



Your reference:

Our reference: FOI_24_0295

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 27/03/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0295

On 11/03/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Does your force make information and guidance about personal resilience freely available to officers and staff? YES/NO

If YES - then please give examples (e.g. websites, intranet, Wellbeing Services)

2. Does your force provide officers and staff with specific training on personal resilience? YES/NO

If YES -then please give examples.

If NO - is it covered in wider wellbeing training?

Is your Force intending to in the future?

3. Does your Force have a dedicated Staff Wellbeing Team/Service? YES/NO

If YES -please give brief details

If NO – Then what wellbeing provision is currently available?

4. Does your Force have a dedicated staff wellbeing intranet site/website? YES/NO

If YES -please give brief details

If NO – Then what wellbeing provision is currently available?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

1. Yes. We have a dedicated intranet page known as the Wellbeing Portal. This page brings together resources from a wide variety of sources, policing and non-policing, as a bank of self-service information. This is broken down in to subjects including mental health, trauma and resilience. The site links to resources such as self-help workbooks and webinars (including those from the National Police Wellbeing Service), and to agencies and services who can support.

2. Yes. Student officers receive 6 modules of wellbeing training as part of their initial 22 weeks structured training. This covers subjects including diet, exercise, sleep, stress, trauma and resilience. The training makes use of evidence based resources and advice, including utilising National Police Wellbeing Service packages. All of these sessions contain information which contributes towards personal resilience, however one of the sessions specifically focuses on resilience which references the 5 building blocks of resilience; sleep, thinking, boundaries, relationships, growth.

Personal resilience is also covered within our Supportive Leadership and Wellbeing Programme which is delivered to all first line leaders. This 5 day course includes a dedicated day on wellbeing, in which resilience theories are explored with practical activities for building personal resilience and promoting resilience in teams.

3. Yes. The Wellbeing Team is part of the Occupational Health, Safety and Wellbeing Department. This is led by the Head of Occupational Health, Safety and Wellbeing, under which there are two dedicated wellbeing resources. The Wellbeing Advisor – who leads on health promotion activity and offers a 1:1 support and signposting service, and the Wellbeing Advisor who leads on TRiM (Trauma Risk Management), peer support and psychoeducation.
4. Yes, as detailed in question 1. A summary of this information is also provided at induction in paper form “Wellbeing and Welfare Handbook”

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary