



WHAT WE DO



OSCAR KILO



## OUR AMBITION

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.

When the people behind policing are supported, the whole service is stronger and better able to protect the public.

We help policing organisations build healthy working environments and meet their legal and moral duty of care. We want to help people to stay well, feel valued and thrive at work, and at home.

**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.

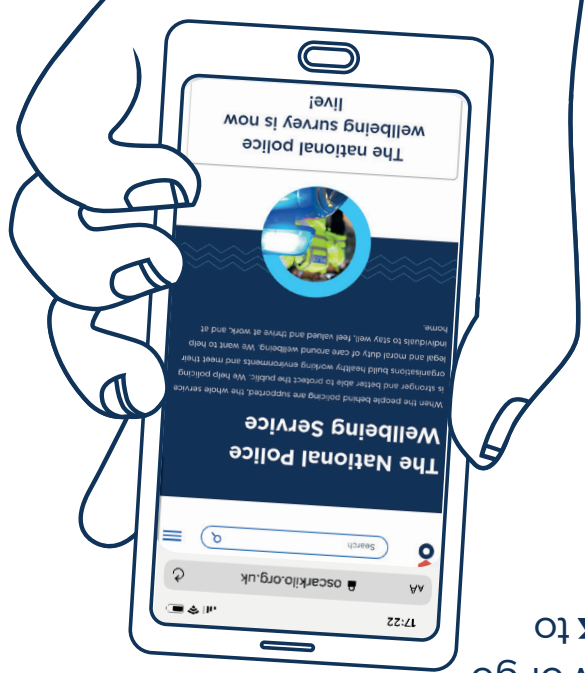
Developed for policing, by policing, we offer evidence-based, sector-specific support that's tailored to the unique challenges faced by the service.

We provide national solutions that help forces deliver consistent, cost-effective wellbeing support, saving them time and resources. Through our website, we also offer direct access to help and guidance for officers, staff, their families and those who leave the service.



## OUR ONLINE HOME

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



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

We are a national resource embedded in policing and remains at the heart of policing's commitment to its people.

We work collaboratively with forces, HMICFRS, and other stakeholders to provide clarity, consistency, and actionable solutions that address the systemic issues impacting police welfare and wellbeing. Our work directly supports:

- Compliance with legal frameworks.
- Delivery of national strategies and action plans.
- The HMICFRS PEEL process.

By addressing these critical areas, we want to support forces in achieving operational excellence and fulfilling their duty of care.

## OUR STRATEGIC ROLE

# HOW WE SUPPORT YOU, YOUR FAMILY AND YOUR FORCE

## We support forces by providing:

- › a national health and wellbeing strategy
- › guidance and action plans
- › self assessment and benchmarking tools
- › data insights
- › a national police wellbeing survey
- › national practitioner networks and events
- › national reward and recognition

## We also drive programmes of work that are data led and centered around key workforce wellbeing issues such as:

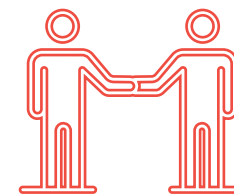
- › clinical governance (including occupational health)
- › healthy living
- › operation Hampshire - to approach to dealing with assaults on duty
- › peer support
- › psychological and trauma risk management
- › support for police families
- › support for police leavers
- › wellbeing and trauma support dogs
- › wellbeing vans and outreach service

## We want everyone to feel the benefits of what we do.

Although our primary focus is to provide support at an organisational level, we also have resources available directly for everyone working in policing.

These can be accessed online, at any time, from any device. These include online resources to help with:

- › sleep and fatigue
- › mental health support
- › nutrition
- › physical fitness
- › building resilience and self care



## We also have:

- › online learning
- › toolkits
- › mindfulness training (MindFit Cop)
- › wellbeing news, real-life stories, podcasts and interviews
- › awareness campaigns and materials
- › monthly bulletin
- › signposting to other helpful organisations and sources of support

We report into the NPCC Chief Constables Council, NPCC Workforce Coordination Committee and the Home Office Police Covenant Oversight Board. We also co-chair the NPCC Health, Safety and Wellbeing Board.



**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.
- › Helps smooth the transition out of policing for police leavers.
- › Provides support to the families of those working in policing.