



**Forensic  
Capability  
Network**

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# Forensic Wellbeing Toolkit

Version 2

May 2026



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# Foreword

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**As the National Police Chief's Council (NPCC) Forensic lead, I am pleased to be able to announce the publication of the update to the Forensic Investigators Wellbeing Toolkit.**

This updated toolkit has again been delivered by the Forensic Capability Network (FCN) working with the forensic community as part of the Workforce Strategic Plan.

This edition of the toolkit has involved even wider consultation including academic institutions, the National Policing Wellbeing Service, and the wider community nationally and internationally.

The first edition of the toolkit has been used widely by practitioners and leaders across forensic practice to identify best practice and to

integrate it into workforce practices. This edition includes more case studies from England and Wales and across the world, sharing best practice and wellbeing initiatives.

Forensic Practitioners continue to be exposed to trauma and to workplace challenges that can affect mental health and wellbeing and the resources in this toolkit can be used to help address this.

I appreciate the work of those who have updated this toolkit and to all of the forces who have generously shared their best practice to help their colleagues. This is a fantastic resource that all police forces can use to provide well deserved support to their forensic practitioners.

**Chief Constable Paul Gibson,  
NPCC Forensic Lead**

**As the forensic lead for the Wellbeing workstream, supporting delivery of the Workforce Strategic Plan, I am very pleased to support the publication of this new edition of the Wellbeing Toolkit.**

This revised toolkit reflects the learning, feedback, and insight shared by the forensic community over the past two years. It builds on the original approach, incorporating updated case studies, emerging research, and practical experience to strengthen and improve the support available to those working across forensic disciplines. It is encouraging to see the community come together to review and learn from experience, and enhance approaches so that it remains relevant, accessible, and genuinely useful.

Those working within forensic disciplines operate in extremely challenging environments and are frequently exposed to complex and traumatic material. This makes it vital that we continue to work collaboratively to ensure the right support is in place.

My thanks go to everyone involved in the development of this new edition. I hope it provides forensic practitioners, their line managers, and leaders with the practical tools they need to build resilience, support their physical and mental wellbeing, and continue delivering the critical work they do day in, day out.

**Kay Hannam,  
Director of Forensic Services,  
Thames Valley Police**

# Introduction

**This is version 2 of the Forensic Wellbeing Toolkit. The original toolkit was identified as a priority by the Wellbeing workstream and was published in 2024.**

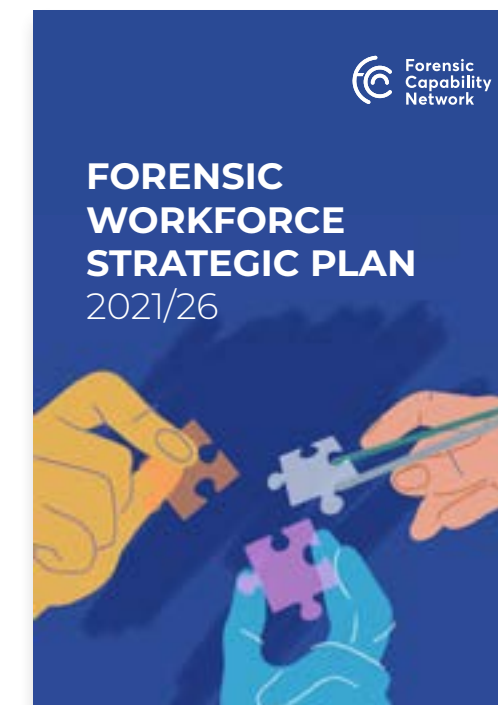
This toolkit has been used extensively by the forensic science community to support their workforce and to assess and review the provision provided.

This updated version includes further case studies and research which has occurred over the last two years. The aim is to create an easily navigable toolkit, that can be shared widely, where practitioners are able to access current wellbeing research and tools in one place.

The content will provide the information that the workforce need to support their physical and mental health and wellbeing.

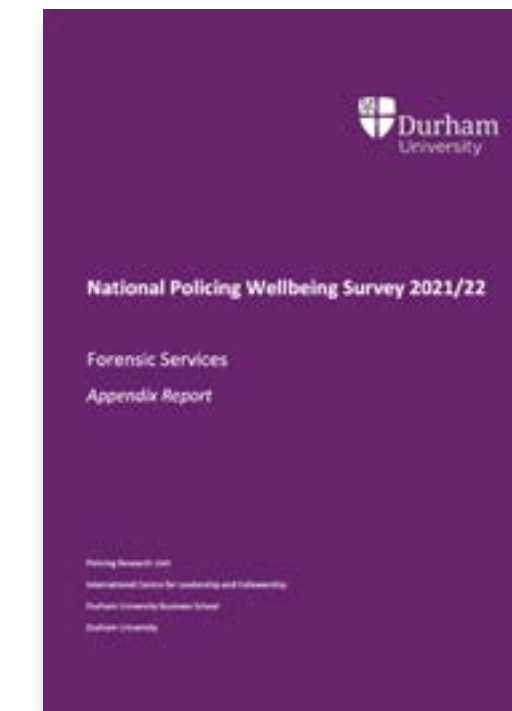
Developing a positive culture and embedding wellbeing into all policies and procedures, including training and development, is essential. Organisations take responsibility for this however individuals should also be encouraged to take personal responsibility for securing and enhancing their own wellbeing.

It is important to note that this toolkit is not designed to duplicate or replace any resources that are already in place within organisations but to supplement these and signpost good practice, share ideas and resources.



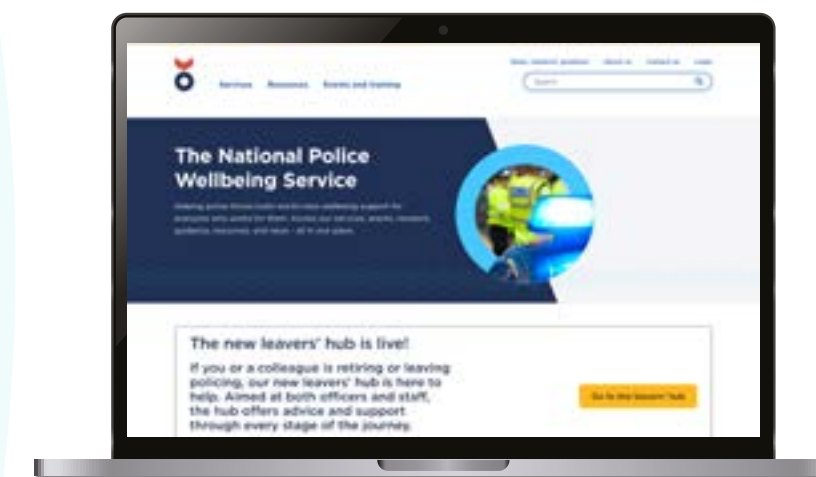
Workforce Strategic Plan

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National Police Wellbeing Survey- Forensic Appendix

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Oscar Kilo Website

VISIT WEBSITE



NPCC Workforce Coordination Strategic Assessment of the Workforce

VISIT WEBSITE



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# Forensic Wellbeing Status and identified issues



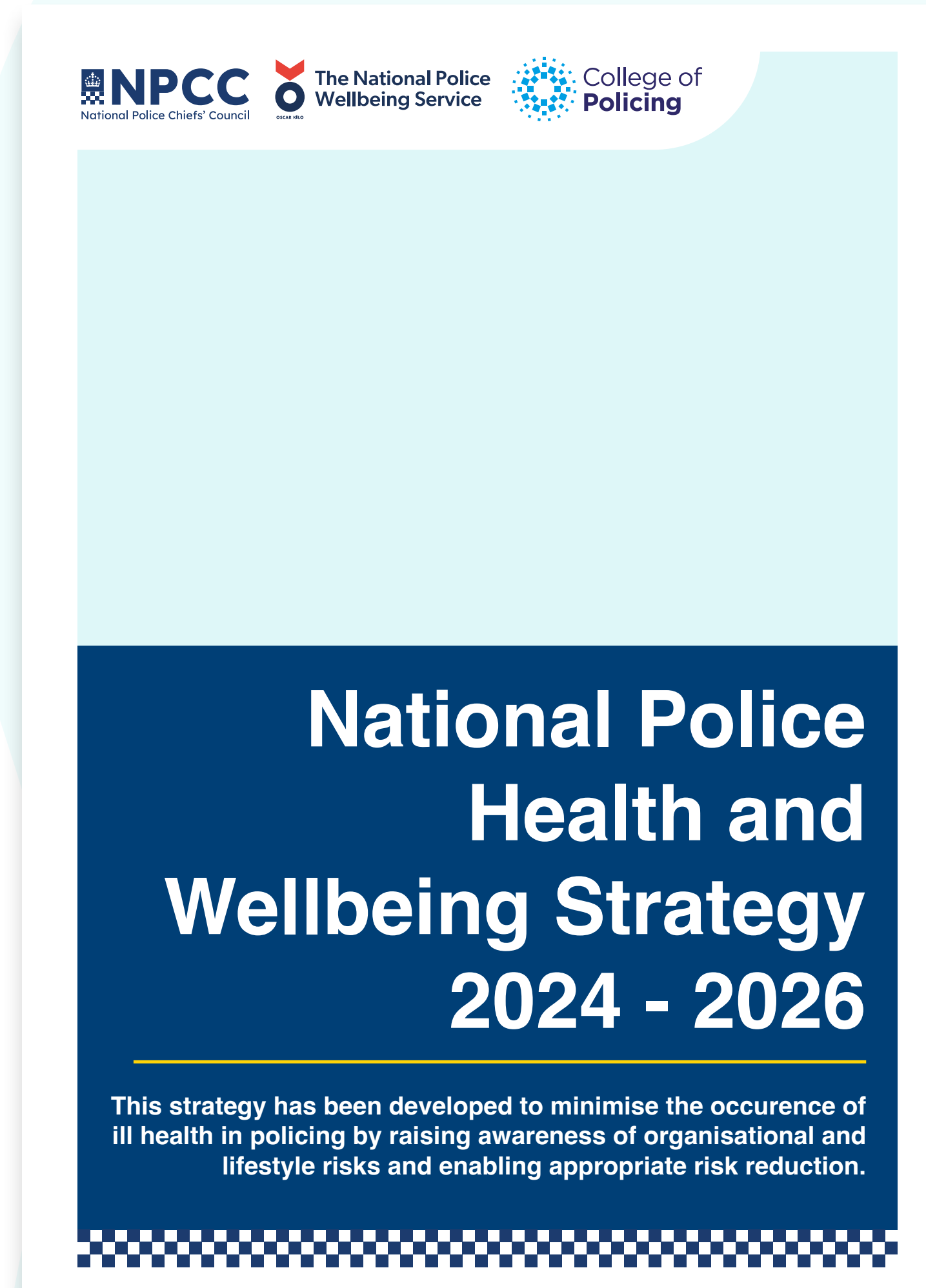
# Wellbeing of the Workforce

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**Protecting the wellbeing of our workforce is imperative in order that we are able to recruit and retain the best individuals.**

Our forensic workforce, across all disciplines, work in challenging situations and have experiences that may lead to post-traumatic stress disorder (PTSD), secondary trauma stress (STS), burnout, overwhelm and other wellbeing issues.

The purpose of this section is to help investigators recognise and identify the signs and symptoms of PTSD & STS in themselves and their colleagues. If you are experiencing any of the symptoms or you see any of the symptoms in your colleagues you are advised to seek professional help from your Employee Assistance unit.



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# Impact of Forensic Activity on the Workforce

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The below signs and symptoms are taken from a publication by the College of Policing. These are not specific to forensic practitioners, but are relevant;

## Re-experience Symptoms

- Unable to switch off from work
- Upsetting dreams or flashbacks of intrusive thoughts
- Over reactions to work related issues
- Victimised feeling of hopelessness and helplessness

## Negative Thinking Symptoms

- Negative self-beliefs e.g. "I'm incompetent"; "The world is bad"
- Lack of interest in things that used to be enjoyable
- Negative outlook on life, leading to unreasonable fears, beliefs and attitudes
- Feelings of isolation from family and friends
- Emotional numbing and difficulty in showing sensitivity or positive emotions
- Loss of sense of humour

## Arousal Symptoms

- Unreasonable anger or irritability focused at family, colleagues or situations.
- Self-destructive behaviour such as driving too fast
- Jumpy, or an inability to sleep or relax
- Inability to concentrate, leading to increased numbers of accidents or errors
- Sensitivity to noise and bright lights

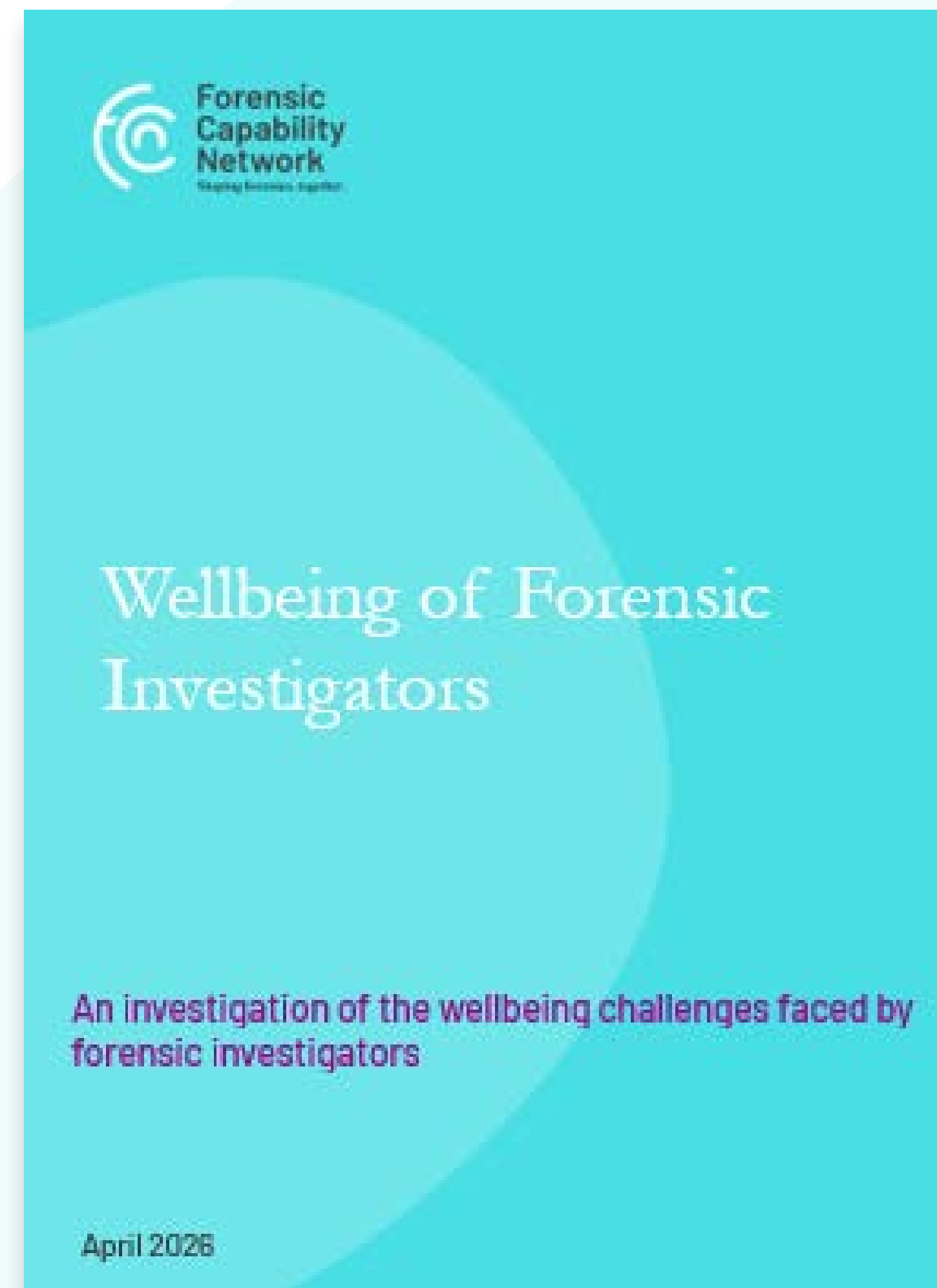
## Avoidance Symptoms

- Putting off doing work or dealing with demanding cases
- Not looking too deeply
- Avoiding questions that might lead to upsetting responses
- Blocking out or forgetting the most distressing areas
- Using alcohol to block out feeling of distress or help sleeping

# FCN Wellbeing Survey 2025

In 2025 the FCN shared a survey with forensic practitioners across all disciplines and all organisations internationally. This was designed as the first stage of a project that will identify the overall themes in relation to the challenges, and what needs to be addressed to have a positive impact on the mental health and wellbeing of forensic practitioners. It will be followed by future more detailed examination to inform and determine a strategic plan for policing.

- There were 305 respondents from 19 different countries and represented a wide range of physical and digital disciplines.
- The respondents were aged 23 – 79 years of age with between 1 and 55 years of experience in forensic science roles.
- 61% of respondents were female, 37% male and 2% were non-binary or preferred not to say.

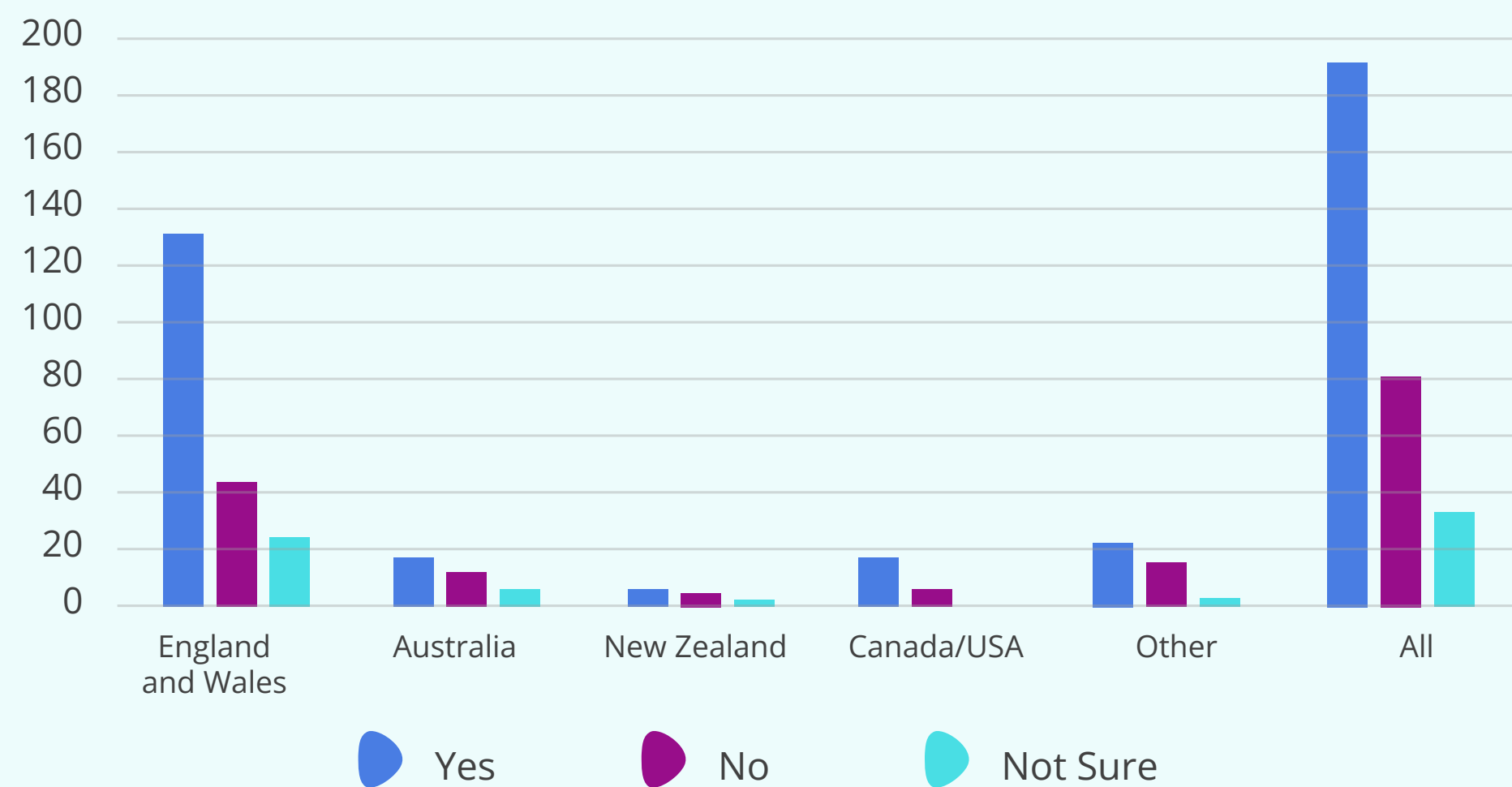
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# FCN Wellbeing Research Findings 2025

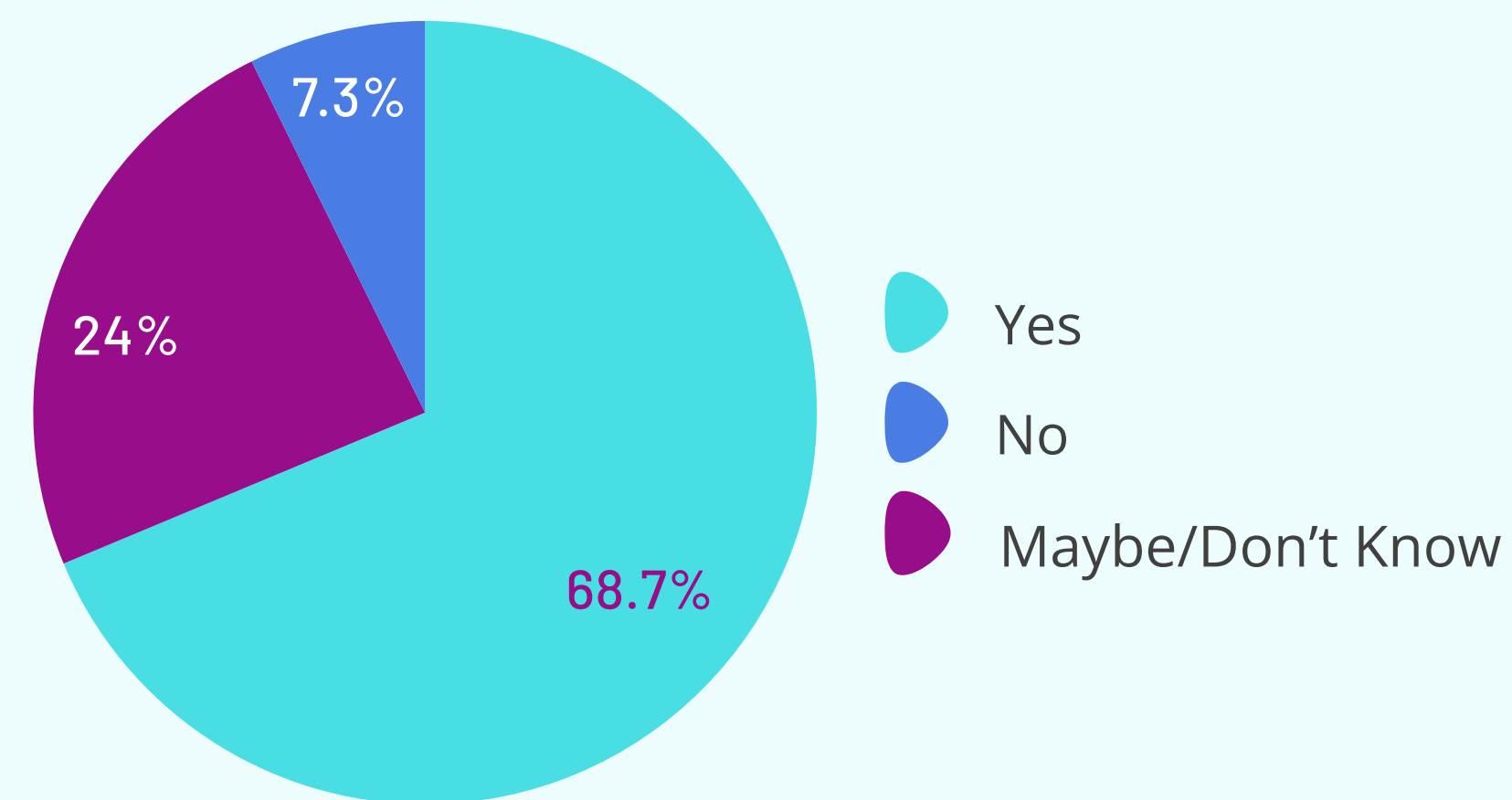
- 63% of all respondents had experienced mental ill health, 25% said that they had not and 11% were not sure.

- 68.7% of the respondents who stated that they had suffered from mental ill health believed that work had caused or exacerbated it, with a further 24% who responded 'maybe' or 'don't know'. 7.3% of respondents felt that work had not exacerbated their mental health.

Respondents country and experience of mental ill health.



Respondents who had experienced mental ill health answer to 'Was/Is this caused or exacerbated by work?'

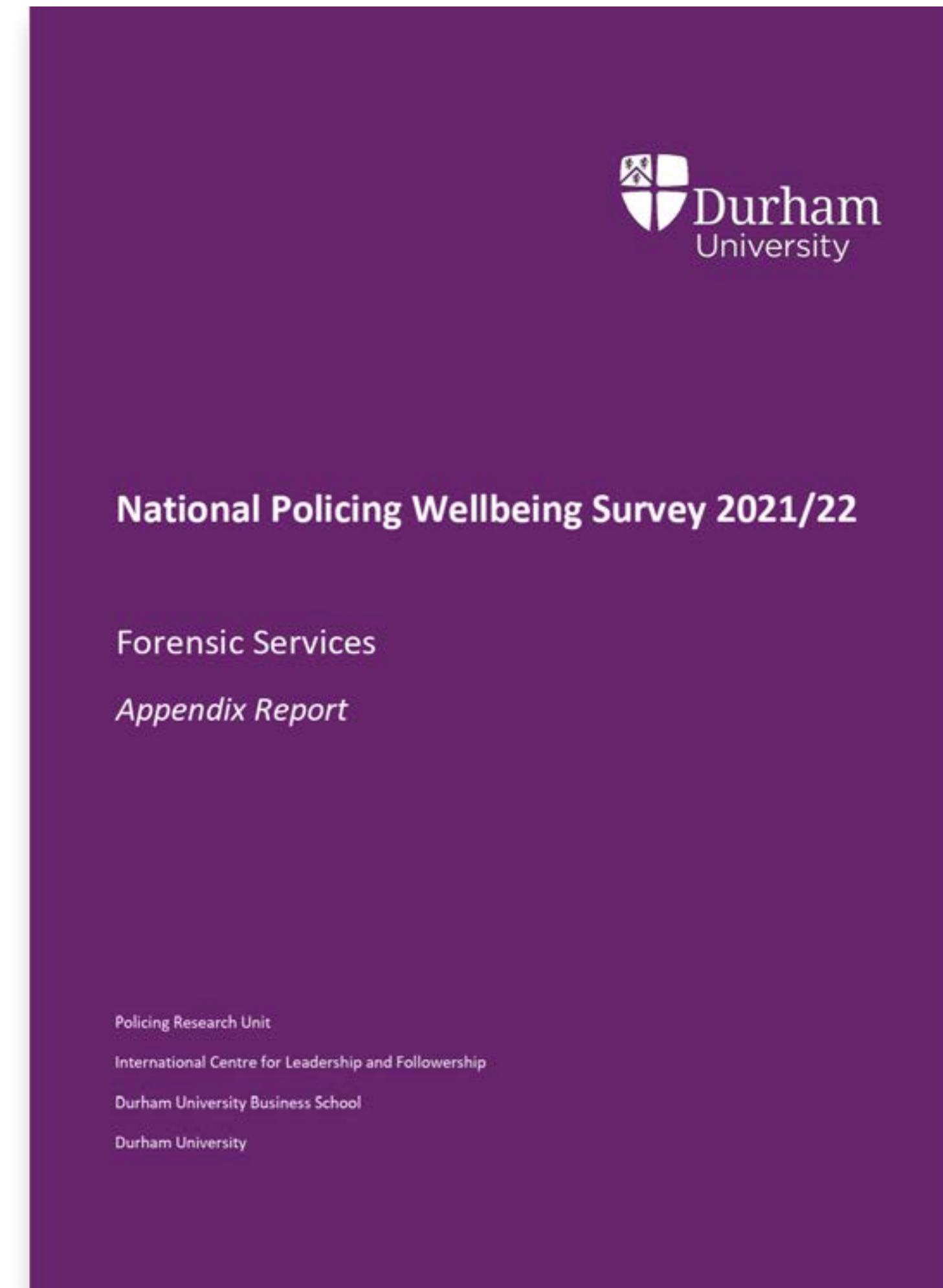


## FCN Wellbeing Research Findings 2025 cont.

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- Workload or caseload was the biggest single challenge selected by respondents to their wellbeing in the workplace.
- IT challenges and lack of career progression ranked second and third.
- Lack of feedback on cases, relationship with managers and exposure to distressing material/content/scenes was also high.
- Those within the first five years of their career were most likely to respond that they had experienced mental ill health, with those in the 21-25 years in role significantly lower but the second most likely.
- There were also some positive indicators from the survey which supported the previous findings from the National Police Wellbeing survey Forensic Appendix completed in 2021/22
- Practitioners felt trusted to do their role and felt they had the skills to do so.
- Practitioners felt like their job makes a difference

But the scores were slightly lower for recognition and career development opportunities.

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# Recommendations

## The importance of support

- Peer Support – provide formal and non-formal opportunities. Provide appropriate locations.
- Line manager support – include regular 1 to 1's. Provide line managers with training to provide the relevant support and also support line managers.
- Organisational support – provide evidence-based support measures that are focused for forensic practitioners.

## Psychological support and counselling provision

- Determining a baseline for practitioners
- Regular surveillance throughout career
- Mandatory and part of ongoing support and offered by counsellors who understand the role

These are the responses from forensic practitioners in England And Wales.

Feeling Supported	Strongly Agree %	Agree%	Neither Agree or Disagree %	Disagree %	Strongly Disagree %
I feel supported by my organisation	3.8	19	28.8	31.8	16.6
I feel supported by my colleagues	31.1	56.8	6.8	2.3	3
I feel supported by my line manager	27.3	40.1	15.2	9.8	7.6

## Measure interventions and target them appropriately

- What works?
- How do we measure the impact of interventions?
- How do we ensure that interventions are appropriate?
- Improve communication from the organisation.



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# Wellbeing Research



# Wellbeing Research

## Some of the recent research is shown here and issues highlighted include:

- The duration of exposure to stress and harm must be reduced.
- Effective supervision embedding a culture of openness, trust and support is essential
- Ongoing investment in research and data collection to establish a baseline.
- There must be a top-down approach to culture change with buy-in from all stakeholders.
- A culture of individual empowerment should be created including management of workloads and expectations of individuals.
- A healthy working environment is needed – physical and mental health should be included
- Introduction of tools to monitor wellbeing and a better understanding of the benefits of established wellbeing tools and the links between psychological well-being and specific coping mechanisms is necessary.

Forensic Science International: Synergy  
Volume 4, 2024 (2024)

### Unpacking workplace stress and forensic expert decision-making: From theory to practice

Mohammed A. Almazrouei<sup>1,2\*</sup>, Jeff Kukulovic<sup>3</sup>, Ruth M. Morgan<sup>4</sup>, Bot Levy<sup>5\*</sup>

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https://doi.org/10.1016/j.syfy.2024.100471

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**Abstract**  
Workplace stress can affect forensic experts' job satisfaction and performance, which holds financial and other implications for forensic service providers. Therefore, it is important to understand and manage workplace stress, but that is not simple or straightforward. This paper explores stress as a human factor that influences forensic

**Introduction: Stressor Framework.** We argue that stressors in forensic science workplaces can have a positive or a negative impact, depending on the type, level, and context of stress. Developing an understanding of the stressors, their sources, and their possible impact can help forensic service providers and researchers to implement control-specific interventions to manage stress at work and optimize expert performance.

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Reviews | Forensic Sci Int Synerg. 2024 Oct 1;12(2):274-276. doi: 10.1016/j.syfy.2024.100471. #Collection2024.

### Trauma and coping mechanisms exhibited by forensic science practitioners: A literature review

Donia P-Sark<sup>1</sup>

Affiliations | expand | PMID: 3814555 | PMCID: PMC766841 | DOI: 10.1016/j.syfy.2024.100471

**Abstract**  
Vicarious trauma (VT) has been studied in mental health experts for over 30 years due to their engagement with victims of trauma and exposure to details of events, crimes, and tragedies experienced by their patients. Recently, VT studies have been extended to first responders as they also engage with victims on a level which may affect their own wellbeing. First responders involved in the criminal justice system, such as law enforcement personnel, have benefited from these studies as the results have helped drive organizational change. However, other professionals throughout the criminal justice system, such as forensic scientists, have had far fewer studies published, and the awareness of VT they may be experiencing has only recently come to light. While this review is not exhaustive of all literature on VT, it showcases key studies and research gaps that could benefit the forensic science community and associated criminal justice system professionals.

**Keywords:** Burnout; Compassion fatigue; Coping mechanisms; Forensic science practitioners; Post-traumatic stress disorder; Secondary stress; Vicarious trauma.

### Four in five crime scene investigators say mental health is harmed by work, UNISON finds

Investment in staff wellbeing, and wider police services, is essential if justice for victims is to be delivered

Police service leaders have an urgent message to deliver to their staff: mental health is being harmed by the nature of their work, according to a new survey by UNISON.

Research by the union has revealed that 84% of crime scene investigators (CSIs) say their mental health is harmed by their work.

The workers' holiday that will be the subject of a new survey, including details on mental health, stress, and coping strategies, will be the subject of a new survey by UNISON.

More than a third (34%) of CSIs say that mental health is harmed by their work, according to the survey.

Research by UNISON has revealed a mental health crisis in the police force, with mental health issues, stress, and coping strategies being the subject of a new survey by UNISON.

Disrupting staff patterns is bigger than it seems for the force, says report.

Forensic Focus 2024

## FORENSIC FOCUS INVESTIGATOR WELL-BEING SURVEY RESULTS

Emerging Themes and Implications

By Paul Gullion-Scott BSc, MA, MSc, MSc, FMBPsS

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The current issue and full text archive of this journal is available for sale at [https://www.ascelibrary.org/doi/10.1061/\(ASCE\)1080-4065\(2024\)10:6\(1061-1068\)1061-1068](https://www.ascelibrary.org/doi/10.1061/(ASCE)1080-4065(2024)10:6(1061-1068)1061-1068)

### Economic evaluation of a psychological surveillance and support programme in the UK police force

Paul McCrone  
Department of Education, Health and Human Sciences,  
University of Greenwich, UK  
Soreen Tehrani, Romin Tehrani and Alex Horsley  
Nurses' Tribunal Association, London, UK, and  
Ian Hesketh  
Alliance Manchester Business School, The University of Manchester, Manchester, UK

Received 20 March 2024  
Revised 20 June 2024  
Accepted 2 June 2024

**Abstract**  
Police officers in the UK frequently experience traumatic events and are exposed to high levels of stress and physical risk. This paper reports an economic evaluation of the programme. The programme is a 12-week, evidence-based, psychological surveillance and support programme for police officers. The programme is designed to reduce the impact of traumatic events on police officers and to improve their mental health. The programme is based on the principles of cognitive behavioural therapy (CBT) and is delivered by police officers who have received specific training for this purpose. The programme is delivered in a group format and is available to all police officers who are eligible for the programme. The programme is delivered in a group format and is available to all police officers who are eligible for the programme.

**Keywords:** Police; Wellbeing; Psychological surveillance; Economic evaluation.

**Paper type:** Research paper

Received 27 June 2023 | Revised 23 August 2023 | Accepted 1 September 2023  
DOI: 10.1016/j.syfy.2023.100471

ORIGINAL PAPER  
Psychiatry & Behavioral Science

### Workplace demands, resources, and well-being among police staff working in forensic services

Jacobs J. Knech BPsych(Hons), PhD<sup>1</sup> | Jacqueline M. Emsw BEd(Hons), PhD<sup>2</sup>

**Abstract**  
Forensic staff play a crucial role in law enforcement through providing specialist services to police agencies in criminal investigations. Given the unique work, including frequent exposure to potentially distressing material, administrative workloads, and other work-related pressures, forensic staff are at risk of occupational stress and burnout. This study explored the relationship between workplace demands, resources, and well-being among forensic staff. The study used a mixed methods design with participants completing surveys, structured interviews, and focus group discussions. Quantitative data were analysed using bivariate correlations and partial least squares regression analysis. Qualitative data were analysed using thematic analysis. Results identified the key role of occupational and organizational stressors, and forensic-specific job-related demands, in predicting various dimensions of well-being. Supervisor support, peer support, and professional safety climate also had a key role in predicting stress-related outcomes among forensic staff. Law enforcement organizations employing staff in forensic jobs should take a holistic approach to improving well-being, which not only focuses on hours, but also on mitigating occupational and organizational stressors. Demands specific to the role of forensic staff need to be considered. In an effort to offset job demands, police agencies should seek to uplift the capacity of key resources such as supervisors and peers and should focus on ensuring a positive professional safety climate.

**KEYWORDS**  
Forensic; well-being; occupational stress; burnout; police; organizational stress; forensic science

**Highlights**  
• Forensic staff face unique occupational stressors compared to their police work.  
• Occupational and organizational demands strongly predict stress-related outcomes.  
• Supervisor and peer support are key resources for managing forensic staff well-being.

THE CONVERSATION

44 | Culture, Science, Society, Health, Environment, Health, Policy, History, Science, Tech, World, Politics, Insights

Mental health: research reveals harrowing impact of traumatic material on crime investigators

Forensic Science International: Synergy

Forensic Sci. 2019 Sep;42(3):1444-1452. doi: 10.1016/j.syfy.2019.100471. Epub 2019 Mar 30.

### PTSD Symptoms Experienced and Coping Tactics Used by Crime Scene Investigators in the United States

Joseph A. Rosinsky<sup>1</sup>, Jeffrey Cook<sup>2</sup>, Harold Rosenberg<sup>3</sup>, Jun E. Sprague<sup>4</sup>

Affiliations | expand | PMID: 30932487 | DOI: 10.1016/j.syfy.2019.100471

**Abstract**  
Few investigators have assessed the prevalence of posttraumatic stress experiences among Crime Scene Investigators (CSIs). We recruited a nationwide sample of 225 CSIs to complete online questionnaires assessing PTSD symptoms, use of specific coping tactics, perceived social support, trait resilience, and demographics. Seven symptoms had been experienced by at least 50% of participants during the previous month, and 9.2% had total checklist scores suggestive of PTSD. A significant regression analysis revealed that higher PTSD scores were associated with drinking alcohol more frequently to deal with stress, admitting more frequently one could not deal with stress and not trying to do so, lower social support, getting angry and letting emotions out more frequently, lower confidence, and finding comfort in one's religious beliefs. Given the proportion of CSIs that experience exposure-related stress, more should be done to mitigate the prevalence and severity of these symptoms.

**Keywords:** PTSD; coping tactics; crime scene investigators; forensic science; posttraumatic stress disorder; resilience; social support.



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# Interventions

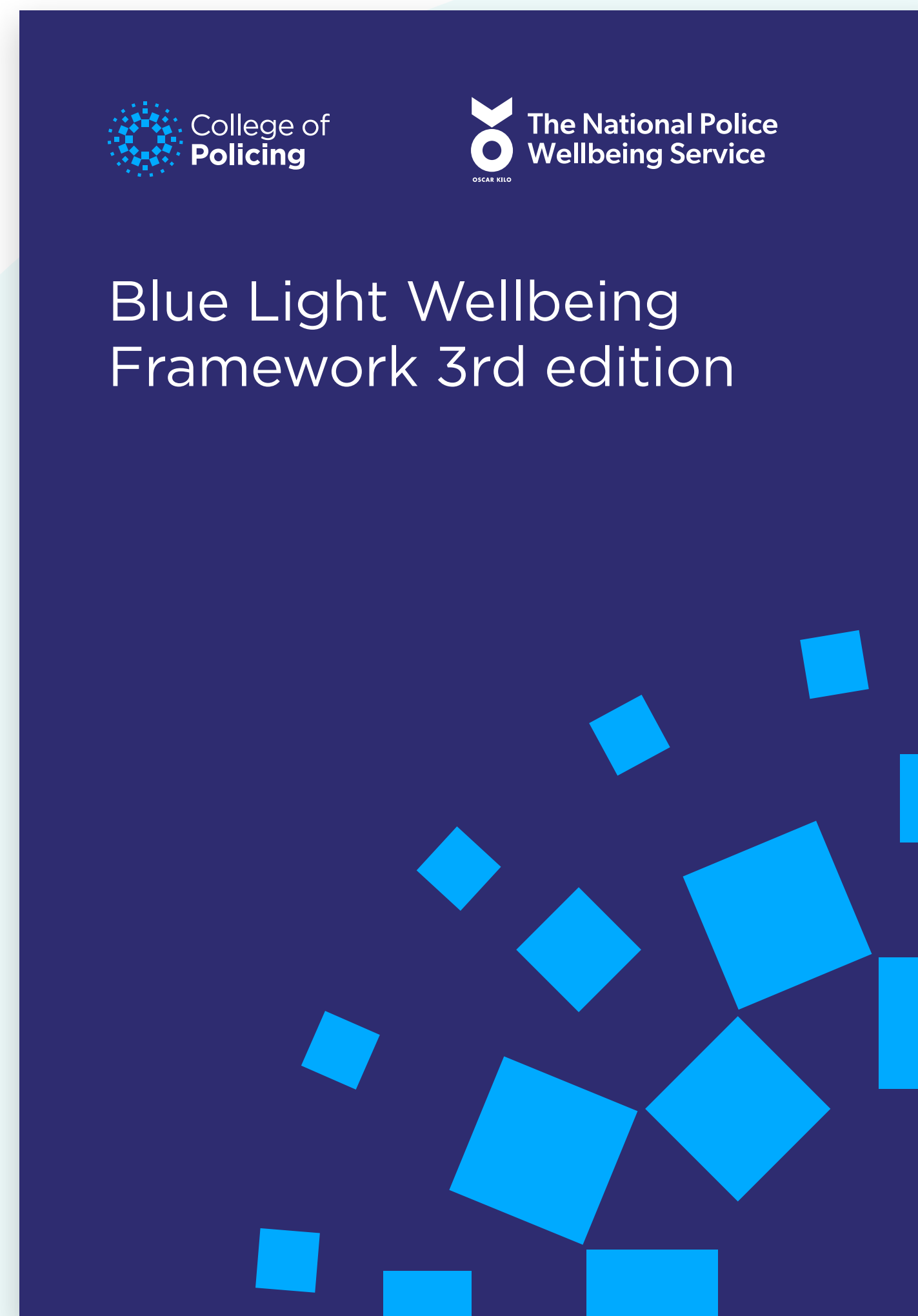


# Interventions

**This section is based upon the Blue Light wellbeing seven categories:**

The examples included in these sections were provided by members of the FCN Workforce Wellbeing workstream who were drawn from across policing in England and Wales.

- Leadership
- Absence management
- Creating the environment
- Mental health
- Personal resilience
- Protecting the workforce
- Occupational health



Blue Light Wellbeing Framework (BLWF)

DOWNLOAD



# Recommended Minimum Standard for Forensic Department Intervention.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Wellbeing embedded into operational practice	Creating the Environment	Most organisations now have wellbeing embedded into their overall policies, but this work defines the requirements needed to deal with specific forensic issues.	This can be seen with case studies and wellbeing practice sections of this toolkit
Wellbeing Working Group	Creating the Environment	Working across the department to discuss ways to improve wellbeing, sharing ideas, including Mental, Physical, Financial and Neurodiversity.	
Staff Support Associations (signposting)	Creating the Environment	Develop the awareness of available staff support associations, provide signposting to services they offer.	Each force has their own support associations but may also include unions and professional bodies.
Mental Health Awareness training for line managers	Leadership	Equip line managers with confidence and practical skills to support their teams' health and wellbeing. Understand and fulfil managerial responsibilities and recognise when an employee may need support.	<a href="#">Upcoming events &amp; training   Oscar Kilo</a> <a href="#">Supervisor support model online course   Oscar Kilo</a>
Monitoring Exposure to Trauma	Leadership	Recording staff exposure to potentially traumatic scenes or material (i.e. scene attendance at PMs) and offering a reduced exposure where appropriate.	<a href="#">Trauma tracker   College of Policing</a> <a href="#">Police Care launch the Police Traumatic Events Checklist</a>
Designated Wellbeing lead	Leadership	A dedicated member of the team who leads the departments wellbeing strategy for forensic staff. Shares ideas across their force and externally.	<a href="#">See case study in toolkit</a>

## Recommended Minimum Standard for Forensic Department Intervention cont.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Department Forensic Wellbeing Strategy	Leadership	Forensic wellbeing response which builds on the force wellbeing approach, includes evidence-based interventions which support the wellbeing of forensic practitioners which focuses on prevention, identification and management of health & wellbeing of staff.	There are examples of department wellbeing strategy in the wellbeing practice section from a number of organisations
Charitable support opportunities	Mental Health	Develop the awareness of charitable support, provide signposting to services and opportunities they offer (i.e. Benevolent fund, Curtis Palmer Foundation, Surfwell, Police Care UK, Action for Happiness.	See links at the end of this toolkit
TRiM (trauma impact management)	Mental Health	TRiM is a peer led process intended to assess an individual following exposure to a potentially traumatic incident. It consists of a structured risk assessment, aimed to identify whether the individual may be at risk of developing psychological illness as a result of your exposure and aims to minimise that risk by providing support, advice, guidance and signposting. Some forces use Critical Incident debriefing instead of TRiM.	
Annual Wellbeing Survey	Mental Health	The aim of the survey is to give every member of the policing workforce the opportunity to tell us how they truly feel at work so we can build a really clear picture of what we need to work on. This can be delivered through the National Wellbeing Survey or an internal force wellbeing questionnaire.	<a href="#">National police wellbeing survey   Oscar Kilo</a> FCN will also be completing further research.
Psychological Risk Management	Mental Health	The psychological risk management assessment is a new tool that is being rolled out by the National Police Wellbeing Service (NPWS). The assessment is a way of measuring psychological health and wellbeing using a number of questionnaires. There have been many occasions when a psychological risk assessment has identified an underlying problem, which the individual has then been able to address before it developed into something more serious. Some forces have devised their own versions of this.	<a href="#">Workforce prioritisation guidance: Trauma   Oscar Kilo</a> <a href="#">Psychological surveillance   Oscar Kilo</a>

## Recommended Minimum Standard for Forensic Department Intervention cont.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Display Wellbeing Posters/ Booklet	Personal Resilience	Use of posters / booklets in areas regularly used to promote, encourage and inspire teams to focus on their wellbeing examples Blue of the loo, going home checklist.	
Wellbeing Hub on the force Intranet	Personal Resilience	Providing links to all Wellbeing resources including EAP, Occupational Health and other initiatives.	
Wellbeing as part of induction and PDR process	Protecting the Workforce	Ensuring staff are aware of the potential impact of their roles on their wellbeing and the measures in place to help is vital at an early stage in an individual's career.	
Employee Assistance Programme	Protecting the Workforce	The Employee Assistance Programme is a free and confidential service procured by police forces. The programme offers some extra support with life's challenges and short-term intervention when experiencing difficulties that impact on work and personal lives through 24/7 access to a range of services to support health and wellbeing. There is also a counselling service and legal and financial information and support. The service can be accessed through an App, website, email and phone. The EAP does not provide confidential information back to the police forces about individuals who use the service.	
Peer Support Programme	Mental Health	A network of trained peer support staff who share their experiences with other colleagues, which is important because fellow staff are perhaps best able to relate to their colleagues' experiences in the workplace. Training is offered through the national police wellbeing service (NPWS) peer support programme. Includes confidential signposting.	<a href="#">Peer support for wellbeing   Oscar Kilo</a> <a href="#">Peer debriefing model course   Oscar Kilo</a>

# Interventions which would have a Significant Impact on Wellbeing

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Designated Wellbeing Space	Creating the Environment	A dedicated area for staff to relax before during or after shifts. The key is no reference to work within this area i.e. posters or used for desk work. It should display material that is of benefit to the health & wellbeing, signposting support services.	<a href="#">See case study in this toolkit</a>
Team Building Days	Creating the Environment	Plan structured team building days to improve communication, boost morale, increase collaboration and encourage new lines of communication.	
Forensic Support Vehicles	Creating the Environment	Any member of an organisations forensic team will have no doubt spent many hours at a scene often at night and often when the weather is less than favourable and not having basic comforts such as the ability to make hot drinks or even use a toilet without having to drive to the nearest supermarket. Often Forensic staff will go without proper meals or the ability to sit in comfort and warmth for a whole shift.	<a href="#">See case study in this toolkit</a>
Dedicated Wellbeing Time	Leadership	Some forces have provided staff some time across the year where they can arrange an activity in work time which will be good for their wellbeing.	
Blue Light Mental Health Champions	Mental Health	A blue light champion is a volunteer who take action in their department/organisation to help raise awareness around mental health issues and challenge stigma. They will promote, encourage and inspire by their example, through supporting others.	
Mental Health First Aiders	Mental Health	This role is to support employees in the workplace who are experiencing mental ill health or distress. This support can vary from having a non-judgemental conversation with a colleague, through to guiding them towards the right support.	

## Interventions which would have a Significant Impact on Wellbeing cont.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Annual Wellbeing Survey	Mental Health	The aim of the survey is to give every member of the policing workforce the opportunity to tell us how they truly feel at work so we can build a really clear picture of what we need to work on. This can be delivered through the National Wellbeing Survey or an internal force wellbeing questionnaire.	<a href="#">National police wellbeing survey   Oscar Kilo</a> FCN will also be completing further research.
Wellbeing support groups	Personal Resilience	Regular opportunities for the workforce to come together to discuss issues around personal resilience and wellbeing. These could include mindfulness sessions. These may be online or face to face and include a variety of topics.	
Visual distractors and use of gamification	Personal Resilience	Use of television monitors in viewing rooms showing news broadcasts or the opportunity to look out of a window to see the weather. These can create a sense of normality. Some evidence suggests gamification can have a positive impact for wellbeing by helping to block the formation of traumatic memories (e.g. Tetris and 'Catch the Light' arcade game)	
Wellbeing webinars/ online events	Personal Resilience	Themed online learning sessions examples of which are menopause webinars, suicide prevention, Smash the Stigma, building resilience etc.	<a href="#">Upcoming events &amp; training   Oscar Kilo</a>
Wellbeing 'Newsletter'	Personal Resilience	Regular newsletters which promote, encourage and inspire teams to focus on their wellbeing, It will provide information, lived experiences and signpost to learning and available support.	

# Emerging Interventions being used, and Showing Promise in Supporting Practitioner Health and Wellbeing

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
Dynamic Breathing and Cold-Water therapy	Personal Resilience	The Breath Connection is one company that has worked with TVP to deliver Dynamic Breathing Courses. Staff feedback has been incredibly positive and general feedback for this type of exercise further reinforces the benefits of better breathing.	<a href="#">See case study in this toolkit</a>
Health & Wellbeing App	Personal Resilience	Wellbeing apps can support staff with their mental health and wellbeing. They vary from Apps that provides support links as well as wellbeing tips and advice to apps worn with wearables devices to track individuals' activity levels.	See the FCN wearables project research
Music therapy	Personal Resilience	Some forces offer Music Therapy which is an established psychological clinical intervention. An example is Blue Light Symphony Orchestra aimed at people with symptoms of PTSD, stress and anxiety groups will receive 12 music therapy sessions with a qualified music therapist.	<a href="#">Home - Blue Light Symphony Orchestra</a>
Resilience building interventions	Personal Resilience	Forces can provide a variety of sessions to build resilience of the team, for example 30-minute lunchtime meditation sessions, mindfulness session.	Add Wiser mind resilience training
Wellbeing Dog	Personal Resilience	The use of therapy dogs to provide stress relief to forensic staff who are identified and working in high-risk trauma areas. Some occupational health have wellbeing dogs available to assist with therapy and visit teams to reduce stress.	<a href="#">Oscar Kilo 9: Wellbeing and trauma support dogs   Oscar Kilo...</a>

## Emerging Interventions being used, and Showing Promise in Supporting Practitioner Health and Wellbeing cont.

What is the intervention?	Wellbeing theme	Brief summary	Further information can be found
The Better Sleep Toolkit	Personal Resilience	An online course, a series of webinars and some bite sized advice to help you improve your sleep with Dr Sophie Bostock (The Sleep Scientist) with the aim of improving sleep.	
Better Nutrition	Personal Resilience	An online resource to provide advice about eating more nutritious foods to boost your energy and improve your performance.	<a href="#">Nutrition for wellbeing   Oscar Kilo</a>
Physical health	Personal Resilience	Managing physical health can have an impact on mental health. This link provides resources in relation to topics such as menopause, physical wellbeing and cancer support.	<a href="#">Your physical health   Oscar Kilo</a>
Wellbeing Outreach Service (OK)	Personal Resilience	The Oscar Kilo wellbeing outreach service is a fleet of bespoke fitted vans, which deploy to operational bases across England and Wales, providing a platform to deliver welfare support and physical, psychological, and financial health checks to officers and staff. The wellbeing vans are an opportunity for forces to make sure staff know what services are available should they ever need support, whether that be in relation to their mental or physical health, finances, advice about work life balance, or anything else for that matter.	<a href="#">Wellbeing Outreach Service (OK)</a>



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# Case Studies

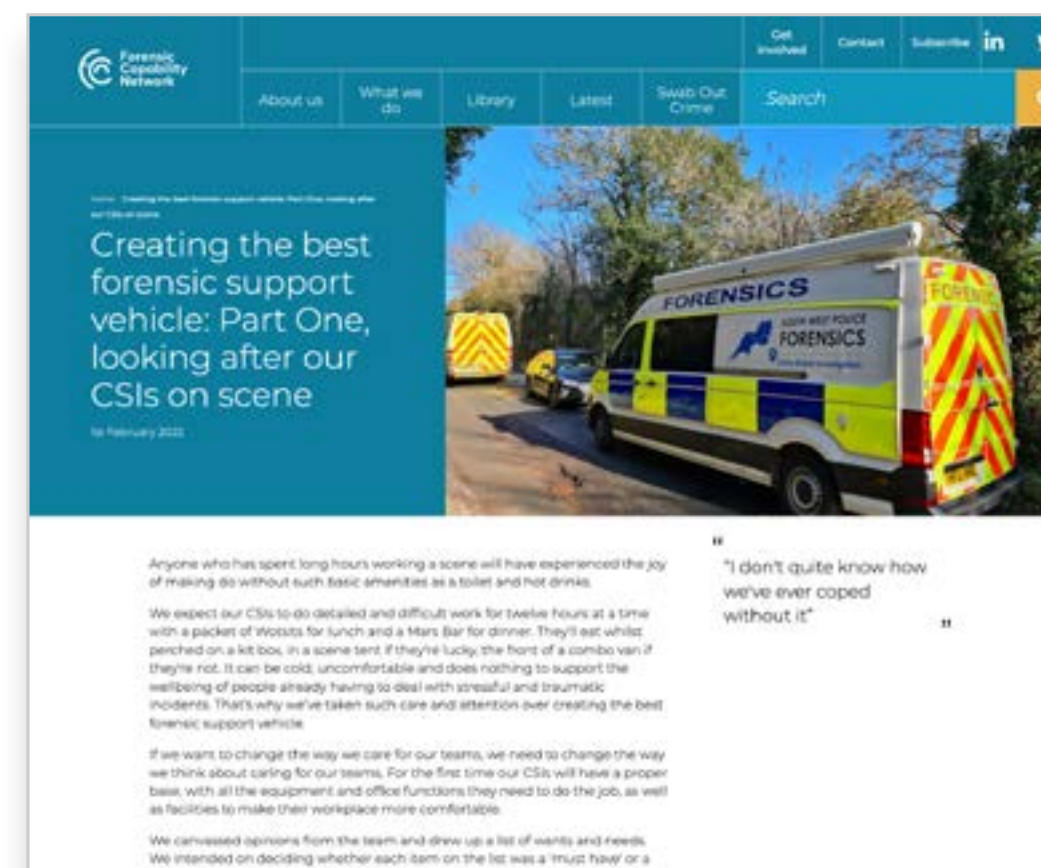


# South-West Forensics Forensic Support Vehicle

**Any member of an organisations forensic team will have no doubt spent many hours at a scene often at night and often when the weather is less than favourable and not having basic comforts such as the ability to make hot drinks or even use a toilet without having to drive to the nearest supermarket. Often Forensic staff will go without proper meals or the ability to sit in comfort and warmth for a whole shift.**

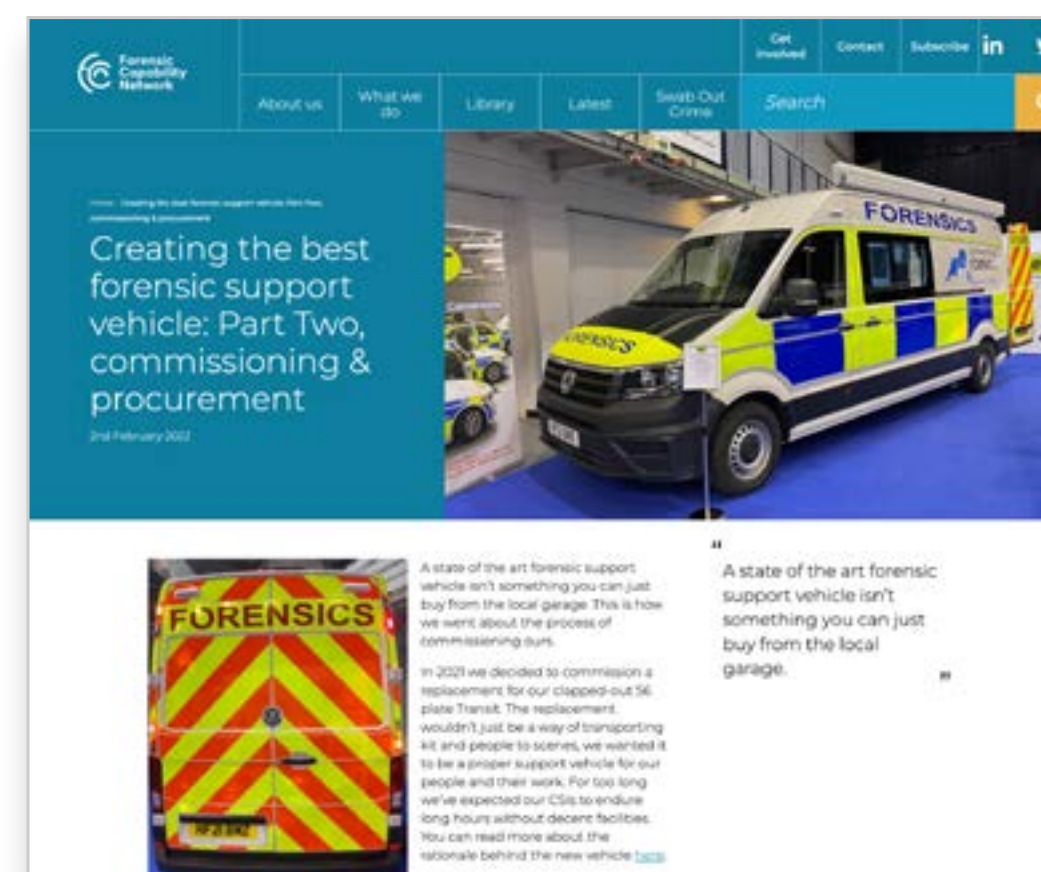
In an attempt to radically change the way in which forensic staff were cared for, South-West Forensics went on a journey to create and deliver the best forensic support vehicle they could.

To the right are links to blogs where you can read about the journey that the SWF leadership team and staff went on to ensure the end result was fit for purpose and delivered a better environment for staff and improved wellbeing.



**Creating the best forensic support vehicle: Part One: looking after our CSIs on scene**

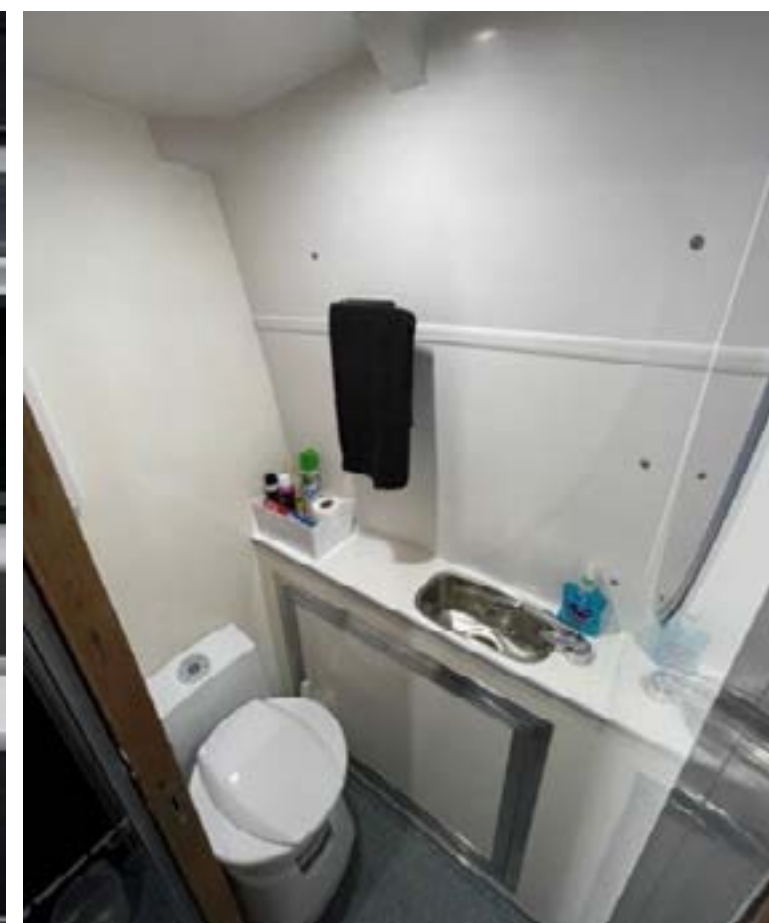
[READ ARTICLE](#) ▶



**Creating the best forensic support vehicle: Part Two: commissioning & procurement**

[READ ARTICLE](#) ▶

“The van provides the fundamental needs of comfort and privacy direct to the scene. This makes such a huge difference it’s hard to overestimate. It removes the anxiety of where and when we get a comfort break, it unfreezes cold fingers, it charges laptops and phones, it physically screens us from the Press and separates us from the grimness of the scene. It’s an oasis of order, comfort and calm amongst the chaos.”



# Wellbeing Spaces

**The need for a specific wellbeing space for staff within policing was identified as long ago as 2018 in a Police Care UK survey.**

A majority of staff said that they rarely or never have time to make sense of an incident before moving on to the next job.

To combat this, organisations have created spaces for staff to remove themselves to an area where work related items, posters etc are absent and the focus is on normality.

These spaces can be as big or as small as the organisation is able to provide and can vary from small intimate rooms with comfy furniture, tables etc to more open spaces with recreational facilities for staff to enjoy. The important thing is that there is a place to get away from the job.

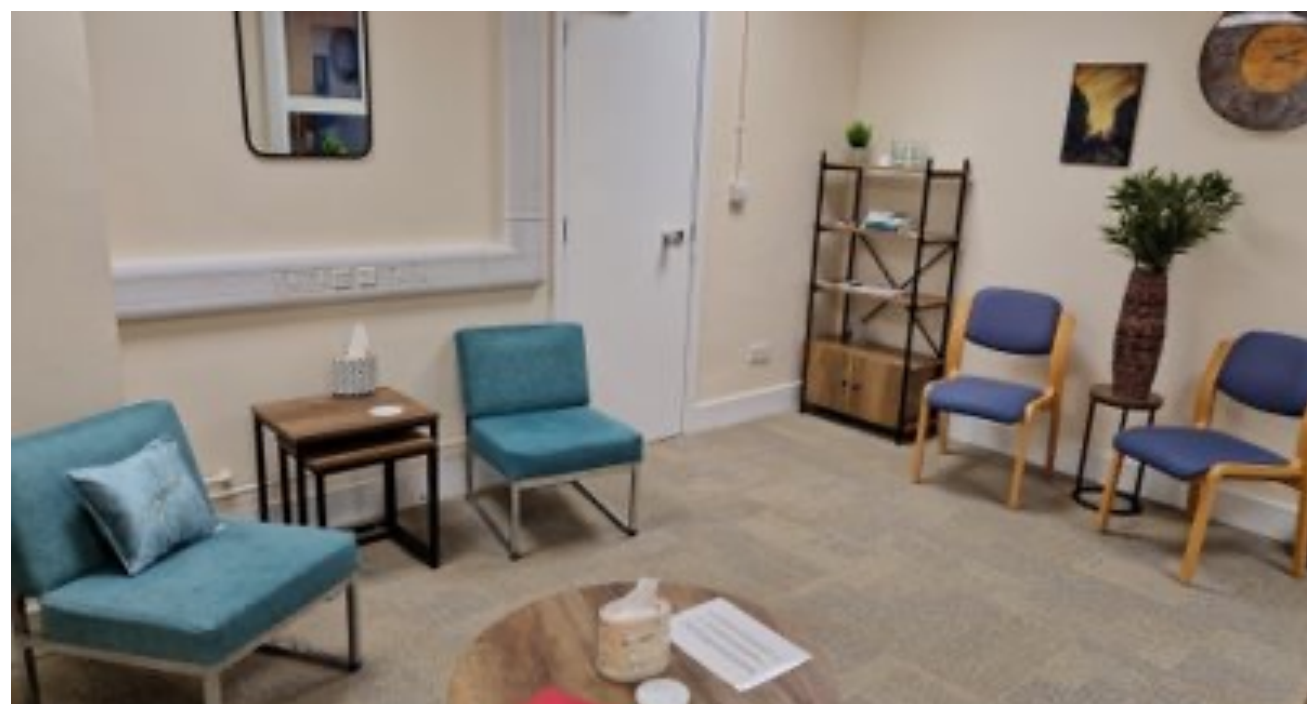
TVP have done something slightly different in Oxford, they have a CSI unit based there but it is not a CSI space only, its used by all staff and is a fantastic area where staff can relax and get some fresh air whilst removing themselves from the operation environment.

Below are links to Police Care UK where you can apply for funding to help create your wellbeing room.

Wellbeing Spaces should have no work related references, posters etc



TVP Roof Top Garden, spaces don't always need to be indoors and can include murals to provide a view when one does not exist



# Dynamic Breathing Cold Water Therapy

**A cold shower can certainly wake you up but there are other benefits that appear to result from a dip in the icy water.**

- reducing muscle pain and stiffness after exercise, by reducing swelling and inflammation
- improving risk factors for cardiovascular disease, such as blood pressure and cholesterol levels
- boosting the immune system, helping to lower the risk of infection
- improving general wellbeing, and possibly helping with depression

There is a significant amount of information available on the Internet with links to a host of groups and companies offering support and advice on taking the plunge with cold water therapy.

**We all know that breathing is important and have heard the expression 'Take a deep breath'. There are significant benefits to controlled dynamic breathing. Here are a few:**

- Decreases stress, increases calm
- Stimulates the lymphatic system (Detoxifies the body)
- Improves immunity
- Increases energy
- Improves sleep
- Lowers blood pressure
- Improves digestion
- Helps support correct posture.

The Breath Connection is one company that has worked with many police organisations to deliver Dynamic Breathing Courses. Staff feedback has been incredibly positive and general feedback for this type of exercise further reinforces the benefits of better breathing.

— THE —  
**BREATH**  
CONNECTION

VISIT WEBSITE



# Designated Wellbeing Lead

**A dedicated Wellbeing Lead can provide leadership in mental health and wellbeing, including promotion, education, training, initiatives, resources, policies, and procedures, a wellbeing strategy and action plan.**

This vitally important role is central to the promotion and protection of the wellbeing of the whole organisation as well making sure that the best possible support is given to anyone who feels they need it, regardless of whether they are suffering from diagnosed mental health issues or not.

Key to this role is the ability to engage and interact with a wide range of people, organisations and support services and where appropriate act as a listening ear for colleagues, outside of the line management structure.

## North Wales Police Wellbeing Lead Role

**Responsibility for implementing and continuing to develop our health and wellbeing offer across all four areas of wellbeing: Healthy Mind, Healthy Body, Healthy Worklife and Healthy Finances.**

- **Healthy Mind** Managing and developing tools such as the Stress Tools and the Psychological Welfare Surveillance Questionnaire; providing the Healthy Mind Training; providing one to one Resilience Support and Resilience Workshops for Teams; Signposting individuals and managers to support; mental health awareness events; co-coordinating the Mindfulness Training. Welfare Support Team are responsible for trauma support, mental health peer support and welfare support for individuals and teams.
- **Healthy Worklife** Chair the Parent and Carer Support Network; run sessions for parents and carers; manage the Maternity, Adoption and Paternity (MAP) Supporter scheme; responsibility for the Sanctuary Rooms;
- **Healthy Body** Healthy eating support; SPOC for Cycle to Work Scheme; running Cancer awareness sessions; running webinars on various topics; Providing menopause support including running support groups and webinars for managers; Promoting sleep support and providing awareness sessions.
- **Healthy Finances** SPOC for Wagestream; manage Money Guider Scheme including being a Money Guider; develop partnerships with external organisations such as Money and Pensions Service and Police Mutual; run 1 hour inputs on Financial Wellbeing.



# Wiser Mind Resilience Training

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## **An Introduction to Wiser Mind Resilience training**

Resilience training workshops run through the occupational health department. This is an on-going series of workshops designed to develop personal resilience and psychological well-being. Responses to the workshops have been excellent.

The workshops are based on evidence based psychological practices and modern neuroscientific theory.

## **What you need to know**

There are 4 workshops in the series. Each workshop teaches a specific resilience skill.

There are also practice groups to practice the skills learned in the workshops.

The sessions are run via Teams and can be anonymous. Participants are both police officers and police staff.

Participants do not have to reveal anything personnel in these groups and can decide how much they share with others. They can just attend to learn the skills. All information shared is confidential.

The workshops are very skills based, with a little bit of theory, which is provided in handouts.



# The Better Sleep Toolkit

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**The Sleep Scientist Dr Sophie Bostock, has created a 'Better Sleep Toolkit' aimed at supporting police officers, staff, and volunteers with fatigue and sleep problems.**

Available via Oscarkilo the toolkit offers a four-week better sleep online course, a series of webinars and some bite sized advice to help you improve your sleep.

See how the Better Sleep Toolkit can help by viewing a short video from Dr Bostock.

[VIEW FILM](#)



# Healthy Living

• Sleep, nutrition and physical health are deeply intertwined and contribute heavily to overall health and wellbeing. Each has a direct impact on the other and all three are equally as important.

• Research shows that if just one of these gets out of shape, it can affect the others, potentially leading to increased stress and an overall decline in wellbeing.

## Core Components of Healthy Living

### BALANCED DIET

Consume a varied, nutrient-dense diet with plenty of fibre, reducing intake of salt, sugar, and saturated fats.

### SUBSTANCE AVOIDANCE

Quit smoking and limit alcohol consumption to reduce the risk of chronic diseases.

### PHYSICAL ACTIVITY

Engage in regular exercise, such as walking, cycling, or using community leisure facilities to improve physical and mental health.

### PREVENTIVE HEALTH

Utilise available health screenings (e.g., NHS health checks for ages 40–74) to detect potential issues like diabetes or heart disease early.

### SLEEP HYGIENE

Prioritize consistent, quality sleep to allow for recovery.



Physical wellbeing

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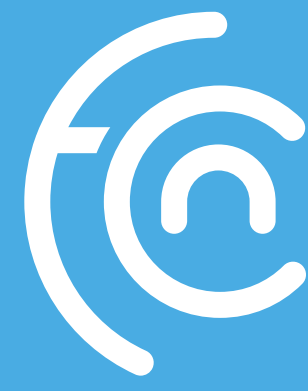
OK 7 days of healthy eating

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OK 7 Days of Healthy Eating Intro Video

[WATCH VIDEO](#)



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# Wellbeing Practice from Police Forces

**Cumbria Constabulary**

**Norfolk and Suffolk Forensic Services**

**Police Scotland**

**Staffordshire Police**

**South Australia Police**

**Queensland Police**



# Cumbria Constabulary



## Forensic Services

<b>1. Regular 1:1's with line manager</b>	<p>These take place once a month for an hour.</p>
<b>2. Focus on Professional Development Reviews</b>	<p>Six monthly performance reviews with line manager. To include feedback on performance, review of PDR objectives, including wellbeing support, development needs and professional and personal challenges and opportunities.</p>
<b>3. Challenge panels</b>	<p>Bimonthly in person meeting chaired by Head of Forensics supported by relevant dept. leads e.g. Forensic Operations Manager, DF Unit manager, Quality manager. SLT provide update on force strategic priorities, force issues departmental updates. Opportunity for the team to challenge and seek clarity from SLT. Open meeting where all can attend.</p>
<b>4. Wellbeing Wakeup webinars</b>	<p>Six sessions held throughout the year and led by forensic team member. 30 minute sessions include advice around resilience, sleep, nutrition, wellbeing, office yoga and avoiding burnout. They are recorded and can be watched at any time by team members.</p>
<b>5. Psychological screening</b>	<p>Mandated for all CSI's and for risk assessed roles. Responded to drop in CSI scores, analysed contributory factors and looked at models that could influence change.</p>

# Cumbria Constabulary



## Force wide interventions

<b>1. Trauma informed training</b>	Wellbeing is embedded within all training.
<b>2. Psychological surveys</b>	Mandated and funded for more than mandated roles. Annual report is received which is compared year on year.
<b>3. Occupational Health team</b>	SPOC's for each work with leadership teams to plan interventions. OH and psychologists are trained appropriately and understand policing. Management can refer individuals directly to OH for psychological surveillance.
<b>4. Wider Mind programme</b>	Two-part process – Building resilience and Understanding and processing trauma. Anyone can join in.
<b>5. PTEC trauma tracker</b>	This is a free resource available from Police Care UK. Can be used during PDR process.
<b>6. Hot debrief</b>	This is non mandatory and is used for many child death incidents. It includes everyone involved in the incident, including external partners, regardless of their role or department. Closes the loop and enables all to understand trauma.
<b>7. Psychological support</b>	Anonymous counselling is available to all. Trauma specific therapies are used and the force engages a network of associate counsellors relevant to policing. (This is instead of Employee Assistance Programme (EAP)).

# Norfolk and Suffolk Forensic Services



1.	<p>Wellbeing Champions within each team</p> <ul style="list-style-type: none"> <li>Champions form a working group that meet quarterly to review the wellbeing support available to Forensic Services</li> <li>CPD events and support mechanisms promoted through the champions and via a dedicated Teams channel</li> </ul>	5.	<p>Biannual departmental events following organisational staff surveys to feedback and review Forensic Services results and review departmental culture plan</p>
2.	<p>Every member of Forensic Services department has been trained in Trauma Impact Prevention Techniques (TiP-T)</p>	6.	<p>Staff at highest risk of trauma exposure (CSI, FCI) subject of annual psychological screening with access to support via workplace health where results dictate</p>
3.	<p>Thematic practitioner group to encourage employee voice and empower staff to develop solutions</p>	7.	<p>Welfare a standing agenda point on supervisor 1:1s and at monthly team meetings</p>
4.	<p>Monthly welfare review of operational staff and their cumulative exposure to traumatic scenes and update for supervisors around individuals with specific welfare considerations or current restrictions to duties</p>	8.	<p>TRiM Practitioners from within the directorate used to promote an understanding of services available to all Forensic staff.</p>
		9.	<p>Access to counselling and other specialist support through workplace health and the employee assistance programme</p>

# Staffordshire Police



## Forensic Investigation Staff Welfare: Overarching Wellbeing Framework

<p><b>Wellbeing Policy</b></p>	<p>Sets the ethical and operational foundation to protect staff mental health. Introduces right to decline, trauma exposure monitoring (P-TEC), and workload considerations.</p>	<p>Forms the core principles underpinning the Strategy and Rest Guidance. Enables practical application through the other two documents.</p>
<p><b>Wellbeing Strategy</b></p>	<p>Operationalises the policy by embedding tools (e.g., P-TEC, trauma training, psychological screening) and outlines management expectations.</p>	<p>Provides structure for implementing the Policy, and incorporates the 'right to decline' principle that affects deployment decisions and compensatory rest eligibility.</p>
<p><b>Compensatory Rest Policy As Is</b></p>	<p>Aligns operational practice with legal rest requirements (WTR/PSC Handbook), ensuring staff have time to recover post-callout or trauma exposure.</p>	<p>Reinforces the intent of the Policy and Strategy by ensuring physiological recovery follows psychological distress. Recognises impact of shift work on fairness.</p>

This framework ensures that forensic staff are supported, protected, and treated fairly, with a balanced approach to wellbeing and operational resilience. These documents must be viewed and applied collectively, not in isolation. Managers are encouraged to embed this integrated model into team culture and practice, ensuring transparency, empathy, and legal compliance.

# Staffordshire Police



<p><b>Individual Risk Factors: Attendance to sudden death scenes will consider:</b></p>	<ul style="list-style-type: none"> <li>• The nature and severity of previous incidents attended.</li> <li>• Any known or disclosed past trauma or current mental health concerns.</li> <li>• Recent personal bereavements or other personal circumstances.</li> </ul>
<p><b>Workload Management</b></p>	<p>All Forensic Investigation staff shall complete a rolling Police Traumatic Events Checklist matrix recording incidents of Sudden death, Post Mortem and any other trauma related scenes which they have attended. This shall be discussed in their 1:1 PDR check in meeting's to better measure their individual exposure to trauma.</p>
<p><b>Manager Discretion and Duty of Care</b></p>	<p>Line managers retain the right — and the responsibility — to assess whether an individual is fit to attend a sudden death scene. This assessment may be based on:</p> <ul style="list-style-type: none"> <li>• Observed or reported signs of stress.</li> <li>• Direct communication from the staff member.</li> <li>• Previous debriefs, occupational health input, or wellbeing check-ins and P-TEC reviews.</li> <li>• Workload patterns and recent history.</li> </ul>
<p><b>Right to Decline</b></p>	<p>Staff members have the right to decline attendance at a scene if they feel attending may compromise their mental wellbeing. This must be communicated clearly to their manager, who will assess and respect the request without prejudice.</p>
<p><b>Confidentiality and Support</b></p>	<p>All conversations regarding staff wellbeing, trauma exposure, or refusal to attend scenes will be handled with strict confidentiality and sensitivity.</p>

# Staffordshire Police



## Wellbeing Strategy

<p><b>1. Embed the Level 1 Stress &amp; Trauma Course into Forensic Induction &amp; Refresher Training</b></p>	<p><b>Action:</b> Make “Stress and Trauma Level 1” (Learn.police.uk) a mandatory part of every new forensic investigator’s induction. Current staff to also complete.</p>	<p><b>Benefit:</b> Ensures all staff and supervisors share a common language around trauma factors, early warning signs and self-care strategies, improving peer support and spotting risk early.</p>
<p><b>2. Roll Out the P-TEC (Police Traumatic Events Checklist) for monthly 1:1 PDR check-in</b></p>	<p><b>Action:</b> All managers to familiarise themselves with P-TEC</p> <ul style="list-style-type: none"> <li>All managers to hold team sessions, providing the P-TEC link and information on benefits to their teams and method of completion.</li> <li>All staff to complete a rolling P-TEC record of incidents of Sudden death, Post Mortem and any other trauma related scenes which they have attended. This will be discussed in their 1:1 PDR check in meeting to better measure their individual exposure to trauma.</li> </ul>	<p><b>Benefit:</b> Provides a standardised, evidence-based measure of trauma exposure that feeds directly into individual risk assessments.</p>
<p><b>3. Integrate Psychological Screening tool in line with PDR time frames.</b></p>	<p><b>Action:</b> Mandated to be completed by the individual in preparation for their 12 month PDR meeting. This can be triggered earlier at line managers discretion, based on knowledge of the individual, recent events and length of service.</p>	<p><b>Benefit:</b> Regular, structured self-reflection helps identify burnout or vicarious trauma before it reaches critical levels.</p>

# Staffordshire Police



## Wellbeing Strategy

### 4. Staff Guidance and "Right to Decline"

- **Brief Guidance:** Staff Right to Decline Scene Attendance
- Forensic Investigation staff may, on occasion, have legitimate reasons to decline attendance to a scene. Managers must handle such requests fairly, balancing staff welfare with operational needs.
- Staff may request not to attend a scene due to:
  - Personal safety or health concerns (e.g., inadequate PPE, medical conditions)
  - Mental health or wellbeing issues (e.g., previous trauma exposure)
  - Conflicts of interest (e.g., personal connections to individuals at the scene)
- **Staff** must inform their supervisor as soon as possible. They shall briefly explain their reason, which will be handled confidentially.
- **Managers** shall have a conversation with the staff member, listen and consider the reason, operational requirements, and the individual's welfare. Support from Occupational Health or Welfare may be sought if appropriate.
- If the right to decline is accepted, arrange alternative duties if possible and document the decision confidentially. If right to decline is not accepted, explain the rationale to the individual and record the discussion alongside individuals P-TEC.
- A right to decline shall not result in negative consequences for the staff member. Ongoing support and sign posting will be provided where needed.

# Staffordshire Police



## Wellbeing Strategy

### 5. Manager Guidance

#### Manager Key Principles

- Balance the individual's welfare with operational requirements.
- Handle all requests fairly, confidentially, and without prejudice.
- Maintain a clear record of decisions.
- Promote a supportive, open culture around mental health and personal safety.

#### Summary

- As operational police managers, we must recognise that staff may, on occasion, have legitimate grounds to decline attendance at a scene. Processes should be transparent, fair, and supportive, with refusals considered on their merits and neither accepted nor refused arbitrarily. The aim is to balance operational requirements with staff welfare, always mindful of our duty of care.

#### Operational Guidance

- Managers will maintain a confidential log of attendance at sudden death scenes to identify potential exposure patterns.
- A monthly wellbeing check-in shall be completed with all Forensic Investigation staff, with additional support made available when needed.
- Referral to occupational health, services will be provided upon request or when deemed necessary.
- Remind staff of both in-house trauma counselling, TRiM, OHARF and NHS/self-referral counselling channels at team meetings.

# South Australia Police Practice



## Wellbeing Activity Priorities for SAPOL

Focusing on and encouraging positive behaviours		
Physical Wellbeing	Mental Wellbeing	Social Wellbeing
Being Physically Active	Work-life balance	Participation
Eating Nutritiously	Being Happy at work	Volunteering
Sleeping well	Being Mindful at work	Digital Inclusion
Maintaining a Healthy Weight	Job satisfaction	Family Involvement



# South Australia Police Practice



## Key Principles

(adapted to SAPOL from SA Govt – A workplace health and wellbeing toolkit):

<p><b>1. An approach centred around people that:</b></p>	<ul style="list-style-type: none"> <li>• Actively involves all SAPOL employees and managers</li> <li>• Provides equitable access to all employees where possible</li> <li>• Recognises that health is influenced by a number of factors both work and non-work related</li> <li>• Measures and acknowledges the efforts of health and wellbeing officers</li> </ul>
<p><b>2. A program where management plays a lead role by:</b></p>	<ul style="list-style-type: none"> <li>• Promoting and participating in health and wellbeing initiatives</li> <li>• Supporting local Health and Wellbeing Officers</li> <li>• Mitigating potential risks that may prevent participation</li> </ul>
<p><b>3. Allocating appropriate resources by:</b></p>	<ul style="list-style-type: none"> <li>• Using qualified and credible external service providers</li> <li>• Providing equal access to employees</li> </ul>
<p><b>4. Tailored programs that:</b></p>	<ul style="list-style-type: none"> <li>• Includes needs assessments to identify priority issues based on data</li> <li>• Is matched to specific workplace needs</li> <li>• Is flexible in design and delivery</li> </ul>

# South Australia Police Practice



## Key Principles

(adapted to SAPOL from SA Govt – A workplace health and wellbeing toolkit):

<p><b>5. Has a connection to worker health, safety and wellbeing and core organisational values by:</b></p>	<ul style="list-style-type: none"> <li>• Linking WH&amp;S systems, including injury management practices and Employee Assistance Programs</li> </ul>
<p><b>6. Regular communication with the workforce is achieved by:</b></p>	<ul style="list-style-type: none"> <li>• Maintaining the 'My body' web page and ensuring it remains visible and highly accessible.</li> </ul>
<p><b>7. A long-term commitment to promote sustainability by:</b></p>	<ul style="list-style-type: none"> <li>• Keeping Health and Wellbeing Officers trained and educated in regards to contemporary health and wellbeing practices</li> <li>• Conducting continual improvement assessments and making appropriate Program design as is needed</li> <li>• Setting realistic goals in line with staffing levels as well as by setting modest targets for new initiatives that allow for scaling</li> </ul>
<p><b>8. Evaluations that:</b></p>	<ul style="list-style-type: none"> <li>• Measure progress against objectives, and analyses data against agreed criteria</li> <li>• Focuses on continual improvement and feedback to management and the broader workforce.</li> </ul>

# Queensland Police



## Embedding Trauma-Informed Pedagogy in Forensic Education

Trauma-informed pedagogy is not a soft option; it is a strategic imperative.

By acknowledging the emotional realities of forensic work and adapting our teaching accordingly, we can build a more resilient, engaged and supported forensic workforce.

### What is it?

- By recognising individual vulnerabilities, **TIP improves learning outcomes**, and **focuses on wellbeing**, which is especially vital in forensic training environments
- TIP is an educational approach that acknowledges the effects of trauma on learning and **aims to create a more supportive environment by fostering psychological safety, resilience, and engagement**

### Why is it important?

- Forensic officers are individuals with different backgrounds, and they are routinely exposed to distressing environments
- These experiences carry a **cumulative psychological toll**
- Forensic training programs have traditionally focused on **technical proficiency only, not psychological**
- Educational programs should be written to suit the learner (andragogy)

### Findings

- Research has demonstrated TIP markedly **improves** student engagement, motivation, and academic performance.
- Further underscored the necessity for forensic educators to acknowledge the unique needs of forensic learners and to advocate for teaching methods .

### Recommendations

- Moving forward, forensic trainers would benefit from the inclusion of:
- Training forensic educators in TIP practices
- Police integration of TIP across learning programs
- Collaborative research with universities to measure TIP's impact
- Leadership support to foster psychologically safe learning environments

# Useful Links



The National Police Wellbeing Service. | Oscar Kilo

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Police Care UK

VISIT WEBSITE ▶



The Police Treatment Centres

VISIT WEBSITE ▶



UNISON - the public service union

VISIT WEBSITE ▶



Leadership. Standards. Performance. | College of Policing

VISIT WEBSITE ▶



My Whole Self

VISIT WEBSITE ▶



Wellness Action Plan

VISIT WEBSITE ▶



Personal Wellbeing Plan

VISIT WEBSITE ▶

# Acknowledgements

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**Thank you to everyone who assisted with the creation of this document. This includes practitioners from a cross a wide range of disciplines, forces and countries.**

**This includes:**

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Linda Harrod-Eagles, Queensland Police

Paul Kameniar and James Down, South Australia Police

Sophie Goldsmith, National Institute of Forensic Science (NIFS), Australia

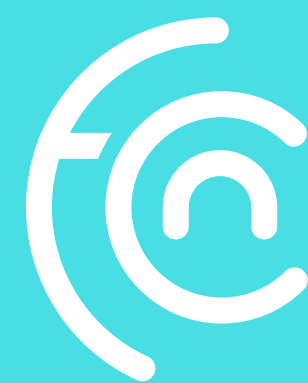
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and all of the many others who I have spoken to about wellbeing over the last few years.

**Joanne Morrissey**

**FCN Workforce Strategy Lead**



# Forensic Capability Network

Shaping forensics, together.

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