| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2351  Responded to: 15 October 2024 |
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## Your recent request for information is replicated below, together with our response.

## Please tell me how many police officers are not up to date with their mental health training (a) in total and (b) as a proportion of the whole, broken down by rank.

This was then later clarified as follows:

## In the meeting of the Scottish Parliament’s Criminal Justice Committee on 11/9/24, witnesses before the committee made reference to the fact that many officers’ mental health training is not up to date. This relates to support for the mental health of officers, as opposed to dealing with members of the public with mental health issues.

## I am requesting the data for all mental health training courses offered to Police Scotland officers.

Firstly, it is important to note that Police Scotland does not have any mandatory mental health courses, as such the above information is not held and section 17 of the act applies.

However, to be of assistance I have provided details on some of the courses and products mentioned in the meeting of the Scottish Parliament’s Criminal Justice Committee on 11/9/24.

For details of these please see below.

**Lifelines**

This course aims to support workforce wellbeing and resilience by improving mental health awareness.

This is a 2day optional training course, delivered face to face or online, however since June 2024 Lifelines training is part of the officer Probationer Training, with officers receiving the training after completing their 13 weeks basic training and just before they become operational. To date c.1700 officers and staff have voluntarily undertaken day 1, Of these 1700, 522 have undertaken day 2.

**Act don’t react**

Act Don’t React is 3-day, face to face training course; a tailored program that teaches us to understand how and why we react to certain situations, how to recognise this and how to intervene to regain control of our behaviour. Learn how to engage and communicate with members of the public and colleagues, so that all our interactions can reach their best outcome in order to keep everyone safe and increase trust in Policing. This training course looks at our response to incidents in the community, not specifically our workforce’s mental health.

This course is optional however 128 probationary officers within J Division have completed the training as part of the pilot. Last month 35 people (34 officers and 1 staff) were trained to deliver the training.

**Vivup**

‘Vivup’ is not a training course. They are the company who are contracted to provide Police Scotland’s Employee Assistance Programme (EAP). EAP is a confidential telephone helpline available 24/7, 365 days a year. Employees can access impartial, confidential advice from qualified counsellors.

**TRiM**

Again, this is not a training course, this is a product offered within Police Scotland.

Trauma Risk Management (TRiM) is a model of support used to provide support for officers and staff who are directly involved in potentially traumatic incidents. ​

Examples where TRiM is commonly used:

* Incidents involving fatalities (for example Road Traffic Collisions, Infant Deaths, Suicide)
* Exposure to violent and life-threatening situations
* Multiple casualty/ public disorder incidents
* Where overwhelming distress following an incident is experienced.

The list is not exhaustive, and TRiM is offered to all individuals who have been directly involved in a traumatic incident.

People can self-refer for TRiM or a Line Manager can make a referral on behalf of their team.

**Wellbeing champions**

This is not a training course. This is a product offered throughout Police Scotland.

Wellbeing champions is a network of approx. 240 people, aiming to support colleague’s health and wellbeing. Champions offer a confidential listening service, and they can also help by signposting to relevant support. They are not counsellors

**Police Care UK**Police Care UK is a charity for serving and veteran police officers and staff, volunteers, and their families who have suffered any physical or psychological harm as a result of policing.

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.