| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0703  Responded to: 9 April 2024 |
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Your recent request for information is replicated below, together with our response.

**Does your force make information and guidance about personal resilience freely available to officers and staff? YES/NO**

**If YES - then please give examples (e.g. websites, intranet, Wellbeing Services)**

Yes

This would fit within our wider ambition to develop a mental health informed workforce, it is not focused entirely on personal resilience. However we like to think about personal and organisational resilience. We have an extensive range of wellbeing services some delivered nationally and some delivered locally. Such as our Wellbeing Champions who aim to support the workforce health and wellbeing. They offer a listening service and signpost to practical avenues of support. They also engage in proactive activities such as challenges and canteen sessions. We also have a number of staff associations who support individuals.

**Does your force provide officers and staff with specific training on personal resilience? YES/NO**

**If YES -then please give examples.**

**If NO - is it covered in wider wellbeing training? Is your Force intending to in the future?**

Yes

Lifelines Scotland [Welcome to Lifelines Scotland](https://www.lifelines.scot/) is the programme we deliver, it is 2 days of facilitated sessions, we have in the region of 90 trained facilitators and have ambitions to reach the whole organisation.  This is part of our overall aim to develop a mental health informed workforce.

**Does your Force have a dedicated Staff Wellbeing Team/Service? YES/NO**

**If YES -please give brief details**

**If NO – Then what wellbeing provision is currently available?**

Yes

The structure is:

Manager, Programme Lead, Business Partner, Sergeant, Delivery Manager, Coordinator and Administrator

**Does your Force have a dedicated staff wellbeing intranet site/website? YES/NO**

**If YES -please give brief details**

**If NO – Then what wellbeing provision is currently available?**

Yes

The intranet site provides information on where to go for urgent assistance and details of Occupational Health, Employee Assistance Programme, wellbeing champions, trauma impact assessments and various other services

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.