

Dated: 6/6/2024

POLICY TITLE: Internal Support

OWNING DIRECTORATE: People Services & Development

AUTHOR: OD and Culture Team

CONTACT DETAILS: OD and Culture Mailbox

EQUALITY IMPACT ASSESSMENT: Complete

AIM OF POLICY: The aim of the policy is to outline the range of support mechanisms available to the workforce.

BENEFIT OF POLICY: The policy will emphasise the support available to police officers, staff and volunteers.

REASON FOR POLICY: The policy will ensure all police officers, staff and volunteers are aware of the support available.

Northumbria Police is committed to ensuring a range of support mechanisms are in place within the organisation and that individuals are provided with a working environment which is free from discrimination, harassment, victimisation and all forms of inappropriate and unfair treatment.

Within Northumbria Police, the highest standards of behaviour are expected from police officers, staff and volunteers. The Code of Ethics lays down the values and beliefs which underpin the nine policing principles of accountability, fairness, honesty, integrity, leadership, objectivity, openness, respect and selflessness. The Code makes clear the principles expected to guide actions, whatever the context.

Importantly, a healthy working environment will help the Force to create and maintain a workforce which is diverse, effective and flexible.

Individuals may need increased support at work for a variety of reasons, not just to assist with workplace issues. Under-represented groups may benefit from support and encouragement to develop and reach their full potential at work. Line managers play a vital part in the network of support available; however, there are additional tiers of support available.

1.0 A Three-Tiered Support Framework is in place within Northumbria Police

1.1 Signposting and Influencing

Support Associations play a vital role in the development and review of people management policies, procedures and practices and in the promotion of the needs and views of particular groups within the Force. They are available to signpost individuals to support and provide moral support to members. They include:

- Accessibility (previously Disability and Carers Association)
- Chaplaincy
- Christian Police Support Association
- Ethnic Minority Support Association
- Family Support Network
- LGBT+ Support Association
- Men's Support Network
- Women's Network

Or via National Police Support Associations:

- British Association of Women in Policing (BAWP)
- Disabled Police Association
- Gypsy, Roma and Traveller Police Association
- International Police Association
- National Black Police Association
- National Christian Police Association
- National LGBT Police Network
- National Police Autism Association
- Police Credit Union
- Police Superintendents' Association

Facilities Agreement for Support Associations

1.2 Professional Advice

The following sources are available to provide police officers, staff and volunteers with professional, medical and legal advice if required:

- Employee Assistance Programme
- GMB (requires a subscription fee)
- Unison (requires a subscription fee)
- Northumbria Police Federation (requires a subscription fee)
- People Support Team, People Services Department

Facilities Agreement for Federation

Facilities Agreement for Trade Unions

The Employee Assistance Programme is available 24 hours a day, seven days a week to all police officers, staff, volunteers and members of their immediate families. The service is

confidential and covers a wide range of issues with dedicated staff being on hand to provide information, advice and support to help individuals with on-going challenges. You can contact the service by telephone on 0800 688 8010 or from abroad on 0186 539 7074.

Northumbria Police also supports the Northumbria Police Benevolent Fund and the St George's Police Trust.

The Force is committed to continually reviewing the support available within Northumbria Police to ensure that the range of options meet the needs of its workforce and assist them to maximise their potential and contribution to the achievement of Force aims and objectives.

SOURCE DOCUMENT: Discrimination legislation.

GROUPS AFFECTED: All police officers, staff and volunteers.

ACCESS AND DISCLOSURE RESTRICTIONS: None
