

WILTSHIRE POLICE



XXXXXXX
By email

**Force Disclosure Unit
Police Headquarters**
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 22nd January 2025

Our Ref FOI 2024-1109

Dear XXXXX,

I write in connection with your request for information dated 16th December 2024, concerning Police Officer sickness.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Following receipt of your request, research was conducted by the Business Intelligence department, HR department and Occupational Health Unit at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote and our response:

1. Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force.

14,483 sick days were taken by officers in 2023.

2. Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor.

5,726 officer sick days were linked to mental health (filtering by Dorset 12 & selecting psychological disorders).

3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups by age, rank and gender of all the police officers within the police force.

Please note:

- **This data has been broken down by the number of Officers sick in 2023, not the whole Force; it was done using out Uplift data which is captured monthly.**
- **The gender has been broken down by sex at birth due to a large number of unknowns or blanks in the gender field.**

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- The age of the individual will not necessarily be correct at the time of their sickness as this is not something recorded on absence; so this is as of December 2023's Uplift data or the Uplift prior to them leaving the Force.

Number of Sick days for all Officer sickness and psychological Officer sickness

	All Officer Sickness	Psychological Officer Sickness
<i>Rank</i>		
Superintendent	54	-
Chief Inspector	188	131
Inspector	936	410
Sergeant	1703	422
Constable	11602	4763
Total	14483	5726
<i>Age Group</i>		
Under 26	797	283
26-40	5381	1728
41-55	7890	3453
Over 55	415	262
Total	14483	5726
<i>Sex at Birth</i>		
Female	6868	2764
Male	7615	2962
Total	14483	5726

- Can you provide a list of the mental health and psychological conditions e.g. anxiety, stress, depression and PTSD, that were a contributing factor towards all police officer's absences across the police force.

Stress, Anxiety, Depression & Bereavement Distress are the 4 mental health conditions under the Psychological Disorders Dorset 12 filter, and all were contributing factors to Officer mental health sickness in the specified timeframe.

- If applicable, please provide a list of the services that are provided for all police officers concerning mental health within the police force.

Clarification received 17.01.2025 - Are you able to provide a categorised list of both internal and external supports that you provide officers with within the force. If you are only able to provide one, could it be focused on the internal support given.

There are a whole host of services available to Officers regarding mental health, both internally and externally.

Internally

- ❖ Risk Assessment Based Medicals for high-risk teams
- ❖ TRiM (Trauma Risk Management) for post exposure to trauma events

- ❖ Employee Assistance programme (Health Assured) – available to staff & their families – free counselling service each year sessions renewed.
- ❖ Occupational Health Unit
- ❖ Wellbeing manager
- ❖ Oscar Kilo Dog network
- ❖ Online SharePoint site identifying support networks.
- ❖ HR
- ❖ Neurodiversity network
- ❖ Chaplaincy
- ❖ Peer support

Externally – Officers / staff may be signposted to these organisations

- ❖ Police Care UK
- ❖ Police Mutual
- ❖ Flint House
- ❖ Unison
- ❖ Federation
- ❖ Oscar Kilo website

Mental Health support lines for emotional support or in Crisis

- ❖ Swindon Crisis team
- ❖ Bath Crisis team
- ❖ Wiltshire Crisis team – North and South
- ❖ South Gloucestershire Crisis team
- ❖ North Somerset Crisis team
- ❖ Bristol Crisis Team
- ❖ Samaritans
- ❖ SaneLine
- ❖ For access to local helplines or for specific groups search on the following link - <https://helplines.org/helplines/>
- ❖ Police to be called if risk is imminent
- ❖ General practitioner (GP) first point of contact - primary care.

- ❖ 111 for professional advice and guidance 24/7 365 days a year.
- ❖ Not best practice but A&E is a place to access Mental Health support through Mental Health Liaison
- ❖ Outside of GP hours or between the hours of 18.30hrs – 08.00hrs out of hours GP can be accessed through 111.
- ❖ Remploy

Mental Health Information Helplines for everyone

- ❖ Mind Infoline
- ❖ Rethink Advice and information service
- ❖ NHS website
- ❖ Time to change website

Finding a therapist / counsellor

- ❖ British Association for Behavioral and Cognitive Psychotherapies
- ❖ British Association for Counselling and Psychotherapy register
- ❖ British psychological society
- ❖ Counselling directory
- ❖ IAPT
- ❖ Leso digital health (Online CBT)
- ❖ UK Council for Psychotherapy

Abuse (Domestic violence, child, and sexual abuse)

- ❖ NAPAC (Childhood abuse)
- ❖ NSPCC (child abuse/child cruelty)
- ❖ One In Four
- ❖ Rape Crisis (female only)
- ❖ Refuge
- ❖ Survivors UK (Men only)
- ❖ Women's Aid
- ❖ Revival
- ❖ The Survivors trust (SARC)
- ❖ Horizon Victim and Witness care

Self-Harm Services

- ❖ Harmless
- ❖ NSHN (online forum for people who self-harm, it may be useful to talk to people who self-harm for advice on how to manage this)
- ❖ Self-harm UK
- ❖ Self Injury Support

Anxiety

- ❖ Anxiety UK
- ❖ No Panic (Youth helpline for 13yrs – 20yrs)
- ❖ OCD Action
- ❖ OCD-UK
- ❖ Triumph over Phobias

Bereavement

- ❖ Bereavement Advice Centre
- ❖ Child Bereavement UK
- ❖ The Compassionate Friends
- ❖ Cruse Bereavement Care
- ❖ Dying Matters
- ❖ Lullaby Trust (Child Bereavement)
- ❖ Survivors of Bereavement by Suicide
- ❖ Winston's Wish

Bipolar

- ❖ Bipolar UK

Depression

- ❖ Association for Postnatal Illness
- ❖ Charlie Waller memorial Trust
- ❖ Depression UK
- ❖ PANDAS foundation (perinatal mental health issues)

Eating Disorders

- ❖ ABC (Anorexia & Bulimia Care)

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- ❖ **B-eat**
- ❖ **MGEDT (Men Get Eating Disorders Too!)**

Employment and Mental Health

- ❖ **Department of Health Guidance on workplace adjustments for mental health - [http://www.nhshealthatwork.co.uk/images/library/files/Government%20policy/Mental Health Adjustments Guidance May 2012.pdf](http://www.nhshealthatwork.co.uk/images/library/files/Government%20policy/Mental%20Health%20Adjustments%20Guidance%20May%202012.pdf)**
- ❖ **Mental Health Foundation - Workplace Resources**

General Mental Health

- ❖ **Action for Happiness**
- ❖ **Mind**
- ❖ **Rethink Mental illness**
- ❖ **Sane**
- ❖ **Together for Mental Wellbeing**

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN



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Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original Fol request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish to contact them, please visit <https://ico.org.uk/global/contact-us/>

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