

Dear family member,

I am writing this letter to you as a member of your family has recently started their career with Derbyshire Constabulary. This is a very exciting time for them and a real achievement of which they should be immensely proud.

I would like to take this opportunity to warmly welcome you to our very own family here at Derbyshire Constabulary.

A career in policing is such a rewarding and worthwhile occupation. One that allows your family member to fight crime, bring offenders to justice and really help those who are most vulnerable in the communities of Derbyshire. This is something that you should feel very proud of indeed.

However, the different roles in policing are also some of the most challenging and can be extremely demanding physically, mentally and emotionally.

It's important to remember that it's normal for members of the police service to be affected by their work, after all the job is like no other. They will often face situations that are unpredictable, uniquely challenging and emotionally draining. Over time this can have an impact upon an individual's overall wellbeing and health.

Here at Derbyshire Constabulary, we want every member of the police service to feel confident that their wellbeing is taken seriously, and that they are properly supported by the organisation.

The necessary training and support will be provided throughout their career to help manage the demands of policing but it's important to recognise that there may be times when further support is required.

Included within this letter is a list of the workplace resources and support that is available at Derbyshire Constabulary for all members of our workforce. Furthermore, every Derbyshire Constabulary employee and their family members have access to Health Assured which is our Employee Assistance Program (EAP) providing professional, confidential and free counselling.

We are here for you as the family member of a police officer or police staff member that has recently joined Derbyshire Constabulary. Please do get in touch with the team in HR Policy & Wellbeing by email on: hrrpolicywellbeing@derbyshire.police.uk should you have any questions or require further support.

Yours sincerely,



Rachel Swann QPM
Chief Constable



Health Assured

Health Assured is an independent, free and confidential advice service who offer a range of counselling services, life support, legal information, bereavement support and CBT online.

Contact Information: 0800 028 0199 (free 24 hours, 365 days)

Visit: <https://healthassuredeap.co.uk> Username: Derbyshire Password: Police

My Healthy Advantage App: install on work or personal phones, enter code MHA143706 when prompted.

Occupational Health

The Occupational Health team includes qualified Occupational Health Nurses and a specialist Occupational Health Physician. The team continually strives to deliver and improve a proactive service, which not only responds to staff and managers, but also develops preventative projects and health screening tools to help ensure a healthy workforce. Contact Information: For an Occupational Health referral please contact your line manager.

TRIM

Trauma Risk Management (TRiM) is a peer-support scheme to assist officers and support staff members who have been involved in traumatic incidents or investigations, and which aims to reduce the effects of post-traumatic stress upon them. Contact Information:

TRiMrequest@derbyshire.pnn.police.uk

Blue Light Champions

A Blue Light Champion (BLC) is a committed officer or staff member who may be the first point of contact for an individual who feels the need to talk through their experiences with Mental Health. BLC listen, signpost avenues of support and raise awareness. Contact Information:

BlueLightChampions@Derbyshire.PNN.Police.UK

Follow the Blue Light Champions on Twitter: <https://twitter.com/BlueLightChamps>

Mindfulness

Mindfulness is a skill that anyone can learn, offering scientifically proven benefits such as deep relaxation, less stress, greater resilience and better sleep - to name a few. The force recognises the health benefits that mindfulness provides and have enlisted a number of mindfulness champions within the force. Contact Information:

MindfulnessChampions@Derbyshire.PNN.Police.UK

Mental Health First Aiders (MHFA)

There are a number of trained Mental Health First Aiders across the force who are a point of contact for an employee who is experiencing poor mental health or in emotional distress.

If you would like to talk to one of our MHFA, you will find a current list of names and contact details within the People Directory on the force intranet.

Derbyshire Association of Muslim Police (AMP)

Our network was established in 2021 to compliment the vision of the national association - 'Muslims making a positive difference to Policing'. Our mission is to provide support, advice and guidance influencing key stakeholders in religious and cultural matters alongside building



effective networks within and outside our policing family. The network is diverse and inclusive, regardless of background, faith or no faith, and we aim to provide active representation, offer professional support for individuals and increase awareness about Islamic faith-based practices and issues.

AMP@derbyshire.police.uk

Derbyshire Constabulary Race Equality Network (REN)

We are a support network championing Race equality in the workplace and welcome individuals who wish to help promote good race relations and equality of opportunity within Derbyshire Constabulary. The network promotes, educates and celebrates race equality, diversity and cultural difference through active involvement and consultation with individuals within the organisation. We also provide a safe and confidential environment to discuss, share experiences, opinions, concerns and ideas with our members.

REN@derbyshire.police.uk

Derbyshire Christian Police Association (CPA)

We aim to create an environment full of friendship, support and prayer to all. We are fully inclusive and offer support to all those who follow faith or have no faith. Our mission is to communicate in words and actions, the truth, message and hope of the gospel of Jesus Christ to colleagues and the Christian community of Derbyshire to improve quality of life.

ChristianPoliceAssociation@derbyshire.police.uk

enABLE Derbyshire Constabulary's Disability Support Network

Our network exists for all staff within the organisation, to raise awareness and offer support to those with, or caring for someone with a disability, which may impact on their ability to fulfil their full work commitments. The mission of the network is to focus on the ability, not disability, of individuals by offering support and signposting, allowing for practical options to be explored to address any issues within the workplace as required. Our aim is to promote an inclusive culture and an open working environment for all those identifying as having a disability – regardless of this being physical, mental or hidden.

enABLE@derbyshire.police.uk

Derbyshire Constabulary Gender Equality Network (GEN)

Our Gender Equality Network is inclusive to all, regardless of gender or role. The network aims to raise awareness about gender differences and promotes all aspects of gender equality within the organisation. We recognise that everyone may need support, advice or guidance at some point in their career, therefore we're here to support individuals to perform at their best, to help them develop and get support where it's needed.

GEN@derbyshire.police.uk

Derbyshire Constabulary LGBT+ Support Network

Our LGBT+ Network is open to all staff regardless of sexual orientation or gender identity. We believe that everyone should feel comfortable being themselves at work. This means being fully confident to be part of the team, to discuss and share each and every part of their life with their colleagues. Our aim is to promote an inclusive culture and working environment, which demands respect for all colleagues, where staff of any sexuality or gender can feel comfortable discussing these issues in the workplace. We are committed to raising awareness of the network, helping educate staff and offering support to all.

LGBT@derbyshire.police.uk

