



Response Date: 24/04/2026

2026/402 - Special Constables

In response to your recent request for information regarding;

1. How many Special Constables does your force have?

57.

2. Please could you break this down to per rank?

SC Rank	HC
SC SUPERINTENDENT	1
SC Chief Inspector	2
SC Inspector	4
SC SERGEANT	3
SC Constable	47
Grand Total	57

3. What provisions does your force offer for wellbeing support?

4. What is your policy on wellbeing for specials?

Please find attached a document that outlines the health and wellness support for Volunteers, including Special Constables.

The only elements of our support that the Special Constables don't have access to are those linked to pay – so for example Cycle to Work Scheme and the Stream App.

5. How many Special Constables have accessed your wellbeing support?

We do not log individual's details for all of our wellbeing support to be able to check for Special Constables accessing the support, and therefore can only report on the following:

Welfare Support

No records prior to January 2024.

January 2024 – February 2026: 8 Referrals for Special Constables

Physio

March 2021 – February 2026: 0 Referrals for a Special Constable

Counselling

March 2021 – February 2025: 0 Referrals for Special Constables

March 2025 – February 2026: 1 Referral for a Special Constable

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

Wellbeing Support

Records only kept since September 2024.

September 2024 – March 2026: 3 Contacts with Special Constables

Ben Fund Wellbeing Visits

0 Special Constables to date, but 5 booked for 2026.

Psychological Welfare Surveillance

This questionnaire is not mandatory for Special Constables but is available on a voluntary basis.

January 2021 – February 2026: 5 completions by Special Constables

Stress Assessment and Action Tool

Not mandatory for anyone. Available since September 2023.

September 2023 – February 2026: 0 completions by Special Constables

1-2-1 Resilience Support

Not mandatory for anyone. Available since June 2022.

June 2022 – February 2026: 0 requests by Special Constables

6. What has been your attrition of Specials in the financial years 2023/24, 2024/25, 2025/26?

Year	SC Leavers
23/24	45
24/25	28
25/26	18

7. Does your force have an exit strategy such as questionnaires/interviews etc for Special Constables? If so what is this?

We follow suit with regulars, therefore exit interview/questionnaire are offered to leavers, and say and stay is also offered to anyone considering leaving the SC.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 23/04/2026



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Health and Wellness Support Guide for Volunteers March 2026

Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
Making North Wales the safest place to live, work and visit in the UK

Welcome to this guide which provides a summary of all the health and wellness support available to volunteers. It is organised in sections covering Healthy Mind, Healthy Body, Healthy Worklife and Healthy Finances. You can find more detail using a work device on the Health and Wellness Sharepoint site.

Healthy Mind



Counselling

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.

Critical Incident Debrief

After exposure to trauma, talking it through with peers who participated in the same incident can help us process what has happened and cope better with the impact of the trauma.

Healthy Mind Training

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

Volunteers within our workforce with lived experience of mental health, who are trained to provide informal, confidential listening and signposting.

Mindfulness Training

An 8 week group course running on Microsoft Teams for 2 hours a week, providing tools and practices to help us cope with demanding situations, feel calmer, recognise our responses and react more objectively. Free Access to the Oscar Kilo Mindfit Cop Course.

<https://www.oscarkilo.org.uk/introduction-mindfit-cop>

Personal Wellbeing Plan

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 Treatment Centre (PTC) / The Ben Fund

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.

Psychological Welfare Surveillance

A questionnaire completed online or in person to assess the factors that can be detrimental to our wellbeing, particularly our mental health and identifies where support may be needed.

Supporting People Competency Tool

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.

Sanctuary Rooms

Providing a safe and relaxing space to clear our mind after a stressful experience, conduct religious observance or prayers, or use for short wellbeing activities such as meditation. New mothers who are breast feeding can use them too.

Trauma Support

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.

Stress Assessment and Action Tool

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.

1-2-1 Resilience Support

A short request form identifies if this support is suitable for you and if so, you will be asked to complete an online psychometric questionnaire which identifies areas for development in coping with challenges and bouncing back.

Welfare Support Team – Individual Support

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.

Welfare Support Team – Team 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.

Wellbeing Visits (The Ben Fund)

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.

Healthy Body



Alcohol Choices Info

Information about how alcohol can affect our wellbeing and how we feel; how to consider healthy alcohol choices and alternatives to alcohol and access support from others also considering their alcohol choices.

BAME Health Support

Individuals in our workforce from a BAME background may have a higher health risks. This information explains these and how to reduce the risk. A questionnaire can also be used to identify potential risks.

Cancer Awareness / Prevention

Encouraging employees to understand the signs of different cancers and how you can reduce your risk through information and awareness sessions. Includes PSA blood testing for men aged 40+.

Disability Support

Information about different disabilities and long term conditions and how the Workplace Adjustments Passport can help to discuss and agree support needed in work. The Enable Staff Network also supports this area.

Eye Test Vouchers

We offer eye test vouchers with Specsavers that will cover the cost of a standard eye test. Email before booking your test:

Fitness Support

1-2-1 support for those struggling to pass the fitness test or worried about their level of fitness following an absence from work, illness or health condition. Corporate discounts available at leisure centres across North Wales.

Flu Jabs

Annual flu jabs for those most at risk, who aren't able to get a flu jab from their GP surgery. Usually advertised around September time each year.

Health Checks

Some key indicators which tell us a lot about our general health include the levels of cholesterol and sugar in our blood. Getting these monitored can help identify changes we might need to make to reduce health risks.

Healthy Eating Info

What we eat gives us the energy to live life – Healthy Eating resources encourage us to eat a nutritious diet and sustain our energy. Webinars on this topic give opportunity to ask questions and get guidance.

HEP B Vaccinations

New recruits get a HEP B vaccination during the appointment process. Roles who require a HEP B vaccination due to the risks of their role can get a free vaccination through our partnership with BCUHB, via our Occupational Health Team.

Physio Support

Musculoskeletal health is important to enable you to live life and do your role without ongoing pain. Physio support can be requested to help you with pain, strains and other musculoskeletal injuries that are preventing you from doing your job.

Sleep Support

If we struggle with fatigue and lack of sleep it can reduce our concentration and put us at risk of accidents. Resources such as factsheets, tips, workbooks, videos and awareness briefings can help.

Sports Association

Being outdoors or taking part in physical activity that could also provide social opportunities can help our wellbeing. You can pay £4 per month to give you access to a range of activities and competitions and use of gyms across the Force.

Substance Misuse / Addiction Awareness

How to identify the signs that alcohol, drugs or gambling are becoming a problem and where to get support. Information about smoking and where to go to get help to quit.

Healthy Work-Life



Breast Buddies Scheme

This scheme matches new mums with a buddy to provide informal support about breastfeeding and help them overcome any challenges on their breastfeeding journey. Buddies are volunteers with breastfeeding experience.

Family Support

Information is available on family related topics, support and signposting. This includes bereavement, children with disabilities, relationship problems and parenting.

Fertility Support

1 in 7 couples in the UK have difficulty conceiving. We provide information about infertility, what treatment involves, how to support someone and also provide paid time off for IVF treatment.

Maternity, Adoption & Paternity Supporters

Volunteers within our workforce act as a point of contact whilst someone is taking family leave, helping them to keep in touch and to answer any queries or concerns.

Parent and Carers Support

The Parent and Carers Support Network provides support for parents and carers, raising awareness and guiding the organisation to improve working practices. The Parent and Carers Toolkit has information and signposting.

Healthy Finances



Financial Wellbeing Info

Information on a variety of financial wellbeing topics from budgeting, debt, mortgages, cost of living, savings, pensions and more. We promote partner agencies providing services in these areas.

Money Guider Scheme

Equipping people to talk about money confidently, and offer safe, effective guidance and signposting. Anyone in NWP can volunteer and will be given access to online learning, which is accredited, community support and regular learning events.

Other Support



LGBTQ+ Health Support

Certain health topics pose a higher risk to individuals who identify as LGBTQ+. This information explains the different risks and where to get LGBTQ+ specific support.

Managers Wellbeing Tools

A collection of resources for Managers specifically designed to equip them to have conversations with their teams about a wide variety of wellbeing topics. It also includes relevant training and key tools to use with their teams.

Menopause Support

Menopause Support includes support groups, training for managers, mini USB desk fans, adjustments to uniform and lots of information about coping with the challenges of menopause.

Men's Health Support

Resources to support men's health including mental health, cancer, relationships and family, healthy body. Guides, signposting and awareness sessions. One to one support is provided by Martyn and Owen in the Welfare Support Team.

Staff Support Networks

Networks providing support for members on different areas such as LGBT, BAME, Parent and Carers, Gender Equality Network and Enable Network.

Women's Health Support

Resources, information and signposting on a range of health issues more likely to affect women including bone health, Endometriosis, Fibromyalgia, menstrual health, pelvic health and Polycystic Ovary Syndrome.