



Our Ref: 004220/20

Your Ref:

Address Correspondence to: Information Management

Date 08 January 2021

Freedom of Information Act 2000

I write further to your request for information received 18/12/2020.

I note you seek access to the following information:

1. *What was the allocated wellbeing budget at the start of each of the last 5 financial years up to and including 2020/21?*
2. *What is your allocated wellbeing budget for 2021/22?*
3. *Is your annual wellbeing budget ring-fenced?*
4. *What percentage of your total budget is allocated to the wellbeing of officers and staff?*
5. *How many dedicated wellbeing roles are there in your force?*
6. *Please provide numbers of officers and staff sickness for the past 5 years due to their physical health e.g. pulled muscle.*
7. *Please provide numbers of officers and staff sickness for the past 5 years due to their mental health e.g. depression.*
8. *Do you receive funding from charities for wellbeing interventions/activities?*
9. *If so, what wellbeing interventions have been provided wholly or in part by charities over the past 5 years?*
10. *How do you assess the effectiveness of wellbeing training/interventions?*

Following receipt of your request, searches were conducted within Leicestershire Police to locate information relevant to your request.

Your request for information has now been considered and the information asked for is as follows: -

1. Leicestershire Police's allocated wellbeing budget is £10,000pa, starting in 2019/20.
2. The allocated wellbeing budget for 2021/22 is expected to be £10,000.
3. Leicestershire Police's annual wellbeing budget is ring-fenced.
4. The percentage of our total budget that is allocated to the well-being budget is 0.005%. However it should be noted that this is only a fraction of the money allocated to the wellbeing of Officers and Staff. The wellbeing budget is a

relatively small pot for exceptional items and does not include items such as our Regional Occupational Health Department, Force gyms, fitness areas and promotions, wellbeing learning and development, mental health awareness activity, social activity, wellbeing champions support or local initiatives.

5. Leicestershire Police do not have any dedicated wellbeing roles, all wellbeing activity is carried out by Officers and Staff in addition to or as part of their substantive role.
6. Officer and Staff sickness numbers for physical illness are detailed below for the last 5 years:

Employee Type	2016	2017	2018	2019	2020
Police Officer	1088	1069	1102	1080	947
PCSO	164	167	154	120	94
Police Staff	853	882	873	906	700

7. Officer and Staff sickness numbers for psychological illness are detailed below for the last 5 years:

Employee Type	2016	2017	2018	2019	2020
Police Officer	145	153	154	147	117
PCSO	18	12	22	21	18
Police Staff	117	97	104	135	128

8. Leicestershire Police can apply for grants for specific wellbeing initiatives from charities. We do have contributions from Police Federation towards expenses for fitness and activity events in which we raise money for other charities supporting our workforce.
9. Between 2018 – 2020 Leicestershire Police Federation Trusts have provided wellness checks to officers and staff at locations.
10. Leicestershire Police use feedback and evaluation exercises to assess wellbeing training. Assessing effectiveness of wellbeing interventions is very difficult unless there are specific outcomes. Otherwise it is a general wellbeing measure which will be influenced by many factors other than a specific wellbeing intervention. We use a combination of data from EAPs and HR, as well as surveys to assess wellbeing overall.

Leicestershire Police provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Corporate Services Department at the above address. If you decide to request such a review and having followed the Force's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Yours sincerely

Freedom of Information Officer
Leicestershire Police

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