



- **Stress Risk Assessment**

Employers have a legal duty to protect employees from stress at work by doing a risk assessment and acting on it (HSE, 2018). This tool is designed in two parts; the first is for the individual to reflect on what is causing them stress in the workplace and how other factors in their lives may be impacting on them. The second part is for their manager to work with the individual to create an action plan aimed at reducing aspects of their stress.

- **Employee Assistance Programme**

The EAP service offers 24 hours a day, 365 days a year access to telephone counselling, information services and short term face to face counselling with a professional counsellor, close to home or work. The EAP free-phone number is available for help with a wide range of problems from relationship difficulties to neighbour disputes, and from change to consumer rights. Officers and staff can access qualified counsellors – face-to-face, telephone and online counselling/CBT, specialist debt counsellors, qualified solicitors, financial specialists, a range of health and wellbeing specialists and access to 'vClub' available to download on work smartphones and tablets.

- **Fast Track Physiotherapy**

Fast Track Physiotherapy is provided by Norfolk and Suffolk Constabularies to support officers and staff to return to full duties promptly following an injury. It is not designed to replace the treatment you can access on the NHS but to fast track long waiting lists if these occur.

- **Wellbeing Champions**

Wellbeing Champions are the extension of the Wellbeing service with the aim of bringing the wellbeing focus into every team/department. The Champions will highlight, encourage, promote and inspire in all aspects of wellbeing and promote the messages and strategy of WHSW to the widest possible audience. Wellbeing Champions is also a way to formalise that so that we provide a consistent and equal service to both Norfolk and Suffolk. Within the Wellbeing Champions programme are sub-themes for those that have a special interest in a particular area, for example; Pregnancy & New Parents (PNP), Menopause Champions, Carers, Weight Loss Champions, and Spiritual Champions.

- **Wellbeing Resources**

Wellbeing has produced resources to support individuals in understanding the range of both internal and external services that are available to them to support their wellbeing – this list is separated into key areas with relevant information of availability, hours and contact details. This tool can also be used by managers and HR to support in attendance support meetings or 1:1's.

- **Wellbeing Masterclasses – Check Wellbeing intranet page for dates and locations**

Wellbeing is offering on-going masterclasses in areas highlighted through the data collected through previous self-referrals into wellbeing and the Wellbeing Self-Assessment. Topics currently being offered are: Menopause, Menopause for Managers, Stress, Sleep: Your Most Important Tool, Financial Wellbeing and Gut Health



- **TRiM**

Norfolk and Suffolk Constabularies have a number of peer practitioners, these are officers and staff who have been trained to be able to debrief through the event and complete a psychological risk assessment for any post-trauma effects.
- **Wellbeing Self-Assessment**

Every department will complete an assessment on an annual basis to measure wellbeing within their teams. A management report is produced and presented to senior managers along with an action plan to improve areas of development. These plans will be monitored as part of the Workplace Health Strategy Group.
- **Specialist Trauma Service**

Norfolk and Suffolk Constabularies are working with Walnut Tree Health and Wellbeing to provide specialist trauma services including assessment, diagnosis and treatment for anyone who has suffered out of the ordinary traumatic experiences resulting in complex mental health needs. Referrals to Walnut Tree will only be accepted through the Force Medical Advisor or through the TRiM Manager.
- **Healthy Living**

This will include a focus on the available food and drink for our workforce, review of suitability of soft drinks machines and with the aim of working with catering to ensure healthy options are exciting and available.
- **Neurodiversity Support**

A more joined up approach to supporting officers, staff and potential new recruits who may have neurodiversity issues that impact work. This includes a confidential initial screening tool and support groups.
- **Health Screening**

Mobile health screening from our nurses and technicians to identify early warning signs of health issues.
- **Mental Health Training**

Mental Health First Aid and Mental Health Awareness courses are run across both counties to provide officers and staff with information and skills to protect their own and colleagues' mental health.