



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:06/022024

2024/073 - mental health awareness and training programs

In response to your recent request for information regarding;

I am requesting under the Freedom of Information Act, access to information on mental health awareness and training programs provided to officers and staff, the frequency and nature of these programs.

965 officers and staff have received Mental Health Awareness training over the past 5 years. This includes Managing Mental Health for Line Managers as additional training.

I am requesting, a copy of the current policies and procedures relating to mental health support for officers and staff within the force. Please include, any changes or updates to these policies in the last five years.

We do not have a specific policy/procedure on this matter.

I am also requesting, statistics on the number of officers and staff who have accessed mental health support services in the last five years.

Could you please break down these statistics by year, rank and type of support accessed (e.g. counselling, therapy, crisis intervention).

Please note: Welfare Support Team –covers all support accessed.

We also do not hold a full breakdown by Officer/Staff and Rank, or information for the full five years. Everything held has been provided.

NEW Welfare Support Team Referrals During 2020

MONTH	Accom Request	BAME Related	Blood Test	Cholesterol Testing	Coronavirus related	Flu Vaccines	Healthy Ear Check	Healthy Leg Check	Home Issues	Other	Physical Health Check	Post Incident Support	PSA Testing	Psychological Screening	Request signposting	Request one to one	Request phone contact	Request wellbeing advice	Workshop	TOTAL NEW REFS PER MONTH
Apr-20	8	0	0	0	302	0	0	0	0	0	0	4	0	0	0	1	4	12	0	331
May-20	0	12	0	0	27	0	0	0	0	0	0	0	0	0	0	0	3	11	0	53
Jun-20	7	0	0	0	20	0	0	0	0	0	0	3	0	0	1	1	1	16	0	49
Jul-20	1	1	0	0	136	0	0	0	0	32	0	0	0	0	0	1	3	28	0	202
Aug-20	0	0	0	0	37	0	0	1	2	6	66	23	0	0	3	2	1	10	0	151
Sep-20	0	0	0	0	43	0	0	0	0	33	23	3	0	0	8	1	3	14	0	128
Oct-20	0	0	0	0	9	0	0	1	0	10	38	0	127	0	16	2	4	6	0	213
Nov-20	0	0	0	0	0	0	0	0	0	12	13	4	0	10	5	6	1	11	0	62
Dec-20	0	0	1	0	22	0	0	0	2	5	7	0	0	0	1	3	0	5	0	46
2020 TOTAL	16	13	1	0	596	0	0	2	4	98	147	37	127	10	34	17	20	113	0	1235

NEW Welfare Support Team Referrals During 2021

MONTH	Accom Request	BAME Related	Blood Test	Cholesterol Testing	Coronavirus related	Flu Vaccines	Healthy Ear Check	Healthy Leg Check	Home Issues	Other	Physical Health Check	Post Incident Support	PSA Testing	Psychological Screening	Request signposting	Request one to one	Request phone contact	Request wellbeing advice	Workshop	TOTAL NEW REFS PER MONTH
Jan-21	0	0	1	0	5	12	0	0	1	5	0	0	1	71	2	5	5	7	0	115
Feb-21	0	0	2	0	1	0	2	0	0	0	39	0	1	32	3	10	12	8	9	119
Mar-21	0	0	0	0	0	0	0	0	0	2	30	0	1	63	12	6	4	18	0	136
Apr-21	0	0	0	0	0	0	0	0	2	3	43	4	0	14	3	8	8	7	27	119
May-21	0	0	1	0	0	0	0	0	4	0	0	0	38	67	10	4	3	9	10	146
Jun-21	0	0	1	0	0	0	0	0	1	0	17	0	25	86	1	5	6	17	0	159
Jul-21	0	0	0	0	0	0	0	0	0	0	10	1	0	64	0	7	2	11	0	95
Aug-21	0	0	0	0	0	0	0	0	0	0	0	0	0	54	3	2	3	11	0	73
Sep-21	0	0	2	236	0	0	1	0	0	0	16	0	72	87	10	9	0	6	0	439
Oct-21	0	0	0	0	0	0	0	0	0	0	13	0	0	35	1	19	1	5	0	74
Nov-21	0	0	0	0	0	0	0	0	0	0	8	0	206	95	0	6	0	3	0	318
Dec-21	0	0	0	0	0	0	0	0	0	0	10	0	0	90	0	3	0	8	0	111
2021 TOTAL	0	0	7	236	6	12	3	0	8	10	186	5	344	758	45	84	44	110	46	1904

NEW Welfare Support Team Referrals During 2022

MONTH	Accom Request	BAME Related	Blood Test	Cholesterol Testing	Coronavirus related	Flu Vaccines	Healthy Ear Check	Healthy Leg Check	Home Issues	Other	Physical Health Check	Post Incident Support	PSA Testing	Psychological Screening	Request signposting	Request one to one	Request phone contact	Request wellbeing advice	Workshop	TOTAL NEW REFS PER MONTH
Jan-22	0	0	1	0	0	0	1	0	0	0	0	0	0	56	0	12	1	6	7	84
Feb-22	0	0	0	0	0	0	1	0	0	16	9	0	0	32	0	15	1	7	0	81
Mar-22	0	0	0	0	0	0	2	0	0	0	30	31	0	31	0	2	5	6	0	107
Apr-22	0	0	0	0	0	0	0	0	0	0	13	0	86	28	0	1	0	9	0	137
May-22	0	0	0	0	0	0	0	0	0	0	10	66	0	30	0	3	3	2	0	114
Jun-22	0	0	0	0	0	0	0	0	0	0	36	23	0	24	1	7	1	1	0	93
Jul-22	0	0	0	0	0	0	1	0	0	0	8	15	0	4	1	5	1	5	0	40
Aug-22	0	0	0	0	0	0	1	0	0	0	6	0	0	24	1	12	2	5	0	51
Sep-22	0	0	2	2	0	0	0	0	0	0	0	21	0	30	0	36	0	2	0	93
Oct-22	0	0	0	20	0	0	0	0	0	0	0	30	0	7	1	10	7	13	11	99
Nov-22	0	0	0	0	0	0	0	0	0	0	13	27	57	83	0	11	2	17	0	210
Dec-22	0	0	0	1	0	0	0	0	0	0	20	20	0	46	0	5	1	24	0	117
2022 TOTAL	0	0	3	23	0	0	6	0	0	16	145	233	143	395	4	119	24	97	18	1226

NEW Welfare Support Team Referrals During 2023

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Jan-23	0	0	0	0	0	0	1	0	0	0	15	0	0	33	0	8	1	15	0	73
Feb-23	0	0	0	0	0	0	1	0	0	0	0	0	105	118	0	12	1	11	0	248
Mar-23	0	0	0	0	0	0	0	0	0	0	0	0	0	59	0	9	0	1	0	69
Apr-23	0	0	0	0	0	0	2	0	0	0	9	0	0	28	0	1	0	5	0	45
May-23	0	0	0	0	0	0	0	0	0	0	0	0	104	78	0	2	0	16	0	200
Jun-23	0	0	0	0	0	0	4	0	0	0	53	2	0	33	0	3	0	6	0	101
Jul-23	0	0	0	0	0	0	0	0	0	0	1	0	0	38	0	2	0	5	0	46
Aug-23	0	0	0	0	0	0	0	0	0	1	0	0	0	55	0	5	1	1	0	63
Sep-23	0	0	0	0	0	0	0	0	0	0	11	0	0	17	1	2	0	3	0	34
Oct-23	0	0	0	184	0	0	0	0	0	0	4	0	0	104	0	5	0	6	0	303
Nov-23	0	0	0	36	0	0	0	0	0	0	6	6	55	56	0	6	0	21	0	186
Dec-23	0	0	0	0	0	0	0	0	0	1	6	0	0	97	0	1	1	8	0	114
2023 TOTALS	0	0	0	220	0	0	8	0	0	2	105	8	264	716	1	56	4	98	0	1482

Welfare Support in Discipline Cases - Referrals Per Year

2020

18 new referrals – 12 Police Officers, 5 Police Staff, 1 Special Officer

2021

24 new referrals – 20 Police Officers, 4 Police Staff

2022

21 new referrals – 16 Police Officers, 2 Police Staff, 1 Special Officer, 2 Unknown

2023

25 new referrals – 14 Police Officers, 10 Police Staff, 1 Unknown

Counselling

Row Labels	Officer	Staff	Grand Total
2019	98	75	173
2020	86	49	135
2021	109	75	184
2022	132	86	218
2023	114	70	184
Grand Total	539	355	894

Resilience Support

2021

13 individuals supported (7 Police Staff, 6 Police Officers)

2022

7 individuals supported (5 Police Staff, 2 Police Officer)

2023

26 individuals supported (15 Police Staff, 11 Police Officer)

Critical Incident Debriefs

Unable to provide ranks or breakdown between officers and staff as this isn't logged.

2019

22 debriefs;

136 attendees in total over the year.

2020

34 debriefs;

174 attendees in total over the year.

2021

33 debriefs;
165 attendees in total over the year.

2022

52 debriefs;
356 attendees in total over the year.

2023

54 debriefs;
422 attendees in total over the year.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 05/02/2024