



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:22/01/2026

2026/037 - Mental Health of Police Officers

In response to your recent request for information regarding;

1. Can you provide the total number of days that were lost to police officers taking sick leave between 01/01/2025 and 31/12/2025.

	Working Days Sick
OFFICER	18480

2. Can you provide how many days were lost in sick leave where mental health was cited as a contributing factor between 01/01/2025 and 31/12/2025.

Staff Type	OFFICER
Sickness Category	Working Days Sick
PD - ANXIETY	1329
PD - DEPRESSION	958
PD - OTHER MENTAL DISORDERS	99
PD - OTHER STRESS	4452
PD - POST TRAUMATIC STRESS	276
PD - WORK RELATED STRESS	1943
Grand Total	9057

3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups regarding age, gender and rank.

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Staff Type	OFFICER
GENDER	Working Days Sick
Unknown	90
MAN	8527
PREFER NOT TO SAY	78
WOMAN	9785
Grand Total	18480

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Staff Type	OFFICER
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AGE BAND	Working Days Sick
Under 26	697
26-40	7200
41-55	9963
over 55	620
Grand Total	18480

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Staff Type	OFFICER
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RANK	Working Days Sick
CONSTABLE	14537
TEMP SGT	130
SERGEANT	2729
TEMP INSP	209
INSPECTOR	566
TEMP CI	86
CHIEF INSPECTOR	111
TEMP SUPERINTENDENT	13
SUPERINTENDENT	99
Grand Total	18480

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Staff Type	OFFICER
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Working Days Sick Sickness Category	GENDER	Unknown	MAN	PREFER NOT TO SAY	WOMAN	Grand Total
PD - ANXIETY		15	789		525	1329
PD - DEPRESSION			458		500	958
PD - OTHER MENTAL DISORDERS			97		2	99
PD - OTHER STRESS		25	1655	60	2712	4452
PD - POST TRAUMATIC STRESS			36		240	276
PD - WORK RELATED STRESS		4	861		1078	1943
Grand Total		44	3896	60	5057	9057

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Staff Type	OFFICER
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Working Days Sick Sickness Category	AGE BAND	Under 26	26-40	41-55	over 55	Grand Total
PD - ANXIETY		37	291	1001		1329
PD - DEPRESSION		14	390	554		958
PD - OTHER MENTAL DISORDERS			6	93		99
PD - OTHER STRESS		164	1827	2361	100	4452
PD - POST TRAUMATIC STRESS			150	126		276
PD - WORK RELATED STRESS		25	645	1145	128	1943
Grand Total		240	3309	5280	228	9057

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Staff Type	OFFICER
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Working Days Sick Sickness Category	RANK	CONSTABLE	TEMP SGT	SERGEANT	TEMP INSP	INSPECTOR	TEMP CI	CHIEF INSPECTOR	SUPERINTENDENT	Grand Total
PD - ANXIETY		679		415		32				1329
PD - DEPRESSION		854		74		30				958
PD - OTHER MENTAL DISORDERS		95		4						99
PD - OTHER STRESS		3298	20	741	47	188	82	48	28	4452
PD - POST TRAUMATIC STRESS		276								276
PD - WORK RELATED STRESS		1364		460		91			28	1943
Grand Total		6766	20	1697	47	341	82	48	56	9057

4. Can you provide a list of what support services your force provides for all police officers seeking mental health support.

Please find attached Support for a Healthy Mind leaflet.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 21/01/2026

Support for a Healthy Mind:

Healthy Mind	Bereavement Support	Counselling	Critical Incident Debrief	Healthy Mind Training
	Where teams have been affected by a bereavement of a colleague or someone close to the team, our Welfare Support Team can provide a drop in session to talk through reactions and feelings. We also work with 2Wish where a young person has died.	Counselling gives individuals the opportunity to talk to somebody neutral in confidence, who will listen and help them to explore their thoughts and emotions, usually over a course of up to six sessions. Offered for a wide range of challenges.	After exposure to trauma, talking it through with peers can help us process what has happened and cope better with the impact of the trauma. A debrief is a group session to talk through an incident with anyone who was involved.	A 3 hour input in person or online that covers all the wellbeing support available across healthy mind, body, work-life and finances. It includes a focus on stress, anxiety, depression and trauma and how to recognise these and get support.

Mental Health Peer Support	Mindfulness Training	Personal Wellbeing Plan	Police Treatment Centre (PTC) / The Ben Fund	Psychological Welfare Surveillance
Volunteers within our workforce with lived experience of mental health, who are trained to provide informal, confidential listening and signposting.	An 8 week group course running on Microsoft Teams for 2 hours a week, providing tools and practices to help us cope with difficult situations, feel calmer, recognise our responses and react more objectively.	This tool helps us to reflect on the things that negatively affect our mental wellbeing, what the triggers are and what the signs are that we are being affected. It helps us identify the things that we can do that will have a positive impact.	Police Officers & Staff can pay the PTC to access their physical and psychological wellbeing programmes and online support. Police Officers can pay in to The Ben Fund as an alternative to the PTC, which offers shorter treatment visits, physio and counselling.	A questionnaire which can be completed online or in person to assess the factors that can be detrimental to our wellbeing, particularly in relation to our mental health and identifies where support may be needed.

Resilience Support	Sanctuary Rooms	Stress Awareness and Support	Stress Assessment and Action Tool	Stress Management Competency Indicator Tool
This support is either one to one or offered through a team workshop. An online psychometric questionnaire is completed which identifies areas for development in coping with challenges and bouncing back.	Providing a safe and relaxing space to go to clear our mind after a stressful experience, carry out religious observance or prayers, or use for short wellbeing activities such as meditation. New mothers who are breast feeding can use them too.	Information, tools and resources that help us to be more aware about stress and how to manage it including the Stress Bucket, Self Care Strategies and Burnout Bitesize Video. 1-2-1 confidential chat for those at risk of burnout.	This tool can help us identify what is causing us to feel stressed and how we can tackle these issues. Doing this at an early stage can help prevent stress from developing into a mental health disorder.	This is a self-assessment tool for managers to help them measure themselves against a range of competencies that support the wellbeing of their teams, including those that will help with the management of stress.

Trauma Support	Welfare Support Team – Individual Support	Welfare Support Team – Team Support	Wellbeing Visits (The Ben Fund)	Wellbeing Workshops
Exposure to trauma could lead to PTSD so trauma support is offered to individuals who may be at risk and might include therapies such as trauma based CBT or EMDR therapy.	This team provides one to one psychological support for individuals struggling with their mental health, for a variety of reasons including stress, anxiety, bereavement, relationship problems and many others. This can be short or long term support.	This team offers drop in sessions to other teams in NWP for welfare or to deliver inputs on mental health related topics. The team also leads on debriefs, trauma support and peer support.	NWP has paid a lump sum of money to The Ben Fund to send officers or staff on a Wellbeing Visit of 2 days where they are in danger of being overwhelmed by challenges in work and/or at home. It gives chance to relax and try different wellbeing activities.	Workshops can be provided on a range of wellbeing topics, generally 1 hour long, but can be tailored to each team's requirements. This might include stress, resilience, sleep, healthy finances, menopause and more.