

Committee(s)	Dated:
Health and Wellbeing Board	24/11/2017
Subject: City of London Police update	Public
Report of: T/ Superintendent Hector McKoy	For Information

Summary

This report was requested by the Health and Wellbeing Board at the meeting in September 2017. The Chair asked for members to be updated on work the City of London Police is doing to promote health and wellbeing both inside and outside of the force.

This report provides detail of the force engagement with our staff to address and highlight mental health concerns.

Recommendation

Members are asked to note this report and contents.

Main Report

Background

To ensure that our police officers and staff are appropriately trained in the area of mental health and also given wellbeing opportunities the force has undertaken the initiatives detailed below.

Current Position

Mental Health Seminars:

Event 1

1st August 2017

Background and Speakers below

This event is based on the welfare of the frontline officers from all the emergency services. As you are fully aware the UK has suffered 4 terrorist attacks, the Grenfell Tower disaster and all services faced the continued strain of providing business as usual to our various communities.

London has seen an increased level of violence over the last 12 months, officers are

facing armed criminals on mopeds, spontaneous protests resulting in disorder. Social media talks daily of officers being assaulted, rest days cancelled and shifts extended without notice.

Recent reports show an increase in sickness and mental health issues within the services.

The event aimed to give officers the opportunity to listen to those who have suffered, understand the signs and realise help is available without any stigma.

Speakers

Chief Superintendent John Sutherland MPS Author of Blue - a memoir of how Mr Sutherland suffered from the constant pressures of work. This led to 7 months off work due to the stress.

Richard Oakley BTP One of the first officers attending Edgware Road after the 7/7 attacks. Richard suffered PTSD after the incident. It took some time before Richard returned to work.

Mark Montgomery CoLP After a number of traumatic personal events happening all at once Mark suffered from depression. This resulted in Mark attempting to take his own life.

mind.org spoke about how to get help and how to recognise the signs and symptoms of stress related issues.

Event 2

17th November 2017

Background and Speakers below

Jason Fox Former UK Special Forces. Jason retired from military service suffering from Post-Traumatic Stress Disorder (PTSD). Jason will be speaking on his experience dealing with Mental Health and PTSD.

Gary Cable Police Firearms Officers Association. Gary will talk through a number of experiences discussing the impact of PTSD and his journey through the ill health retirement process.

Jules Lockett London Ambulance Service Talking through how LAS deals with Trauma and PTSD in the workplace.

May Tree and **Listening Post** (charities that specialise in offering advice to people that have/are suffering from mental health issues) will be present to offer their services and speak with police officers and police staff.

Mental Health Street Triage

The below statistics are for the 3 month period 1st June-31st August 2017.

Mental Health Street Triage (MHST) Statistics

Total number of s136 detentions avoided because of intervention by MHST team	33
Total number of s136 detentions issued whilst MHST on duty	8
Number of s136 detentions issued outside of MHST duty times	20
Total of s136's for this period	28
Total of 136's there would have been for this period if officers dealing <i>without</i> MHST	61
Total number of 136's for this same period in 2016	52
% of all potential 136's avoided by MHST for this period	54%

Source for all stats above CoLP

Of the 20 patients that were detained under s136 by police when MHST were ***not*** on duty in this period;

- 8 were discharged immediately after being seen by the doctor**
- 5 were admitted (to the Homerton Hospital)**
- 7 patients taken to the Royal London (so no data available on whether admitted or discharged as RL do not share data with police about outcomes owing to patient confidentiality)

**Source- Homerton Hospital

Of the 8 patients that were detained under s136 ***when MHST were on duty***:

- 2 were discharged immediately after being seen by a doctor**
- 5 were admitted (to the Homerton Hospital)**
- 1 patient taken to Royal London (so no data available on whether admitted or discharged as RL do not share data with police about outcomes owing to patient confidentiality).

**Source- Homerton Hospital

Total number of MH interventions made by MHST	98*
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*source CoLP

As can be seen by the above results, by working jointly with the MHST the Force has avoided using s136 as a disposal on 33 occasions in this timeframe, owing to the expertise and professional judgment of the MH practitioner at the scene.

Staff Engagement

There continues to be an Employee Wellbeing section on the Force Intranet site. This includes the following areas:

Service	Description	Contact
Wellbeing Counselling	Confidential counselling support for those with personal/domestic difficulties or work related stressors	Please contact OH Counsellor & Psychological Health Advisor on 0207 332 3276 /3217/3817.
Employee Assistance Programme	24/7 Advice, support & Counselling, initially via telephone	0800 243 458
Wellbeing Support	Wide range of advice in relation to welfare issues e.g. financial, bereavement, accommodation/domestic issues etc.	Please contact OH Counsellor & Psychological Health Advisor on 75 3276.
Post Incident Support Programme	For debriefing and demobilisation directly post incident your management will remain your first contact for support.	If further psychological support is required management should refer the individual to the OHS on 020 7332 3817.
Role Related Psychological Assessment	Role specific psychological assessments	Any queries related to this programme please contact OHS on 020 7332 3817
Rehabilitation - Flint House	Access to rehabilitation for those contributing to the Voluntary Fund	Flint house application form can be downloaded from www.flinthouse.co.uk Completed forms to be submitted to Wellbeing Officer.
Force Funds Financial Support	Applications for financial support from the Force funds	Contact OH Counsellor & Psychological Health Advisor on 75 3276.

Keeping in Touch Scheme		Contact your line manager who can advise.
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There are also links on this page to the City Well Mental Health Line manager guide and the City Well Mental Health Employee Guide.

There is also a Health & Wellbeing Network page on the Intranet site which includes information on General Health; Mental Health; nutrition; fitness mentors; long term illness; alternative therapies and city discounts.

All staff have also received training from the Learning & Development department about recognising mental health issues and symptoms in colleagues and how to cope with and issues they may be having themselves.

Conclusion

This report provides an insight and additional information on some important areas of focus for the City of London Police and Community Safety Team and is submitted for information.

T/Superintendent Hector McKoy

Uniformed Policing Directorate

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