

1. Do you record officer and staff suicides in your force?

Our system only records deaths under the category "leaver- deceased" and our HR system does not centrally record the circumstances of the death. We are only advised of the date of death, therefore we do not hold any recorded information in respect of how the death occurred (suicide or otherwise).

2. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)

Please see answer to question 1

3. If you do not record suicides, is there a rationale as to why?

Please see answer to question 1

4. Do you track and record suicides by officers and staff who are no longer serving in your force?

Please see answer to question 1

5. If you do, please could you provide numbers of suicides for the past 5 years (please distinguish between officers/staff and gender)

Please see answer to question 1

6. If you do not record these suicides, is there a rationale as to why?

Please see answer to question 1

7. What suicide prevention or awareness training has been provided in each of the past 5 years? Please provide details of cost, supplier, content, delivery (virtual/in person) and number of officers and staff who attended.

At present new joiners (PCs PCSOs, Specials and Custody) do not receive bespoke training on suicide prevention or awareness.

However, mental health training is provided and covers elements of this particular topic. Therefore, to assist, please see below for the content of this training.

Student PCs since 2016 have received mental health training, which delivered against the below objectives. Until July 2019 (implementation of PEQF), the below training was co delivered with WMP Triage officers and West Midlands Paramedics

- Recognising symptoms or behaviour
- Identifying good communication skills

- Determining initial response & support
- Knowing your powers (MHA & MCA):
 - entry, detention, retention, arrest, prosecution
- Managing information
- Identifying appropriate sources of support

Since February 2019 up to the current date, PCSO's and Special Constable also receive mental health training. The lesson objectives are detailed below

- Recognising symptoms or behaviour
- Identifying good communication skills
- Determining initial response & support
- Knowing your basic powers (MHA):
- Identifying appropriate sources of support

Since 2018, all new custody staff have received training on creating a safer custody environment and this considers an understanding of mental health, within custody.

Training is assessed via evaluation.

8. How were these training initiatives assessed for effectiveness and/or impact?

Please see answer to question 7

9. Who is responsible for the wellbeing of officers and staff in your force?

Wellbeing and Health and Safety is the responsibility of all. Individuals have the responsibility to take care of themselves and line managers must ensure that health and welfare and broader wellbeing is considered for all the individuals within their team.

The force has the following:

Occupational Health Department (Occ Health)

This supports physical and emotional wellbeing

Employee Assistance Programme (EAP)

This is focused on the emotional or mental health wellbeing

Wellbeing function

This looks at all non-physical elements e.g. mental health, financial wellbeing, trauma management and ad hoc processes e.g. flu jab initiatives.

There is also a Wellbeing Manager and a Head of Employee Relations and Wellbeing.

In addition, please see the following links for further information regarding wellbeing:

<https://foi.west-midlands.police.uk/wp-content/uploads/2020/04/Redacted-well-being-policy-PDF.pdf>

<https://foi.west-midlands.police.uk/wp-content/uploads/2020/04/Wellbeing-Strategy-document.pdf>

10. How is their performance assessed? What metrics are used?

Individuals within the departments are monitored and assessed on a variety of factors, including the volume of work/service demand, process timelines and whether the service level agreements have been met (which is specific to each function).

There is also a College of Policing (COP) self-assessment tool.

Please see below links to the COP website for further information.

<https://www.college.police.uk/What-we-do/Support/Health-safety/Pages/Wellbeing.aspx>

<https://www.college.police.uk/What-we-do/Development/professional-development-programme/Pages/National-CPD---Personal-resilience-and-wellbeing.aspx>

11. Please could you provide a copy of their most recent performance review?

Performance reviews are personal and confidential to individuals and there is not a departmental performance review document.

12. What was the allocated wellbeing budget at the start of each of the last 5 financial years up to and including 2020/21?

16/17	£182,200
17/18	£182,200
18/19	£ 50,400
19/20	£351,800
20/21	£603,200

*In addition to the budget above, this does not include salary budgets which are held centrally and therefore are not included in the above figures.

Occupational Health and Wellbeing budgets (non-salary) were not fully separately identifiable until 19/20. Prior years may therefore be incomplete as some budgets would have been held within multifunctional departments and are not easily (if at all) identifiable.

13. What is your allocated wellbeing budget for 2021/22?

£603,400 (excluding salary costs)

14. Is your annual wellbeing budget ringfenced?

No

15. What percentage of your total budget is allocated to the wellbeing of officers and staff?

For 20/21 £603,200 was 0.01% of the revenue non-pay budget.

16. How many dedicated wellbeing roles are there in your force?

1 x Wellbeing manager
 1 x Occ health and wellbeing manager
 36 x individuals who have occupational health and wellbeing as their team name however it is important to note that roles range from health and wellbeing assistant, fitness advisor and occupational health screening nurse as an example of their roles.

In addition, please see the following link to further information regarding Occupation Health:

<https://foi.west-midlands.police.uk/occupational-health-1077-20/>

17. Please provide numbers of officers and staff sickness for the past 5 years due to their physical health e.g pulled muscle.

Please see tables below and note the following:

Where an individual has been off sick and the period crosses two years (i.e. Starts November 2016 and ends February 2017), then the sickness instance and individual will be counted in both 2016 and 2017's calendar year totals. However, the instance and individual will only be counted once in the 5 year total. Hence, the sum of each calendar year does not equal the total for the 5 years.

Number of Sickness Instances during each calendar year:

Staff Type	01/01/2016	01/01/2017	01/01/2018	01/01/2019	01/01/2020
Police Officer	1302	1349	1356	1398	1259
Police Staff	504	569	560	630	539
PCSO	121	86	72	70	88

Number of Sickness Instances in total for 5 years:

Staff Type	5 year total
Police Officer	6374
Police Staff	2684
PCSO	414

Number of Unique Individuals during each calendar year:

Staff Type	01/01/2016	01/01/2017	01/01/2018	01/01/2019	01/01/2020
Police Officer	1086	1107	1123	1073	866

Police Staff	417	461	447	471	405
PCSO	103	76	64	62	64

Number of Unique Individuals in total for 5 years:

Staff Type	5 year total
Police Officer	3322
Police Staff	1437
PCSO	245

18. Please provide numbers of officers and staff sickness for the past 5 years due to their mental health e.g depression.

Please see tables below and note the following:

Where an individual has been off sick and the period crosses two years (i.e. Starts November 2016 and ends February 2017), then the sickness instance and individual will be counted in both the 2016 and 2017 calendar year totals. However, the instance and individual will only be counted once in the 5 year total. Hence, the sum of each calendar year does not equal the total for the 5 years.

Number of Sickness Instances during each calendar year:

Staff Type	01/01/2016	01/01/2017	01/01/2018	01/01/2019	01/01/2020
Police Officer	604	683	745	921	979
Police Staff	304	326	406	554	627
PCSO	61	61	68	64	77

Number of Sickness Instances in total for 5 years:

Staff Type	5 year total
Police Officer	3458
Police Staff	2016
PCSO	294

Number of Unique Individuals during each calendar year:

Staff Type	01/01/2016	01/01/2017	01/01/2018	01/01/2019	01/01/2020
Police Officer	541	595	629	643	564
Police Staff	247	280	337	396	369
PCSO	58	53	62	46	49

Number of Unique Individuals in total for 5 years:

Staff Type	5 year total
Police Officer	1865
Police Staff	1100
PCSO	167

19. Do you receive funding from charities for wellbeing interventions/activities?

Not at present

20. If so, what wellbeing interventions have been provided wholly or in part by charities over the past 5 years?

N/A

21. How do you assess the effectiveness of wellbeing training/interventions?

This is currently under review as Wellbeing (as a standalone element) has only been in force for a year and we are working on our effectiveness measures.

Therefore at this time, we do not have any specific recorded information held.