagnosed with a treatment plan, where the wait through the NHS is lengthy.

Total of these cases supported between April 2018 – March 2019 = 14.

4)How many deaths by suicide of staff in the force have occurred in the financial years 2016-2017, 2017-2018 and 2018-2019?

We do not record information in relation to the circumstances surrounding the death of a member of staff/ officer.