

Wellbeing Strategy document

To provide clarity on the vision, aim and plan for Wellbeing within West Midlands Police.

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Wellbeing Vision

To enable and equip everyone within the West Midlands Police community to take control of their own health and wellbeing with the right support at the right time.

We therefore want all colleagues to understand what is included within our Wellbeing Strategy and how they can engage and support its delivery.

Strategic Aim

To create a clear plan with identifiable outcomes which align with the 4 key priorities as set out by the National Wellbeing Service, the aim of which is to deliver evidence based approaches that promote, prevent, detect and treat workplace health issues known to impact upon wellbeing including physical, psychological and societal elements.

The priorities are:

- **Promote:** Promotion of the wellbeing agenda to build the skills and abilities of the workforce in relation to wellbeing
- **Prevent:** Prevention of ill health amongst our workforce with a focus upon improving wellbeing at work and building individual resilience.
- **Detect & Support:** Early detection of physical, psychological and financial ill health amongst our workforce, ensuring that support, advice and guidance is available.
- **Treat & Recover:** Providing tailored support to signpost to treatment and aid recovery.

Strategic Plan

To enable the delivery of the Wellbeing vision and strategic aim, the following plan has been created to identify focus areas for the next 3 years, along with a detailed plan of how the first year's goals will be met.

In 2020 a review of action against objectives will take place along with the detailed plan of the 2020 / 2021 plan.

Outcomes

- To improve the physical, psychological, financial, spiritual and emotional wellbeing of our workforce.
- Reduce stigma around seeking support or help
- Improve knowledge and understanding of support available
- Encourage people to support themselves and realise their own potential
- Improve personal resilience and self-help skills
- Improve morale and engagement
- Improve and build upon the police service reputation as a good employer and a great place to work

- Reduced absenteeism (increased Attendance figures)
- Promote the Diversity & Inclusion agenda, specifically relating to wellbeing and disability.
- Increased focus upon preventative rather than reactive wellbeing support.
- Effectively measure and review our wellbeing performance.

Strategic Plan 2019/20 – 2021/22

Wellbeing Priority	Strategic Goal	Wellbeing Outcomes / Aims
Promote	To ensure that all within WMP understand and are engaged in the wellbeing strategy.	Embedded wellbeing groups in each area of WMP – Aligned to Wellbeing Strategy and delivering events as per calendar
	To ensure that our Wellbeing Strategy is a live, evolving plan, reflecting the needs of the workforce and aligned to best practice.	Continuous review of assessments with an action plan to meet criteria set within the development plan.
Prevent	To improve the wellbeing of the workforce throughout their career and life journey, ensuring that all WMP colleagues are equipped and capable to carry their role.	Robust recruitment medical process including resilience risk assessment. Review of internal promotion / role change medical process to ensure that individuals are equipped to meet the demand of the new role.
	To develop a resilient workforce that takes ownership of their personal wellbeing and can access the tools and support that is available to them	WMP colleagues managing their personal mental, physical and financial resilience using digital tools, workshops and support and provided by WMP and partners. Continuous development of support capability to engage and enable all.
Detect & Support	To ensure a robust and role specific health surveillance programme is embedded within WMP.	Proactive management of health surveillance within Occupational Health or using outside agencies. To include vaccination plans for force Process improvement and review of systems to ensure capability
	To develop and embed a structured approach to the management and psychological support of colleagues in roles where exposure to trauma is recognised as more prevalent.	A developed and ongoing plan of risk assessment reviews and structure prevention & intervention sessions.
Treat & Recover	To build organisational capability, individual resilience and effective intervention in relation to	Review of the TRiM process and policy to ensure it is current and meeting the needs of the force

	Trauma and Post Incident Support.	
	To implement an effective peer support provision within the Force.	Review the delivery for continuous improvement of the peer support systems in place (WMP Buddies and Welfare Liaison Officers)

2019/2020 Wellbeing Plan


Wellbeing Priority	Wellbeing Focus	Wellbeing Outcome / Action	Lead	Measures
Promote	Wellbeing Events	<p>The development and publication of a wellbeing calendar, aiming to promote all aspects of the wellbeing agenda.</p> <p>This will promote a range of wellbeing topics, will utilise partners and will be themed to incorporate national and local matters.</p> <p>Feedback will be sought, reviewed and evaluated.</p>	Lorraine Horner	
	Mental Health Awareness	<p>Employee Support team members attending sites with the wellbeing van to discuss mental health and promote support.</p> <p>Provide the Chaplaincy team with a suite of mental health booklets to distribute across the force and enable positive support for colleagues.</p> <p>Create a digital profile that will</p>	Lorraine Horner	

		<p>support and engage all WMP colleagues and that is accessible via personal smartphones/ tablets.</p> <p><i>Promotion of an on-line resilience self – development programme that allows individuals to understand how they can become more resilient and manage their own mental health</i></p>		
	Revised Wellbeing Portal	<p>The Wellbeing Portal will be revised to provide a comprehensive, user friendly and accessible forum for individuals and managers.</p> <p>This will include OH and wellbeing and will have tools, tips and guidance along with links to, and material from our partners.</p>	Lorraine Horner	
	Partnership Working	<p>Building relationships with internal and external wellbeing support partners to engage in a creative delivery of wellbeing activities.</p> <p>Working with the comms team to deliver a focussed comms plan to promote understanding of the wellbeing offering</p>	Lorraine Horner	

		<p>Working with the Chaplaincy Plus team to deliver Mental Health workshops across the force (Men's / Women's)</p> <p>Explore opportunities for funding / grants to provide delivery of wellbeing activities.</p> <p>This includes engagement and self-assessment of the WM Thrive and National Police well-being assessments.</p>		
	Management and Personal Development	<p>Develop and deliver Line Manager Workshop on 'Managing Wellbeing' to promote best practice in supporting team members.</p> <p>Create and present a 'wellbeing overview' as part of induction and CPD programme.</p>	Lorraine Horner	
Prevent	Building resilience	<p>The introduction and embedding of 'Resilient Me – Blue light' a dedicated online tool/forum which held to build capability and self-awareness and resources for emotional resilience for officers, staff and their families.</p> <p>Delivery of awareness sessions using external agencies that will promote better</p>	Lorraine Horner	

		understanding of own and others mental health.		
	Role risk assessment and professional support	<p>Reviewing all completed risk assessments and ensuring that all roles have had a review completed.</p> <p>Creating a prevention & intervention programme in-line with risk assessment profile.</p> <p>Consideration of recruitment screening to identify, risk asses and support individuals prior to joining the Force and beyond.</p>	Marian Gardner	
	Assessment against the Wellbeing Framework	<p>Review the completed assessment against the National Police Framework and update where required.</p> <p>Complete the WM Thrive assessment.</p> <p>Publish assessments and action plan on Wellbeing Portal.</p>	Lorraine Horner	
	Force Fitness Testing	<p>Embed the force fitness testing policy and promote the support provision for all officers undertaking the test.</p> <p>Ensure robust MI to support the policy and process</p>	Marian Gardner	
	Health Surveillance within Occ Health	Develop a clear Health Surveillance Policy with processes to	Marian Gardner	

		embed the policy and enable all WMP to access their relevant health surveillance plan.		
	Financial Wellbeing Charter	Working with external service partners to support the development of the Financial Wellbeing Charter for Police Forces. We will ensure that the charter is embedded in all aspects of the career journey.	Lorraine Horner	
Detect & Support	EAP Provision (B-Well)	Review of the current EAP provision and provider to ensure that this meets the needs of the workforce (including tender options). Create a feedback mechanism for users to enable continuous improvement of the service.	Lorraine Horner	
	In-house Employee Support Provision	Review of the Employee Support provision to ensure that the team meet the changing demand for mental health support. Review the use of the EAP service to provide counselling support via a referral process from Occupational Health.	Marian Gardner	
	Health & Fitness Advisor Intervention	Promotion and review of the healthy lifestyle scheme to ensure it meets the needs of the workforce.	Marian Gardner	

		Provision of the HFA team to proactively engage with officers undertaking the force fitness test.		
	Outreach service	Utilising the National Wellbeing Service wellbeing van to provide an outreach service to the force. Delivering a holistic wellbeing support offering and engaging with WMP colleagues in their workplace.	Lorraine Horner	
Treat & Recover	Trauma Risk Management (TRiM)	Complete an end to end process review and implementation plan. Including policy, comms, training and team uplift, CPD and continuous improvement.	Lorraine Horner	
	Peer Support	Development a robust peer support system for all WMP colleagues through the WMP Buddies Scheme and the Welfare Liaison Officer Scheme. Enabling those needing support to understand what is available and how to access this.	Lorraine Horner / 	
	Occupational Health Provision	Ensuring that the Occ Health Department has the capacity and capability to meet current demand and the increased demand as a result of the uplift project.	Marian Gardner	

	Attendance Management	<p>Understanding metrics to manage the quantitative measures for wellbeing activities (Attendance increasing as a result of positive wellbeing measures).</p> <p>Ensuring that through the provision of the attendance management policy and process, a holistic approach to wellbeing is taken by line managers, supported by the HR Advisors.</p>	Lorraine Horner	
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