

How many police officers have taken leave (of any length) due to anxiety, depression, PTSD, stress, or any other identified mental health condition. I would like these statistics broken down by month, between the period March 1st 2020 and today's date. If data has not been collected up to and including today's date, please provide me with data between the period March 1st 2020, and the latest date available.

**Data provided between 1<sup>st</sup> March and 31<sup>st</sup> December 2020 as this information is reported following the end of each month.**

**Number of Police Officers who took leave during each month due to Psychological Disorders:**

<b>Mar-20</b>	<b>193</b>
<b>Apr-20</b>	<b>132</b>
<b>May-20</b>	<b>117</b>
<b>Jun-20</b>	<b>138</b>
<b>Jul-20</b>	<b>136</b>
<b>Aug-20</b>	<b>142</b>
<b>Sep-20</b>	<b>136</b>
<b>Oct-20</b>	<b>144</b>
<b>Nov-20</b>	<b>161</b>
<b>Dec-20</b>	<b>165</b>

**Note these are the totals absent within each month, and so if an Officer was off during March, April and May they would appear in each month's figures above.**

**Therefore I can also provide the number of Police Officers who took leave during the period of 1st March 2020 - 31st December 2020 due to Psychological Disorders (thus Officers are only counted once even if they have multiple absence periods during the time period): 572**

A description of internal procedures the police force has in place in order to help and support police officers suffering from mental health conditions.

**The Force has recently adopted a stance that assists with early intervention as well as supporting those who currently struggle with mental health issues. We are very shortly rolling out Mental Health First Aid which aims to better recognise the early signs of mental health which doesn't relate to a response of trauma or forms of PTSD. We have also started to roll out line manager workshops online provided to us from Birmingham MIND that aims to give line managers the tools to manage mental health issues of their staff and appropriately signpost and support. WMP have also implemented the CLIC service; an online 24/7 MH forum managed by mental health professionals. This is all available on the Force Well-being portal. Along with this, there is the referral services through the Force B-Well service which caters for a wide range of MH issues, and ongoing support from the National Well-being service and Police Mutual.**

A description of any *changes* to internal procedures that the police force has made in order to help and support police officers suffering from mental health conditions since March 1st, 2020.

**There has not been any changes to the procedures already in place, but additional resources have been added to the well-being offering to ensure the level of support reflects the greater need for our staff. We have uplifted the work around TRiM (Occupational Health Trauma Risk**

**Management), rolled out suicide prevention courses, “resilient me” workshops, continued the financial education input, and rolling out an app called the “back up buddy” that will allow colleagues to access all our internal resources externally on their personal mobile devices so that they can be used when away from the work place.**