



Our ambition is for all people who work in policing to understand how to build personal resilience, feel confident they can speak up when things aren't going well, and to get the best personalised support possible when they do.

## OUR AMBITION

## ABOUT US

The National Police Wellbeing Service was launched in 2019 to provide support and guidance for police forces across England and Wales in building and improving organisational wellbeing.

It is evidence based and sector specific. Developed for policing, by policing, it is designed to meet the unique needs of police forces, officers and staff.

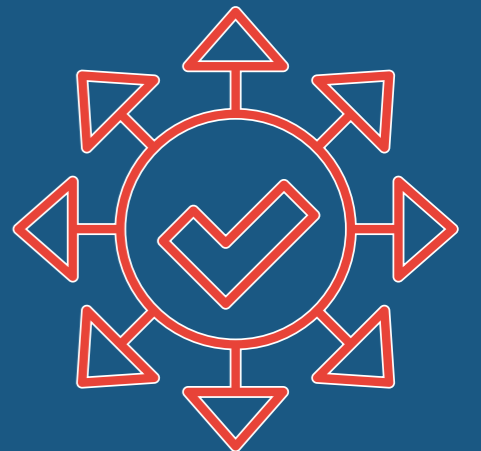
**Sitting within the College of Policing, and working closely with the National Police Chiefs' Council and the Home Office, we aim to:**

- Help police forces build world-class wellbeing support for everyone who works for them.
- Improve knowledge and understanding of help and support available.
- Reduce stigma around seeking support or help.
- Encourage people to support themselves and realise their own potential.
- Improve personal resilience and self-help skills.

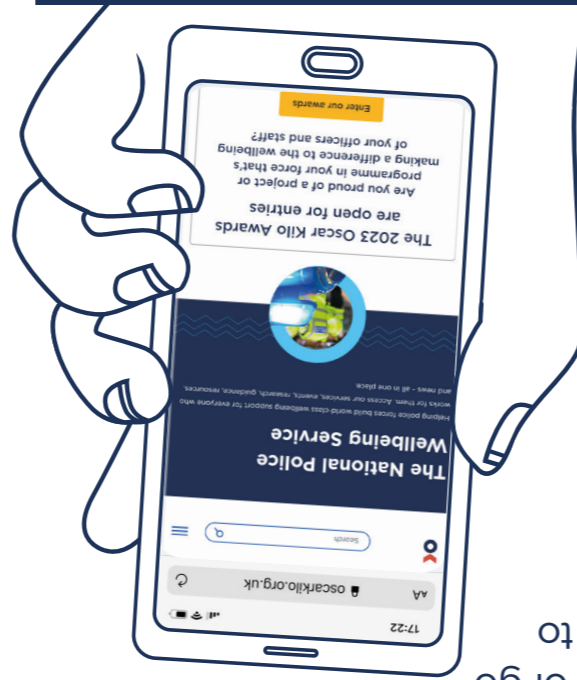
The National Police Wellbeing Service is based on learning and continuous improvement and so what we offer will grow and change over time.

The team is also working hard behind the scenes to scan and develop the wellbeing landscape through evidence based research, and using expert reference groups, staying on top of national and international trends.

This helps us look to the future and ensure we can continue to provide the most efficient and effective services to the forces that we're working with.



Don't forget to follow us and get involved using our social media channels – Twitter, Facebook, Instagram and LinkedIn @OscarKiloUK



Scan the code below or go to [oscar kilo.org.uk](https://oscar kilo.org.uk) to visit our website.

## OUR ONLINE HOME

The National Police Wellbeing Service

College of Policing

OSCAR KILO

WHAT WE DO



# HOW WE SUPPORT YOU, YOUR FAMILY AND YOUR FORCE



**Policing is a unique, rewarding, though challenging job, and the Police Covenant is a pledge to do more as a nation to help those who serve this country and specifically to recognise the bravery, commitment, and sacrifices of those who work or have worked in policing.**

The Police Covenant focuses on the health, wellbeing and physical protection of officers and staff, whether in a paid or voluntary capacity, as well as support for their families and those who leave the service.

The National Police Wellbeing Service will deliver many of the products and services that result from the health and wellbeing elements of the Covenant, providing easily accessible information, resources and sources of support that make a difference.

We passionately believe in the purpose of establishing the Police Covenant which signals a commitment from Government to recognise not only the contribution of serving officers and staff but also their families and those who leave the service.

## More about the Covenant

The Government committed in its 2019 Manifesto to putting the Covenant into law which it achieved through the Police, Crime, Sentencing and Courts Act 2022. It is fully supported by all Chief Constables across England and Wales.

The Police Covenant will build on existing work to improve wellbeing and encourage enhancement of support. It is separate from any decisions and processes around pay and conditions and pension provisions.

In practical terms the Covenant:

- › places a legal requirement on the government to report annually to Parliament on issues relating to police welfare, wellbeing and support.
- › aims to improve the working experience of people in policing.
- › help smooth the transition out of policing for police leavers.
- › provide support to the families of those working in policing.

## NPWS main programme

- › **Healthy living** including sleep and fatigue, nutrition and physical fitness.
- › **Operation Hampshire** assaults against officers and staff.
- › **Peer support for wellbeing** 
- › **Psychological and trauma risk management**
- › **Wellbeing dogs**
- › **Wellbeing vans**

## Families and leavers

Support, information and resources for:

- › Families of serving officers and staff (adults and children).
- › People leaving the service.

## Clinical governance

Chief Medical Officer, occupational health practice and standards, ill health, suicide prevention and postvention.

## Service improvement and stress reduction

Hindrance stressors, data insight, digital and technology enablers, learning and development.

**We want every member of the police service to feel confident that their wellbeing is taken seriously, and that they are properly supported by their organisation.**

**We do this through our:** › Blue light wellbeing framework › National wellbeing survey  
› Practitioner events › Evidenced based research › Capability development › Oscar Kilo awards

**We have resources which can be accessed online, at any time, including:** › Self-help resources  
› Campaign materials › Toolkits › News › Blogs › Podcasts › Online communities