



# The Wellbeing Deal

We (employers) will:

You (employees) will:

Provide competent and compassionate leaders who actively support your psychological health and wellbeing.

1

Look after your own psychological health and wellbeing, as well as your physical health.

Equip you to develop resilience and positive psychological wellbeing – from training through to retirement.

2

Attend any training you are offered in relation to psychological health and wellbeing.

Listen to you and involve you in how we improve the things that affect your psychological health and wellbeing.

3

Attend any psychological health-related de-briefs or check-ups. These are provided for your benefit.

Create a culture free from stigma and judgement so that you feel able to tell us when you're not ok.

4

Take action as soon as you have any concerns about your psychological health, or that of your colleagues.

Provide a consistent, high standard of occupational health support.

5

Ensure that your GP and other relevant professionals know that you are a Police officer or member of staff.

Test what works in wellbeing, so that we only provide you with support that is proven to make a difference.

6

Challenge stigma or discrimination wherever you see it.

Recognise the positive value of varied psychological health and wellbeing experiences for effective policing.

7

Trust us to care about your psychological health and wellbeing. Challenge or provide feedback when not the case.

Access our resources and join in the wellbeing conversation today

#policewellbeing

[www.oscarkilo.org.uk](http://www.oscarkilo.org.uk)

