

SIPR Conference 2018

Discussant Notes from Session #2 Police Wellbeing

Superintendent Ian Thompson

- Outline of the Police Service of Scotland commitment to the wellbeing agenda and the resources and plans being implemented.
- Importance of considering the 'whole self' and the connectivity between work and home life.
- Importance of leadership spanning all ranks being applied to begin the process of culture change and attitudinal change towards wellbeing particularly mental health.
- Values are key, especially having behaviours that match the words.
- Tangible benefits of having volunteers to act as Wellbeing Champions.
- Social media is becoming an important and safe platform for sharing information and 'stories' that create resonance.
- Need for courage – courage to overcome stigmas.

Dr Hannah Hale

- Overview of research being carried out with Superintendents and Chief Superintendents in Police Service of Scotland.
- Examination of Organisational Stressors as well as Operational Stressors.
- Understanding organisational culture is critical as 'culture eats strategy for breakfast'.
- Mental health issues are evident through stress, PTSD, depression, anxiety, burnout.
- Range of stressors; workload; working hours; gender inequality; force merger; political and public pressure; poor management; 'cupboarding'; bullying; performance; career progression; fear; retirement; conflict; lack of knowledge
- Surface level veneer exists – need to address the underlying organisational culture issues.

Dr Ian Hesketh

- Getting Police wellbeing properly understood and addressed is critical for the 'front line'.
- College of Policing Blue Light Framework developed to help create the core narrative.
- Policing landscape has radically changed over past 30/40 years. Complexity; volatility; ambiguity; uncertainty.
- Need to create receptive environment which requires leadership and resilience.
- Work is important- brings fulfillment, meaning and a sense of purpose.
- There is evidence that every £1 spent upstream on wellbeing equates to savings of £9.98 downstream in performance and productivity.
- Guidance needs to be practical and able to be implemented.

Summary

Common themes across the presentations. Leadership; Culture; Pioneers; Transformation; Early days (5 years in); Still much to do; Research and evidence is important; Business case for investing is clear; People case is more compelling – Policing is fundamentally a human endeavor – an endeavor that succeeds or fails because of the people involved. Essential to invest in people for a strong and effective police service.