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Exploring charity sector wellbeing support for police

Conference or Workshop Item

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Overview of presentation

- Introduce study

- Context

- Method

- Results

- What's next
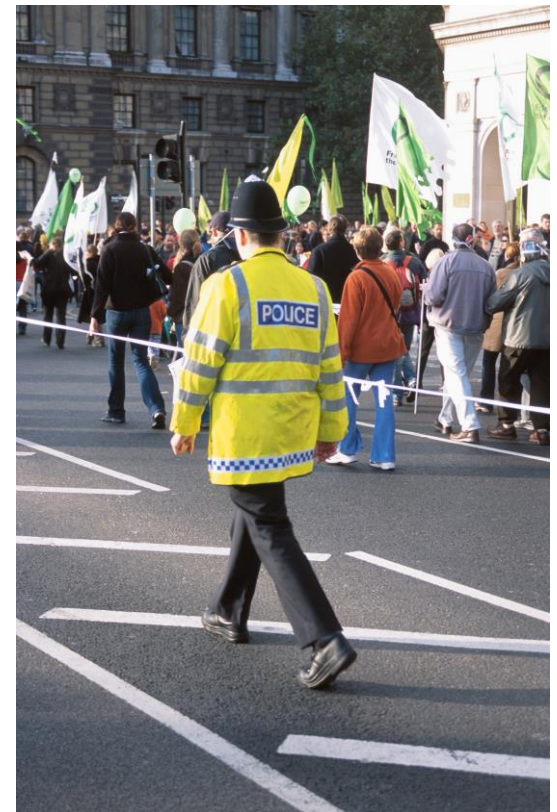
Introduction

- Co-Is

Dr Gini Harrison

Prof Graham Pike

Introduction

- Centre for Policing Research and Learning

- Health and Wellbeing Priority Research Area

- Centre for Voluntary Sector Leadership

Request for help!

- Study- largely applied in nature
- Help with framing/ theoretical angle/ refs
- How to make relevant outside policing?

The study

- Exploring charity sector provision of health/wellbeing support to police

- Occupational charities

- Initial findings from interview and research workshop

Context for the study

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HEALTH & WELLBEING RESEARCH

The Open University

HMICFRS — Promoting improvements in policing and fire & rescue services to make everyone safer

GOV.UK
Policy paper (2018)
Police wellbeing goal

Police 'dealing with more mental health incidents'

Austerity causing stress and trauma to officers, say police

Budget cuts and rising demand driving up mental illness among 'exhausted' police officers, review finds

Launches 30th April 2019
The National Police Wellbeing Service

PROVIDING GUIDANCE AND PRACTICAL SUPPORT TO UK POLICE FORCES TO HELP THEM PROVIDE TOP CLASS WELLBEING SERVICES

OSCAR KILO

Police wellbeing support

- Public sector
  - Via line manager/HR/OH
  - Delivered by EAP/NHS
- Voluntary sector
  - Via variety of routes
  - Delivered by numerous agencies
  - Police wellbeing charities (PWC)

Research aims

- Obtain a broad understanding of the role of charities in police wellbeing
- Identify what is provided and how
- Examine whether policing charities fill a unique service gap

Methodology

- Exploratory pilot
- Qualitative
- Data collection:
  - Research workshop (x7 PWC)
  - Semi-structured interviews (x16 PWC)
  - Review of charity accounts (n tbc)
- Data analysis: coding and clustering, mapping

PWC sample

- Registered with The Charity Commission
- Providing *wellbeing-type* services to police
- National, regional and local

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DMWS

PFOA

Police Care UK

North West Police Benevolent Fund

FLINT HOUSE
POLICE REHABILITATION CENTRE

Sussex Police Charitable Trust
A helping hand

THE ROYAL FOUNDATION

Call 4 Backup

999 PC DAVID RATHBAND'S BLUE LAMP FOUNDATION

The Police Treatment Centres

mind for better mental health

The Charity for Civil Servants
for you by you

Northumbria Police Benevolent Fund

Results

Types of PWC

- Occupation/ geographical area/ service type

1. Local force providing localised service
2. Regional forces providing regional service
3. Sector-related providing localised service
4. Sector specific providing national service
5. Special interest providing national service

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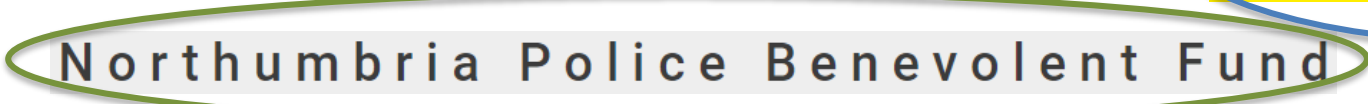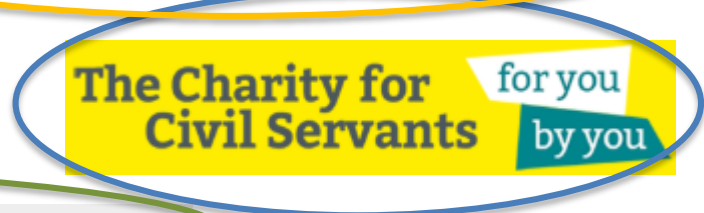
Services provided by charities

- Direct service provision
- Grants
- Signposting
- Research
- Peer support
- TLC
- Culture change / campaigns / training

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Beneficiaries (local)

- 1. 2. & 3. members only (serving officers, retired officers, civilian staff- differs by PWC)
- 4. Serving and retired officers, members
- 5. Individuals linked to PWC special interest

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Research and Learning

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Why police need wellbeing support

- Impact of 'austerity'
  - Shift work
  - Single crewing
  - Changing call types- vulnerability
- No downtime to regroup/ limited debriefing
- Isolation
- High rates of complex PTSD, heart attacks

Barriers to employer-led support

- Stigma / disclosure impacts upon career
- Subjudicy and official secrets
- Safety issues with public services
- Policing 'identity'
- Vulnerability

Criticisms of employer-led support

- Limited treatment options- biomedical
- Perceived limited effectiveness ('6 sessions')
- Time delays
- Reactive not preventative
- Unsupportive culture- 'man up'
- Practical support not always addressed

Approach taken by charities

- Immediate
- Preventative
- Flexibility and discretion
- Tailored / person centred support
- Biopsychosocial
- Independent / confidential
- Non-judgemental

Mode of referral

- Flexible routes in
- Online, telephone, in force champions
- In partnership with HR or independent
- Forms and informality
- Relies on professional diagnosis

Fit with public sector services

- Inconsistent and undefined links

- Shared staff and resources

- Overlapping care

- Synergies: standardisation vs flexibility; formalised vs independent system

- Inconsistence provision across forces

Challenges for the sector
- Dependency on unusual funding model
- Reliance on anecdotal evidence of good
- Offer not easy to navigate
- Flexible process can make access uneven
- Overlaps and gaps
- Fragmentation/ lack of network

Random questions

- Are PWCs conceptually distinct from forces?
- Is a thriving PWC an indicator of force health?
- Would PWCs benefit from showing wider social value?
- Might police wellbeing be further improved by integrated PWC learnings?

What's next?

- Finish analysis
- Future research?
  - Help with framing/ theoretical angle/ refs
  - How to extrapolate/ broader relevance
- Potential applied outcomes?
  - Need for higher level organisation
  - Floated idea- portal, monitoring tool