

# WILTSHIRE POLICE



## Police Headquarters

London Road  
DEVIZES  
Wiltshire  
SN10 2DN

Date: September 12, 2025

Our ref: FOI 2025/794

Reply contact name:

Dear,

I write in connection with your request for information dated 12<sup>th</sup> August 2025 concerning mental health.

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.

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

### **You Wrote:**

How many police officers have taken time off in the last 12 months due to mental health related issues?

How many days have police officers taken off due to mental health related issues over the last 12 months?

How many police officers have resigned due to mental health issues over the last 12 months?

Have you conducted any recent surveys to find the effectiveness of mental health support within your force? If so, what percentage of officers said that the support they have received was adequate and helpful?

What mental health support is available to police officers?

### **Response:**

#### **Question One**

137 Officers

Keeping Wiltshire Safe

## Question Two

3800 working days

## Question Three

No Information Held

## Question Four

The force conducted a full staff wellbeing survey last September/October 2024. The results of this showed that 30% of respondents strongly agreed or agreed that Wiltshire Police provide adequate support for mental and emotional wellbeing. 31% were neutral and 39% disagreed or strongly disagreed.

Ongoing feedback surveys include a TRiM satisfaction survey (56 completed last year and 27 so far in 2025) and an OHU service user satisfaction survey. Data from these is monitored and used to improve our services.

RABM (Risk Assessment Based Medicals) are conducted across 28 high risk teams on an annual/bi-annual basis. Data from these are used to inform senior leaders and line management of wellbeing areas that require attention with Occupational Health taking a proactive approach to help embed changes.

## Question Five

**Employee Assistance Programme:** offered through Health Assured. This service also offers access to 6 free counselling sessions per year. Health Assured are contactable 24/7 and their services are open to immediate family including partners and children aged 16-24.

**Peer Support Network:** an internal Network available for all officers/staff which offers a confidential one to one chat with a fully trained Peer Supporter who can signpost to support

**OK9 Wellbeing & Trauma Support Dog Network:** a cohort of 12 Wellbeing Dogs in the force available to book for team or individual meetings to boost morale and provide support. All OK9 Handlers are fully trained Peer Supporters

**TRiM:** offered to all officers and staff following involvement with a traumatic incident. This is a peer led, evidence-based support system to provide early indication of potential mental health issues. TRiM is also available through self and line manager referral.

**RABM's:** The Risk Assessment Based Medical is designed to gather accurate health information from our Officers and Staff who work within a variety of challenging and potentially stressful environments within policing.

**Occupational Health:** There has been investment in the OHU team to recruit an additional Mental Health Nurse, this makes us one of the only police forces in the country to have 2 Mental Health Nurses.

**Training:** Mental health education is provided to all student officers during their initial training. PIP2 Investigators have additional mental health training on trauma awareness.

**Signposting SharePoint Site:** An internal site has been created to signpost to all forms of support, which include mental health links.

**Staff Support Networks:** There are multiple, proactive Staff Support Networks within the force offering support across different experiences including parenting, bereavement, cancer support as well as the protected characteristics.

**Suicide Prevention and Postvention:** Guidance has been created, a working group is being created to roll this awareness out force wide.

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,

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



## **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](mailto: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 FoI 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:

**Keeping Wiltshire Safe**

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](mailto: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 you contact them, please visit <https://ico.org.uk/global/contact-us/>**