

Fife Division – Police Scotland Partnership Case Study

Introduction

Fife Division of Police Scotland work with Workplace Team, Fife Health Promotion Service to improve & sustain the force's health, safety & wellbeing.

They also have established national wellbeing champions, demonstrating their commitment to prioritising worker wellbeing.



**POLICE
SCOTLAND**
Keeping people safe
POILEAS ALBA

**Fife Health
& Social Care
Partnership**
Health Promotion Service
Workplace Team



Force Demographics

- 8 Police Stations
- 800 workers (Police & Police Staff)
- 3 Wellbeing, Inclusion & Equality Officers focussing on Fife wide, needs assessed initiatives & procedures which improve health, safety & wellbeing.

Since a worker wellbeing survey 2019, supportive measures have been implemented based on worker priorities & feedback:

Wellbeing Group Meetings

Held at managerial level & for individual departments. Wellbeing topics are discussed & group task lists are formulated to ensure identified actions are considered.

Outdoor Spaces

Encouraging workers to enjoy time away from their duties by providing benches & planters in the outdoor station environment.

Physical Activity

Encouraging workers to have walking meetings & SPRA members to use gym equipment during breaks.

Quiet Rooms (Piloted in 2 stations & intended to roll out to the others).

Providing a protected space to reflect, or facilitate confidential chats with others – away from tasks & distractions.

Advisory Panel

Highlighting matters affecting officers & incorporating lived experience to inform policy & procedure change. This was recently the case for 'Hate Crime' actions.

Fife Division – Police Scotland Partnership Case Study (cont)

What's Next

The force's wellbeing intranet area is to be updated to include health calendar events & testimonials, as well as blogs to encourage others to partake in the 'This is Me' initiative - detailing individual stories, experiences & go-to tips to maintain wellbeing.

The e-Wellbeing Library initiative will launch in October 2021 to encourage officers to borrow publications of interest, including those centred around wellbeing & resources for family life.

Future Plans

Quiet Rooms

These may be utilised as an enhanced provision supporting breastfeeding in the workplace once they are established Fife wide.

Wellbeing Cafe

Peer support cafe to be piloted on a voluntary basis at one station & then implemented Division wide.

Toolbox Talks

These are due to be facilitated on a 1hour per month basis to encourage open conversations between Sergeants & workers.

It's important to be a person & have empathy.



...Be aware that not one size fits all.

Fife Workplace Team look forward to hearing about the successes of the newly established initiatives as well as those that remain to be implemented. Fife Division of Police Scotland are to be congratulated for their ongoing efforts to improve & sustain worker health, safety & wellbeing.

Contact Fife Workplace Team to find out how we can assist you with our free & confidential advice: Fife.hwlfife@nhs.scot