

FORENSIC WELLBEING TOOLKIT

VERSION 1
APRIL 2024

CONTENTS

Foreword	3
Introduction	4
Forensic Wellbeing Status and identified issues	5
Wellbeing Research	8
Force Interventions	10
Case Studies	17
Forensic Support Vehicle, South West Forensic	18
Wellbeing Spaces - Thames Valley Police and North Wales Police	20
Creating Wellbeing Rooms, CSE/CSA staff - Griffeye	22
Harnessing Data Analytics, Wellbeing STAR Project	24
Dynamic Breathing and Cold-Water Therapy- Thames Valley Police	26
Designated Wellbeing Lead	28
The Better Sleep Toolkit, Oscar Kilo	30
Appendix	32
Useful Links	40

FOREWORD

As the National Police Chief's Council (NPCC) Forensic lead, I am delighted to announce the launch of the Forensic Investigators Wellbeing Toolkit.

The toolkit has been delivered by the Forensic Capability Network (FCN) as part of the Workforce Strategic Plan which is led by the forensic community.

It has involved consultation with academic institutions, the National Policing Wellbeing Service, and the wider community to identify best practice and share it with colleagues nationally.

The role of a Forensic Practitioner can be incredibly rewarding but it is recognised that our Forensic Workforce can be exposed to regular, and in some areas sustained, trauma throughout their careers which can be extremely challenging and can have an adverse impact on health and wellbeing. It is therefore more important than ever for forensic practitioners to look after themselves and each other and I encourage you to access the resources in this toolkit.

I am extremely grateful to everyone who has committed so much of their valuable time, energy and enthusiasm in bringing this toolkit together. It is an excellent resource and I encourage all Police forces to be proactive in using the resource to ensure our forensic practitioners receive the support and help they deserve in the important work they do to bring offenders to justice and keep our communities safe.

Chief Constable Nick Dean
NPCC Forensic Lead



As Forensic leader of the Wellbeing workstream, which supports the delivery of the Workforce Strategic Plan, I am really pleased to support the publication of this toolkit

It is great to witness the community coming together to deliver something that we believe will be of real benefit to those doing the job, day in day out.

Those working within forensic disciplines are operating in an extremely challenging environment and are frequently exposed to

challenging and traumatic events which is why it is so important that we work together to provide the support they deserve.

My thanks go to all those involved in the creation of this toolkit, and I hope that it will provide every forensic practitioner, their line managers and leaders, the tools they need to build up their resilience to continue doing the critical job that they do.

Kay Hannam
Head of Forensic Services for Thames Valley Police

INTRODUCTION

The development of a **Forensic Wellbeing Toolkit** was identified as a priority by the Wellbeing Workstream supporting the delivery of the **Forensic Workforce Strategic Plan** which will support the professionalisation journey of our forensic network.

The aim of this toolkit is to encourage forensic practitioners from all disciplines to access current resources whilst also encouraging the commissioning and development of new resources, all from a consolidated document which is easy to find, navigate and share.

Whilst, the police wellbeing agenda is well established, it is acknowledged that there are areas of deficiencies across the forensic workforce, insufficient awareness of existing wellbeing interventions and that these resources weren't relevant for their roles.

Through the toolkit we will seek to ensure that they have access to the support, resources and tools required to secure their long-term health and wellbeing. We want to pro-actively encourage and grow a positive culture across the community,

socialising wellbeing as a subject and encourage everyone to understand and take personal responsibility for securing and enhancing their own wellbeing.

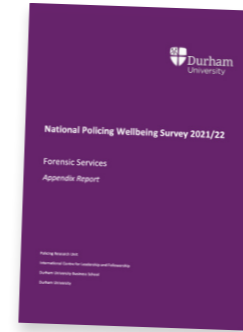
The toolkit will also equip line managers to support the wellbeing needs of their teams and create an inclusive environment that enables everyone to flourish and feel that they belong.

The toolkit is not designed to duplicate resources already available but will aim to be a one stop location where, along with a number of wellbeing techniques and intervention ideas, these resources are signposted and easy to access from within the toolkit. It will also share good practice of emerging wellbeing approaches and as such the document will be updated regularly as part of the Wellbeing Workstream Activity. The document will regularly link out to resources held on the **Oscar Kilo Website**.

Wellbeing of forensic investigators has been highlighted in the **NPCC Workforce Coordination Strategic Assessment of the Workforce** and the **National Police Wellbeing Survey-Forensic Appendix**, recommendation from these document have been embedded as part of its development.



Workforce Strategic Plan



National Police Wellbeing Survey-Forensic Appendix



Oscar Kilo Website



NPCC Workforce Coordination Strategic Assessment of the Workforce



FORENSIC WELLBEING STATUS AND IDENTIFIED ISSUES

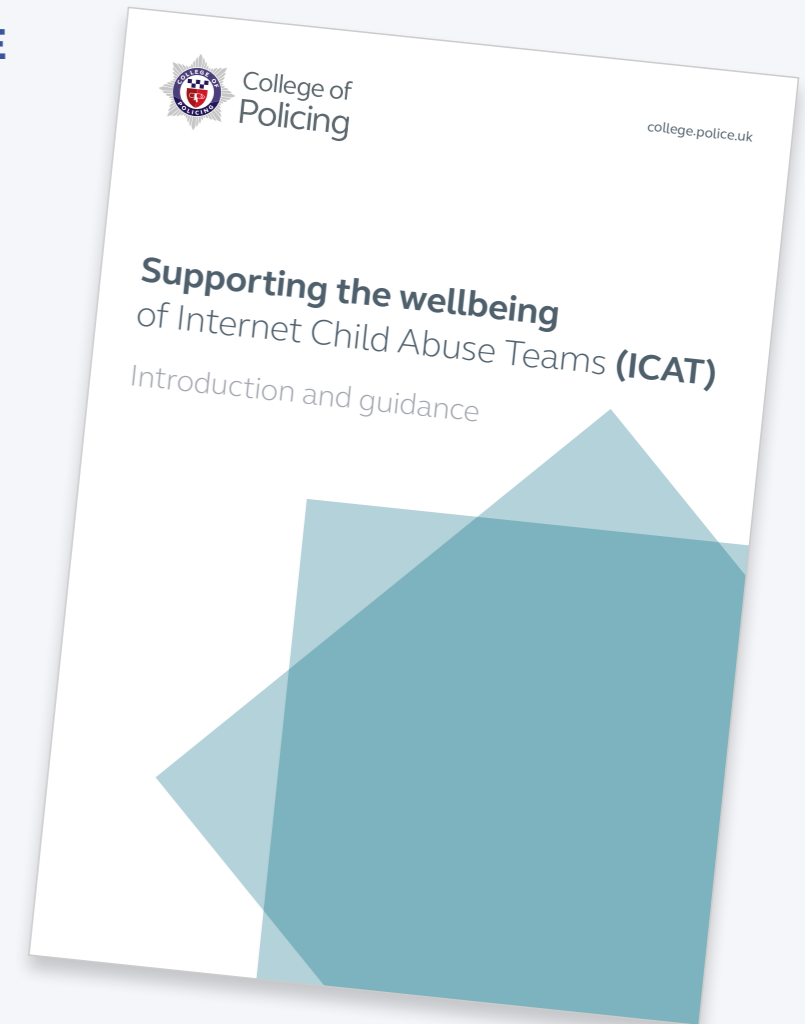
IMPACT OF FORENSIC ACTIVITY ON THE WORKFORCE

Police and police staff put themselves psychologically and physically in harm's way on behalf of the public. But behind this they are human beings who experience stress and trauma which can have a profound impact.

Within our forensic community Crime Scene Investigation and Digital Forensic roles have been identified as high risk, however, the impact is much broader and forensic practitioners across all disciplines are affected. It is important that we provide the best care and support to our staff who perform these roles to the best of their ability.

Post-traumatic stress disorder (PTSD) and secondary traumatic stress (STS) have both been linked to the professional and highly skilled work carried out by both traditional forensic Investigators and digital forensic investigators. There is a consensus that exposure to both traumatic material and traumatic scenes can result in serious emotional and behavioural consequences, impacting on the investigators mental health and wellbeing. STS is a phrase used to describe symptoms which mimic those of PTSD but occur as a result of being indirectly exposed to traumatic scenes or material.

The purpose of this section is to help investigators recognise and identify the signs and symptoms of PTSD & STS in themselves and their colleagues. If you are experiencing any of the symptoms or you see any of the symptoms in your colleagues you are advised to seek professional help from your Employee Assistance unit.



IMPACT OF FORENSIC ACTIVITY ON THE WORKFORCE

The below signs and symptoms are taken from a publication by the College of Policing, which is not specifically for forensic practitioners, however the symptoms are equally relevant;

RE-EXPERIENCE SYMPTOMS

- Unable to switch off from work
- Upsetting dreams or flashbacks of intrusive thoughts
- Over reactions to work related issues
- Victimised feeling of hopelessness and helplessness

AROUSAL SYMPTOMS

- Unreasonable anger or irritability focused at family, colleagues or situations.
- Self-destructive behaviour such as driving too fast
- Jumpy, or an inability to sleep or relax
- Inability to concentrate, leading to increased numbers of accidents or errors
- Sensitivity to noise and bright lights

NEGATIVE THINKING SYMPTOMS

- Negative self-beliefs e.g. “I’m incompetent”; “The world is bad”
- Lack of interest in things that used to be enjoyable
- Negative outlook on life, leading to unreasonable fears, beliefs and attitudes
- Feelings of isolation from family and friends
- Emotional numbing and difficulty in showing sensitivity or positive emotions
- Loss of sense of humour

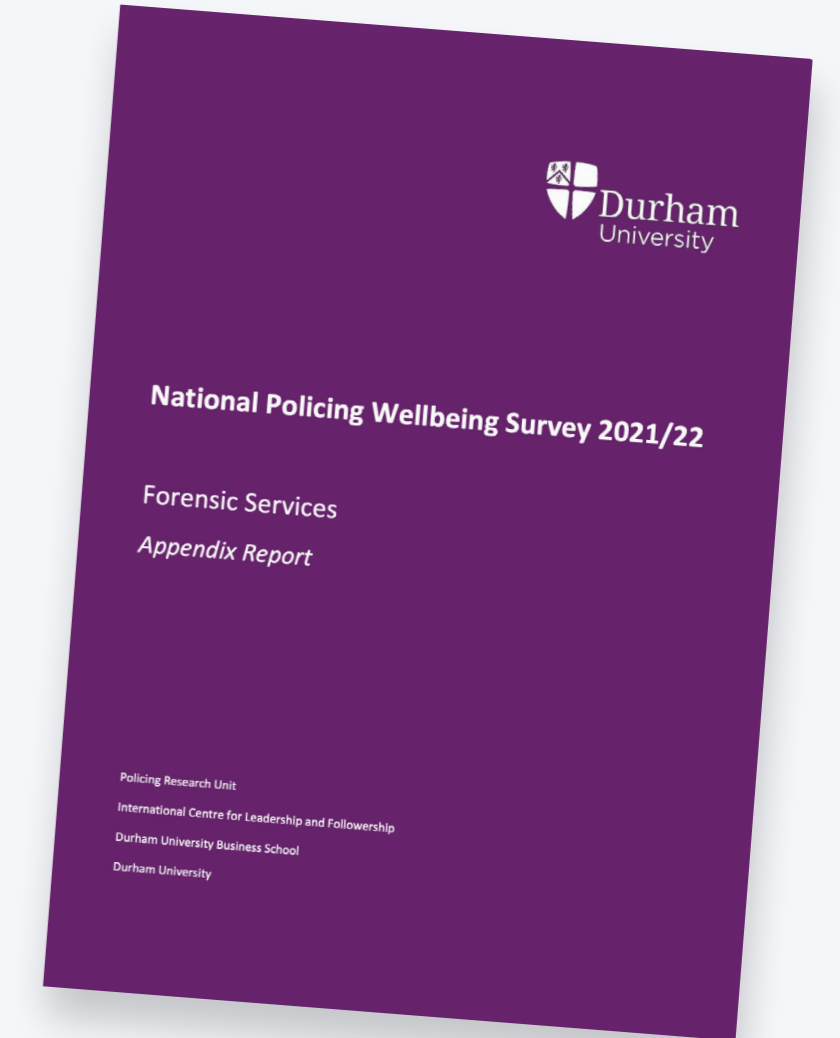
AVOIDANCE SYMPTOMS

- Putting off doing work or dealing with demanding cases
- Not looking too deeply
- Avoiding questions that might lead to upsetting responses
- Blocking out or forgetting the most distressing areas
- Using alcohol to block out feeling of distress or help sleeping

NATIONAL POLICE WELLBEING SURVEY RESULTS – FORENSIC APPENDIX

The National Police Wellbeing Service most recent survey (2021) conducted by Durham University highlighted Forensic staff as being part of the group demonstrating some of the lowest scores for wellbeing across policing. Similar findings were observed in previous surveys 2019 and 2020. Some of the key findings from the 2021 forensic appendix were:

- Frequency of experiencing challenge stressors (time pressure, high levels of responsibility) was found to increase with grade, with supervisory managers scoring particularly high on this measure.
- Most measures decline with length of service but many such as fatigue, disturbed sleep and hindrance stressors, could be seen to drop in particular around the 1-2 years, and 3-5 years of service marks. Satisfaction and feeling valued, and frequency of challenge stressors also drop after a year.
- Most measures drop with age, particularly for the 36-45 age group. This is particularly seen in areas such as emotional energy, fatigue, symptoms of anxiety and depression, perceived organisational support, hindrance stressors, work engagement.
- Average scores for measures relating to supervisory leadership (line managers) are generally slightly less positive for respondents from forensic services but were not significantly lower.
- Respondents from forensic services also reported higher frequencies of challenge stressors and in particular hindrance stressors.



DOWNLOAD ►

WELLBEING RESEARCH

KEY FINDINGS

The duration of exposure to stress and harm must be **reduced**.

Effective supervision embedding a **culture of openness, trust and support** is essential

Ongoing **investment** in research and data collection to establish a baseline.

There must be a **top-down approach** to culture change with buy-in from all stakeholders.

A culture of **individual empowerment** should be created including management of workloads and expectations of individuals.

A **healthy** working environment is needed – physical and mental health should be included

Introduction of tools to monitor wellbeing and a better understanding of the benefits of established wellbeing tools and the links between psychological well-being and specific coping mechanisms is necessary.



How we can protect the protectors: learning from police officers and staff involved in child sexual abuse and exploitation investigations

[READ ARTICLE](#)

KEY RECOMMENDATIONS

There is no one size fits all model however the key recommendations from research are;

DEVELOP A WELLBEING TOOL KIT SPECIFICALLY FOR FORENSIC PRACTITIONERS

This should include best practice for organisations to adopt that promotes wellbeing. It will include physical and mental 'ways of working' as well as organisational best practice.

IDENTIFY LEARNING FROM CURRENT GOOD PRACTICE

Solutions and issues have been highlighted and how they are being addressed in more detail. This should include learning from wider organisations. Sharing good practice that exists across the forensic community is an important aspect of this toolkit.

DEVELOP A WELLBEING MODEL

This will ensure the future of forensic wellbeing best practise is an intrinsic part of future planning and development. It will include the approach for ongoing research investment, embed shared learning and communication and drive research. This should include working with HR teams, working with local force policies and the introduction of documented procedures.

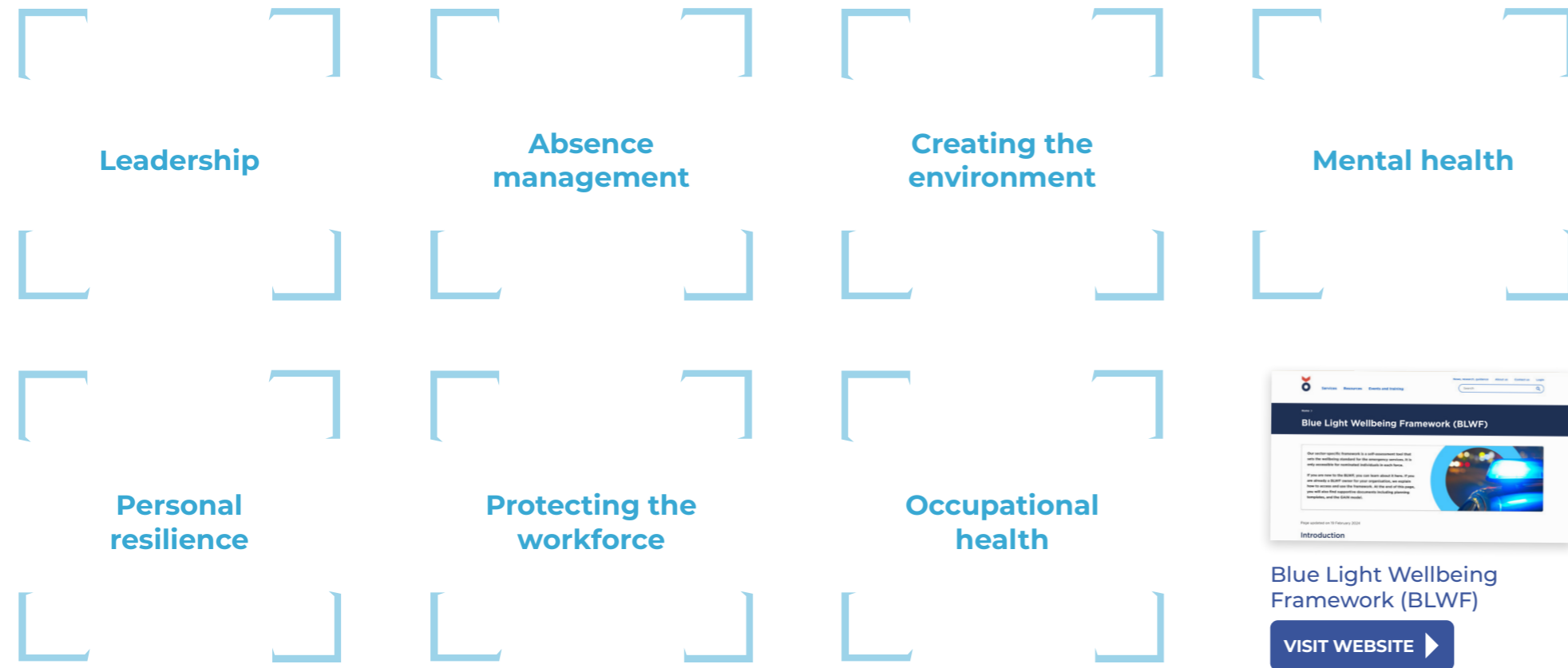
DEVELOP A BROADER DATASET

Conduct analysis of the data that is currently available and consider the value of the use of new wearable technologies to gain this data. All forces should review their existing data.

INTERVENTIONS

This section was based upon the Blue Light wellbeing seven categories:

The examples included in these sections were provided by members of the FCN Workforce Wellbeing workstream who were drawn from across policing in England and Wales.



RECOMMENDED MINIMUM STANDARD FOR FORENSIC DEPARTMENT INTERVENTION.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Wellbeing embedded into operational practice	Creating the Environment	Most organisations now have wellbeing embedded into their overall policies, but this work defines the requirements needed to deal with specific forensic issues	
Wellbeing Working Group	Creating the Environment	Working across the department to discuss ways to improve wellbeing, sharing ideas, including Mental, Physical, Financial and Neurodiversity.	
Staff Support Associations (signposting)	Creating the Environment	Develop the awareness of available staff support associations, provide signposting to services they offer	Each force has their own support associations but may also include unions and professional bodies.
Mental Health Awareness training for line managers	Leadership	Equip line managers with confidence and practical skills to support their teams' health and wellbeing. Understand and fulfil managerial responsibilities and recognise when an employee may need support.	Upcoming events & training Oscar Kilo
Monitoring Exposure to Trauma	Leadership	Recording staff exposure to potentially traumatic scenes or material (i.e. scene attendance at PMs) and offering a reduced exposure where appropriate	
Designated Wellbeing lead	Leadership	A dedicated member of the team who leads the departments wellbeing strategy for forensic staff. Shares ideas across their force and externally.	See case study in this toolkit
Department Forensic Wellbeing Strategy	Leadership	Forensic wellbeing response which builds on the force wellbeing approach, includes evidence-based interventions which support the wellbeing of forensic practitioners which focuses on prevention, identification and management of health & wellbeing of staff	

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Charitable support opportunities	Mental Health	Develop the awareness of charitable support, provide signposting to services and opportunities they offer (i.e. Benevolent fund, Curtis Palmer Foundation, Surfwell, Police Care UK, Action for Happiness)	See links at the end of this toolkit
TRIM (trauma impact management)	Mental Health	TRiM is a peer led process intended to assess an individual following exposure to a potentially traumatic incident. It consists of a structured risk assessment, aimed to identify whether the individual may be at risk of developing psychological illness as a result of your exposure and aims to minimise that risk by providing support, advice, guidance and signposting. Some forces use Critical Incident debriefing instead of TRiM.	Oscar Kilo ESTIP (Emergency Service Trauma Intervention Programme) model is used by some forces.
Annual Wellbeing Survey	Mental Health	The aim of the survey is to give every member of the policing workforce the opportunity to tell us how they truly feel at work so we can build a really clear picture of what we need to work on. This can be delivered through the National Wellbeing Survey or an internal force wellbeing questionnaire.	National Police Wellbeing Survey 2023 results Oscar Kilo
Psychological Risk Management	Mental Health	The psychological risk management assessment is a new tool that is being rolled out by the National Police Wellbeing Service (NPWS). The assessment is a way of measuring psychological health and wellbeing using a number of questionnaires. There have been many occasions when a psychological risk assessment has identified an underlying problem, which the individual has then been able to address before it developed into something more serious. Some forces have devised their own versions of this.	FAQs: Psychological surveillance Oscar Kilo
Wellbeing 'Newsletter'	Personal Resilience	Regular newsletters which promote, encourage and inspire teams to focus on their wellbeing, It will provide information, lived experiences and signpost to learning and available support.	
Display Wellbeing Posters/ Booklet	Personal Resilience	Use of posters / booklets in areas regularly used to promote, encourage and inspire teams to focus on their wellbeing examples Blue of the loo, going home checklist	

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Wellbeing Outreach Service (OK)	Personal Resilience	The Oscar Kilo wellbeing outreach service is a fleet of bespoke fitted vans, which deploy to operational bases across England and Wales, providing a platform to deliver welfare support and physical, psychological, and financial health checks to officers and staff. The wellbeing vans are an opportunity for forces to make sure staff know what services are available should they ever need support, whether that be in relation to their mental or physical health, finances, advice about work life balance, or anything else for that matter.	
Wellbeing Hub on the force Intranet	Personal Resilience	Providing links to all Wellbeing resources including EAP, Occupational Health and other initiatives.	About us Oscar Kilo
Wellbeing as part of induction	Protecting the Workforce	Ensuring staff are aware of the potential impact of their roles on their wellbeing and the measures in place to help is vital at an early stage in an individual's career.	
Employee Assistance Programme	Protecting the Workforce	The Employee Assistance Programme is a free and confidential service procured by police forces. The programme offers some extra support with life's challenges and short-term intervention when experiencing difficulties that impact on work and personal lives through 24/7 access to a range of services to support health and wellbeing. There is also a counselling service and legal and financial information and support. The service can be accessed through an App, website, email and phone. The EAP does not provide confidential information back to the police forces about individuals who use the service.	

INTERVENTIONS WHICH WOULD HAVE A SIGNIFICANT IMPACT ON WELLBEING

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Designated Wellbeing Space	Creating the Environment	A dedicated area for staff to relax before during or after shifts. The key is no reference to work within this area i.e. posters or used for desk work. It should display material that is of benefit to the health & wellbeing, signposting support services	See case study in this toolkit
Team Building Days	Creating the Environment	Plan structured team building days to improve communication, boost morale, increase collaboration and encourage new lines of communication.	
Forensic Support Vehicles	Creating the Environment	Any member of an organisations forensic team will have no doubt spent many hours at a scene often at night and often when the weather is less than favourable and not having basic comforts such as the ability to make hot drinks or even use a toilet without having to drive to the nearest supermarket. Often Forensic staff will go without proper meals or the ability to sit in comfort and warmth for a whole shift.	See case study in this toolkit
Dedicated Wellbeing Time	Leadership	Some forces have provided staff some time across the year where they can arrange an activity in work time which will be good for their wellbeing.	
Peer Support Programme	Mental Health	A network of trained peer support staff who share their experiences with other colleagues, which is important because fellow staff are perhaps best able to relate to their colleagues' experiences in the workplace. Training is offered through the national police wellbeing service (NPWS) peer support programme. Includes confidential signposting.	Peer support for wellbeing Oscar Kilo
Blue Light Mental Health Champions	Mental Health	A blue light champion is a volunteer who take action in their department/organisation to help raise awareness around mental health issues and challenge stigma. They will promote, encourage and inspire by their example, through supporting others.	

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Mental Health First Aiders	Mental Health	This role is to support employees in the workplace who are experiencing mental ill health or distress. This support can vary from having a non-judgemental conversation with a colleague, through to guiding them towards the right support.	
Visual distractors and use of gamification	Personal Resilience	Use of television monitors in viewing rooms showing news broadcasts or the opportunity to look out of a window to see the weather. These can create a sense of normality. Some evidence suggests gamification can have a positive impact for wellbeing by helping to block the formation of traumatic memories (e.g. Tetris and 'Catch the Light' arcade game)	
Wellbeing support groups	Personal Resilience	Regular opportunities for the workforce to come together to discuss issues around personal resilience and wellbeing. These could include mindfulness sessions. These may be online or face to face and include a variety of topics.	
Encourage physical fitness	Personal Resilience	Departmental strategies to encourage physical fitness examples of which are Cycle to Work scheme, Purchase of Health Assessment Kit, developing healthy eating habits, regular walks, taking the stairs and not the lift etc.	
Wellbeing webinars/ online events	Personal Resilience	Themed online learning sessions examples of which are menopause webinars, suicide prevention, Smash the Stigma, building resilience etc.	Upcoming events & training Oscar Kilo
The Better Sleep Toolkit	Personal Resilience	An online course, a series of webinars and some bite sized advice to help you improve your sleep with Dr Sophie Bostock (The Sleep Scientist) with the aim of improving sleep.	See case study in this toolkit

THESE ARE EMERGING INTERVENTIONS BEING USED, AND ARE SHOWING PROMISE IN SUPPORTING PRACTITIONER HEALTH AND WELLBEING

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found...
Dynamic Breathing and Cold-Water therapy	Personal resilience	The Breath Connection is one company that has worked with TVP to deliver Dynamic Breathing Courses. Staff feedback has been incredibly positive and general feedback for this type of exercise further reinforces the benefits of better breathing.	See case study in this toolkit
Health & Wellbeing App	Personal resilience	Wellbeing apps can support staff with their mental health and wellbeing. They vary from Apps that provides support links as well as wellbeing tips and advice to apps worn with wearables devices to track individuals' activity levels	See the FCN wearables project research
Music therapy	Personal resilience	Some forces offer Music Therapy which is an established psychological clinical intervention. An example is Blue Light Symphony Orchestra aimed at people with symptoms of PTSD, stress and anxiety groups will receive 12 music therapy sessions with a qualified music therapist	Home - Blue Light Symphony Orchestra
Resilience building interventions	Personal resilience	Forces can provide a variety of sessions to build resilience of the team, for example 30-minute lunchtime meditation sessions, mindfulness session.	
Wellbeing Dog	Personal resilience	The use of therapy dogs to provide stress relief to forensic staff who are identified and working in high-risk trauma areas. Some occupational health have wellbeing dogs available to assist with therapy and visit teams to reduce stress.	Oscar Kilo 9: Wellbeing and trauma support dogs Oscar Kilo

CASE STUDIES EXAMPLES

We have included a number of examples of wellbeing interventions from forensic departments across the country;

- **FORENSIC SUPPORT VEHICLE**
South West Forensic
- **WELLBEING SPACES**
Thames Valley Police and North Wales Police
- **CREATING WELLBEING ROOMS**
CSE/CSA staff - Griffeye
- **HARNESSING DATA ANALYTICS**
Wellbeing STAR Project
- **DYNAMIC BREATHING AND COLD-WATER THERAPY**
Thames Valley Police
- **DESIGNATED WELLBEING LEAD**
- **THE BETTER SLEEP TOOLKIT**
Oscar Kilo



SOUTH-WEST FORENSICS FORENSIC SUPPORT VEHICLE

Any member of an organisations forensic team will have no doubt spent many hours at a scene often at night and often when the weather is less than favourable and not having basic comforts such as the ability to make hot drinks or even use a toilet without having to drive to the nearest supermarket. Often Forensic staff will go without proper meals or the ability to sit in comfort and warmth for a whole shift.

In an attempt to radically change the way in which forensic staff were cared for, South-West Forensics went on a journey to create and deliver the best forensic support vehicle they could.

Below are links to blogs where you can read about the journey that the SWF leadership team and staff went on to ensure the end result was fit for purpose and delivered a better environment for staff and improved wellbeing.



Creating the best forensic support vehicle: Part One: looking after our CSIs on scene

[READ ARTICLE](#)



Creating the best forensic support vehicle: Part Two: commissioning & procurement

[READ ARTICLE](#)



“I don’t quite know how we’ve ever coped without it”

“The van provides the fundamental needs of comfort and privacy direct to the scene. This makes such a huge difference it’s hard to overestimate. It removes the anxiety of where and when we get a comfort break, it unfreezes cold fingers, it charges laptops and phones, it physically screens us from the Press and separates us from the grimness of the scene. It’s an oasis of order, comfort and calm amongst the chaos.”

WELLBEING SPACES

The need for a specific wellbeing space for staff within policing was identified as long ago as 2018 in a Police Care UK survey.

A majority of staff said that they rarely or never have time to make sense of an incident before moving on to the next job.

To combat this, organisations have created spaces for staff to remove themselves to an area where work related items, posters etc are absent and the focus is on normality.

These spaces can be as big or as small as the organisation is able to provide and can vary from small intimate rooms



Wellbeing Spaces should have no work related references, posters etc

with comfy furniture, tables etc to more open spaces with recreational facilities for staff to enjoy. The important thing is that there is a place to get away from the job.

TVP have done something slightly different in Oxford, they have a CSI unit based there but it is not a CSI space only, its used by all staff and is a fantastic area where staff can relax and get some fresh air whilst removing themselves from the operation environment.

Below are links to Police Care UK where you can apply for funding to help create your wellbeing room.

[WELLBEING ROOMS](#)

[WELLBEING ROOMS GUIDANCE](#)



TVP Roof Top Garden, spaces don't always need to be indoors and can include murals to provide a view when one does not exist



Wellbeing Spaces can be as big or as small as the organisation is able to supply, the important thing is that there is a place to get away from the job



CREATING WELLBEING ROOMS CSE/CSA STAFF

Vicarious trauma and burnout are huge, often unaddressed, issues for the child sexual exploitation (CSE) and child sexual abuse (CSA) investigators and they pose the risk of creating more victims of child sexual abuse – the investigators themselves.

This is also a significant human resource issue for organizations and improved tools and better processes will benefit both the investigators and their organizations. Empirical evidence confirms the importance of taking regular breaks during CSE and CSA investigations, and these articles will present relevant findings and highlight the need for creating a dedicated break room and protecting your mental health.



Creating a recovery room to support the mental health of your child sexual exploitation investigators

[DOWNLOAD](#)



Protecting your mental health as a CSA Investigator

[DOWNLOAD](#)

HARNESSING DATA ANALYTICS

This STAR funded project utilised data analytics to inform both the individual of their wellbeing status and the organisation of their departmental health, through anonymised data.

It captured data with wearable devices, psychometric tests, surveys, gamified evaluative tools, and existing force contextual information.

Wearables provide the individual with real-time information to help them build their resilience, increasing their self-awareness, and recommends/signposts interventions and an organisation with a dashboard of anonymised data showing the health of their teams. This can be utilised to plan team interventions, measure their effectiveness, complement existing processes, and improve the management of risk associated with their challenging work.

Outcomes of the project included (see FCN report for full findings):

- Engage all interested parties/stakeholders as early as possible (IT, Information management, Information Assurance, unions etc.).
- It is difficult to maintain participant engagement and maintain motivation.
- Lack of quality sleep led to most elevated stress.
- Participants were most likely to respond to stress and overnight recharge indications and least likely to respond to sleep quality and steps indications.
- Stress is a significant risk for those involved in forensics and more work is needed to identify the challenges and how to address these.
- Wearable technology is more acceptable for data collection.
- Larger data sets over a longer period are needed.
- A holistic programme of wellbeing management is needed.



DYNAMIC BREATHING COLD WATER THERAPY

A cold shower can certainly wake you up but there are other benefits that appear to result from a dip in the icy water.

- reducing muscle pain and stiffness after exercise, by reducing swelling and inflammation
- improving risk factors for cardiovascular disease, such as blood pressure and cholesterol levels
- boosting the immune system, helping to lower the risk of infection
- improving general wellbeing, and possibly helping with depression

There is a significant amount of information available on the Internet with links to a host of groups and companies offering support and advice on taking the plunge with cold water therapy.

We all know that breathing is important and have heard the expression 'Take a deep breath'. There are significant benefits to controlled dynamic breathing. Here are a few:

- Decreases stress, increases calm
- Stimulates the lymphatic system (Detoxifies the body)
- Improves immunity
- Increases energy
- Improves sleep
- Lowers blood pressure
- Improves digestion
- Helps support correct posture.



— THE —
BREATH
CONNECTION

The Breath Connection is one company that has worked with many police organisations to deliver Dynamic Breathing Courses. Staff feedback has been incredibly positive and general feedback for this type of exercise further reinforces the benefits of better breathing.

VISIT WEBSITE ►

DESIGNATED WELLBEING LEAD

A dedicated Wellbeing Lead can provide leadership in mental health and wellbeing, including promotion, education, training, initiatives, resources, policies, and procedures, a wellbeing strategy and action plan.

This vitally important role is central to the promotion and protection of the wellbeing of the whole organisation as well making sure that the best possible support is given to anyone who feels they need it, regardless of whether they are suffering from diagnosed mental health issues or not.

Key to this role is the ability to engage and interact with a wide range of people, organisations and support services and where appropriate act as a listening ear for colleagues, outside of the line management structure.



NORTH WALES POLICE WELLBEING LEAD ROLE

Responsibility for implementing and continuing to develop our health and wellbeing offer across all four areas of wellbeing: Healthy Mind, Healthy Body, Healthy Worklife and Healthy Finances.

HEALTHY MIND

Managing and developing tools such as the Stress Tools and the Psychological Welfare Surveillance Questionnaire; providing the Healthy Mind Training; providing one to one Resilience Support and Resilience Workshops for Teams; Signposting individuals and managers to support; mental health awareness events; co-coordinating the Mindfulness Training. Welfare Support Team are responsible for trauma support, mental health peer support and welfare support for individuals and teams.

HEALTHY BODY

Healthy eating support; SPOC for Cycle to Work Scheme; running Cancer awareness sessions; running webinars on various topics; Providing menopause support including running support groups and webinars for managers; Promoting sleep support and providing awareness sessions.

HEALTHY WORKLIFE

Chair the Parent and Carer Support Network; run sessions for parents and carers; manage the MAP Supporter scheme; responsibility for the Sanctuary Rooms;

HEALTHY FINANCES

SPOC for Wagestream; manage Money Guider Scheme including being a Money Guider; develop partnerships with external organisations such as Money and Pensions Service and Police Mutual; run 1 hour inputs on Financial Wellbeing.

THE BETTER SLEEP TOOLKIT

The Sleep Scientist Dr Sophie Bostock, has created a 'Better Sleep Toolkit' aimed at supporting police officers, staff, and volunteers with fatigue and sleep problems.

Available via Oscarkilo the toolkit offers a four-week better sleep online course, a series of webinars and some bite sized advice to help you improve your sleep.

See how the Better Sleep Toolkit can help by viewing a short video from Dr Bostock.



VIEW FILM ▶



The National Police Wellbeing Service

Helping police forces build world-class wellbeing support for everyone who works for them. Access our services, events, research, guidance, resources, and news - all in one place.

APPENDIX

- PEER SUPPORT PROGRAMME
- CHARITABLE SUPPORT OPPORTUNITIES
- PHYSICAL FITNESS, THE LITTLE THINGS COUNT
- SOUTH WEST POLICE FORENSICS, WELLBEING STRATEGY 2023

PEER SUPPORT PROGRAMME

When you're having a tough time, it can really help to talk things through with someone who's been there before.

When we say 'talk things through with someone' we are not talking about having a conversation with your GP or a mental health professional.

A Peer Supporter has their own personal experience of stress or a mental health problem and uses this shared experience to support colleagues with their mental wellbeing and to signpost to services.



CHARITABLE SUPPORT OPPORTUNITIES



CALM

Horrifyingly, suicide is the UK's biggest threat to males under 45. This charity aims to combat this tragic issue with advice and support for men aged between 15 to 35.

[VISIT WEBSITE](#)



CALM also offers bereavement support through its Support After Suicide Partnership.

[VISIT WEBSITE](#)



MIND

Perhaps the UK's most prominent mental health charity, Mind was founded in 1946 and counts Stephen Fry as its president. It provides confidential information and advice through its Info line, as well as information on mental health-related law through its Legal Line.

[VISIT WEBSITE](#)



TOGETHER FOR MENTAL WELLBEING

Founded in 1879, making it one of the country's oldest mental health charities, Together focuses on individuals, and making sure people experiencing mental health difficulties are at the heart of their own recoveries. The charity offers 24-hour residential accommodation, and its Your Way programme provides personalised support for individuals

[VISIT WEBSITE](#)



POLICE CARE UK

We are the charity for serving and veteran police officers and staff, volunteers, and their families who have suffered any physical or psychological harm as a result of policing. We are independent of the police service, and are funded entirely by donations and fundraising - we receive no money from government or forces for our work.

[VISIT WEBSITE](#)



SAMARITANS

There, day or night, for anyone who's struggling to cope, who needs someone to listen without judgement or pressure. Samaritans is not only for the moment of crisis, we're taking action to prevent the crisis. They give people ways to cope and the skills to be there for others. And they encourage, promote and celebrate those moments of connection between people that can save lives. They offer listening and support to people and communities in times of need.

[VISIT WEBSITE](#)

PHYSICAL FITNESS, THE LITTLE THINGS THAT COUNT

ADD SOME SUGGESTED ACTIVITY

Doesn't have to be participating in sport or going to the gym:

- Take the stairs not the lift
- Park further away from the entrance
- Get off the bus a stop early

HEALTH AND WELLBEING APPS



TVP use Thrive

[DOWNLOAD APP](#)



Dorset use Virgin Pulse

[DOWNLOAD APP](#)



TVP Health Assured EAP

[DOWNLOAD APP](#)



STAR Bid Wearables

[VISIT WEBSITE](#)

WELLBEING STRATEGY 2023



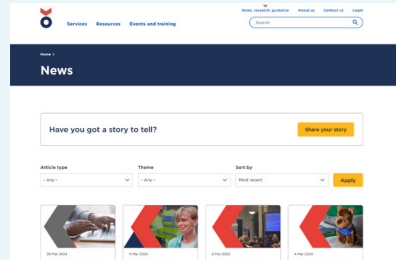
Strategic Aim	Support the physical and mental wellbeing of our people; ensure our people have purpose, are valued and belong
Category	Objective
Purpose Ensure our people understand their individual and collective contribution to the mission, vision and values of South West Forensics	<ul style="list-style-type: none"> • Ensure that our people have accurate role profiles • Ensure our people receive meaningful PDR/IPR
Valued Ensure our people feel valued for their contribution to South West Forensics	<ul style="list-style-type: none"> • Ensure our people receive tangible reward and recognition for their contribution • Ensure the complexity and challenge of their work is understood and celebrated • Ensure the environment our people operate in is safe and inviting
Belonging Ensure our people feel part of a team at a local, regional and functional level regardless of role	<ul style="list-style-type: none"> • Ensure that our people feel a sense of belonging to their Force • Ensure our people feel a sense of belonging to South West Forensics • Ensure our people have space to 'Care-Collaborate-Connect'
Support We will liaise with force wellbeing departments to identify and align opportunities, ensuring our people can access the correct level of support from their Force. Where necessary we will supplement this to recognise the unique nature of Forensics	<ul style="list-style-type: none"> • Liaise with Force Wellbeing Teams to identify future opportunities and events • Promote force wellbeing opportunities to SWF staff • Develop 'mirrored' opportunities for SWF staff across the region • Ensure processes are in place to provide an additional layer of support when necessary

Strategic Aim	Support the physical and mental wellbeing of our people; ensure our people have purpose, are valued and belong
Category	Objective
Leadership Our leadership style will enable and empower our staff supporting them in their day-to-day business	<ul style="list-style-type: none"> • Increase management understanding of wellbeing and its importance within the workplace • Promote healthy behaviours in staff • Communication and social connections to promote a healthy team ethos • Empower our staff to make decisions at the right level
Communications We will promote the Wellbeing Strategy, action plans and activities of the SWF Wellbeing Group, using the focus of the SWF communication & Engagement Strategy to deliver upon this	<ul style="list-style-type: none"> • Communicate the Wellbeing Strategy and action plans • Promote support service pathways and wellbeing champions • Promote wellbeing initiatives available to staff • Co-ordinate and align wellbeing communication • Provide regular wellbeing newsletters to identify opportunities and encourage good wellbeing in staff
National & Regional Collaboration Liaison We will provide updated and input into the national Wellbeing board and liaise with regional collaborations to align opportunities	<ul style="list-style-type: none"> • Attend regional and national wellbeing meetings • Share and promote national and regional wellbeing initiatives, maximising opportunities for our staff

Strategic Aim	Support the physical and mental wellbeing of our people; ensure our people have purpose, are valued and belong
Category	Objective
<p>Mental Health We will help to raise awareness of mental health and reduce the stigma that surrounds it.</p>	<ul style="list-style-type: none"> • Increase knowledge around mental health. • Provide mental health training for managers • Build active listening and communication skills and make signposting easy • Encourage social support groups, volunteering and out-of-work activities • Provide information and support networks during times of change • Encourage and promote the use of the Wellness Action Plans (WAP's), the Health & Wellbeing Passport and Employee Assistance Programmes (EAP) • Promote and encourage staff and manager participation in wellbeing and resilience sessions available through Oscar Kilo and Police Mutual and the SWF wellbeing Group/SLT
<p>Physical Health We will encourage and promote good physical health to enable our staff to perform at a consistently high level and lead a healthy lifestyle.</p>	<ul style="list-style-type: none"> • Promote seasonal campaigns and raise awareness of good physical health • Encourage participation in health checks to assess current health risks • Promote services, schemes and support which encourage good physical health • Understand the prevalence and risks of substance abuse ensuring our people have the appropriate level of access to services
<p>Physical Activity We will encourage and promote physical activity to enable our staff to perform at a consistently high level and lead an active lifestyle.</p>	<ul style="list-style-type: none"> • Promote seasonal campaigns and raise awareness of a good physically active lifestyle • Encourage participation in health checks to assess current health risks • Promote access to services, schemes and clubs to support a physically active lifestyle • Encourage staff to take appropriate refreshment breaks and where operational commitments permit, allow time for physical activity • Raise awareness of workplace guidelines and the support services pathway

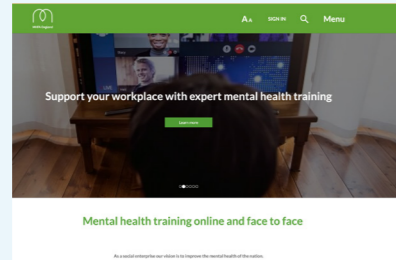
Strategic Aim	Support the physical and mental wellbeing of our people; ensure our people have purpose, are valued and belong
Category	Objective
<p>Healthy Eating & Nutrition We will encourage and promote healthy eating and nutrition to enable our staff to perform at a consistently high level and maintain a balanced, healthy and nutritious diet.</p>	<ul style="list-style-type: none"> • Promote seasonal campaigns and raise awareness of healthy eating • Promote access to services, schemes and support to encourage a healthy diet • Encourage staff to take appropriate refreshment breaks and enjoy healthy and nutritious meals.
<p>Financial We will encourage and promote good financial health</p>	<ul style="list-style-type: none"> • Promote seasonal campaigns and raise awareness of good financial health and support available • Promote access to services, schemes and clubs to support good financial health • Raise awareness of workplace guidelines and the support services pathway
<p>Psychological We will provide support and guidance to help tackle the challenges staff face due to the nature of some roles undertaken within SWF</p>	<ul style="list-style-type: none"> • Promote TRiM training to Supervisors and Trauma Impact Prevention Training (TiPT) • Promote seasonal campaigns and raise awareness of psychological support available • Promote access to services and schemes with psychological benefits • Raise awareness of workplace guidelines and the support services pathway • Understand the impact of intrusive inspection regimes on our people and ensure proactive and reactive support is in place

OTHER USEFUL LINKS



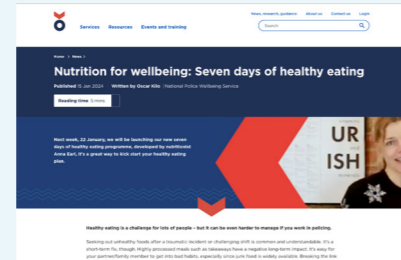
News | Oscar Kilo

VIEW ▶



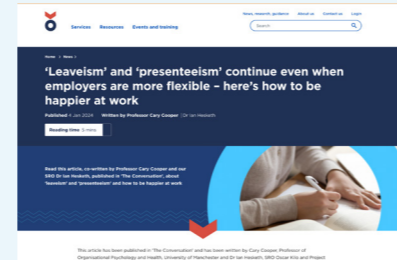
Mental Health First Aider course run by MHFAEngland

VIEW ▶



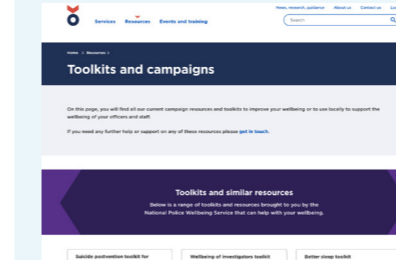
Nutrition for wellbeing: Seven days of healthy eating | Oscar Kilo

VIEW ▶



'Leaveism' and 'presenteeism' continue even when employers are more flexible – here's how to be happier at work | Oscar Kilo

VIEW ▶



Toolkits and campaigns | Oscar Kilo

VIEW ▶



Wellbeing of investigators toolkit | Oscar Kilo

VIEW ▶



Wellbeing toolkit | Oscar Kilo

VIEW ▶



WWW.FCN.POLICE.UK | FCN@DORSET.PNN.POLICE.UK

 [@FCNNETWORK](https://twitter.com/FCNNETWORK)  [FORENSIC CAPABILITY NETWORK](https://www.linkedin.com/company/forensic-capability-network)