

# Reconnection and Repair: Mitigating against Moral Injury and other work-based harms

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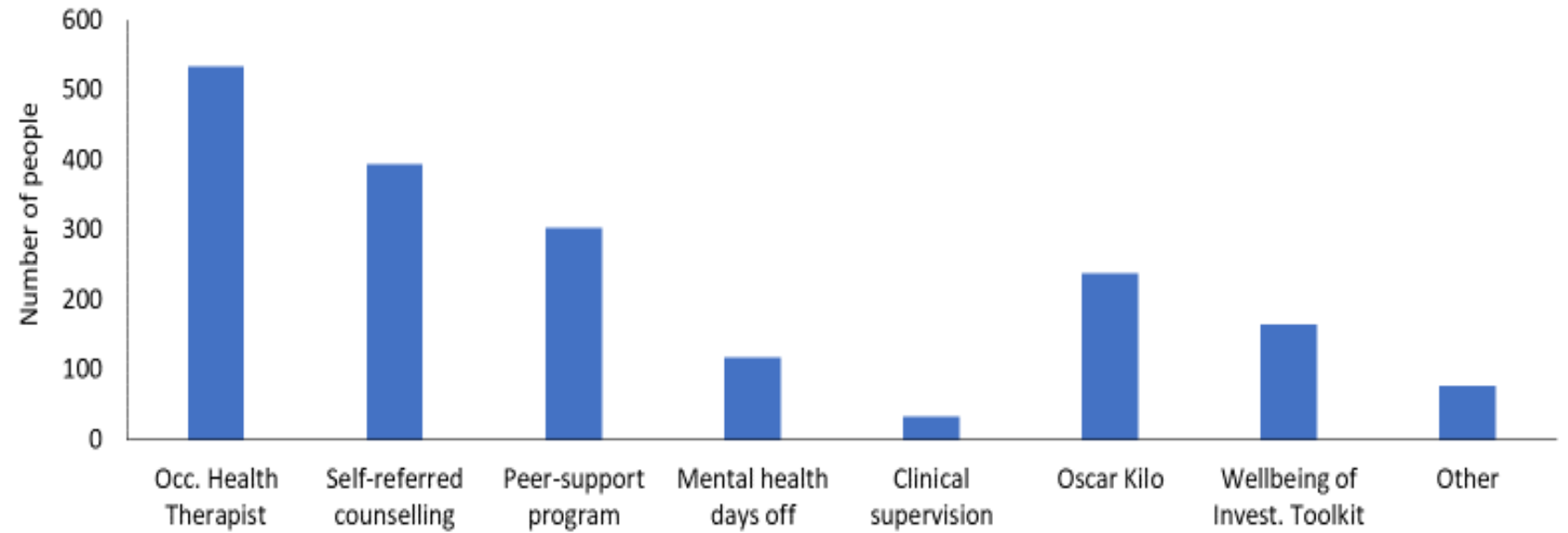


# Qualitative data

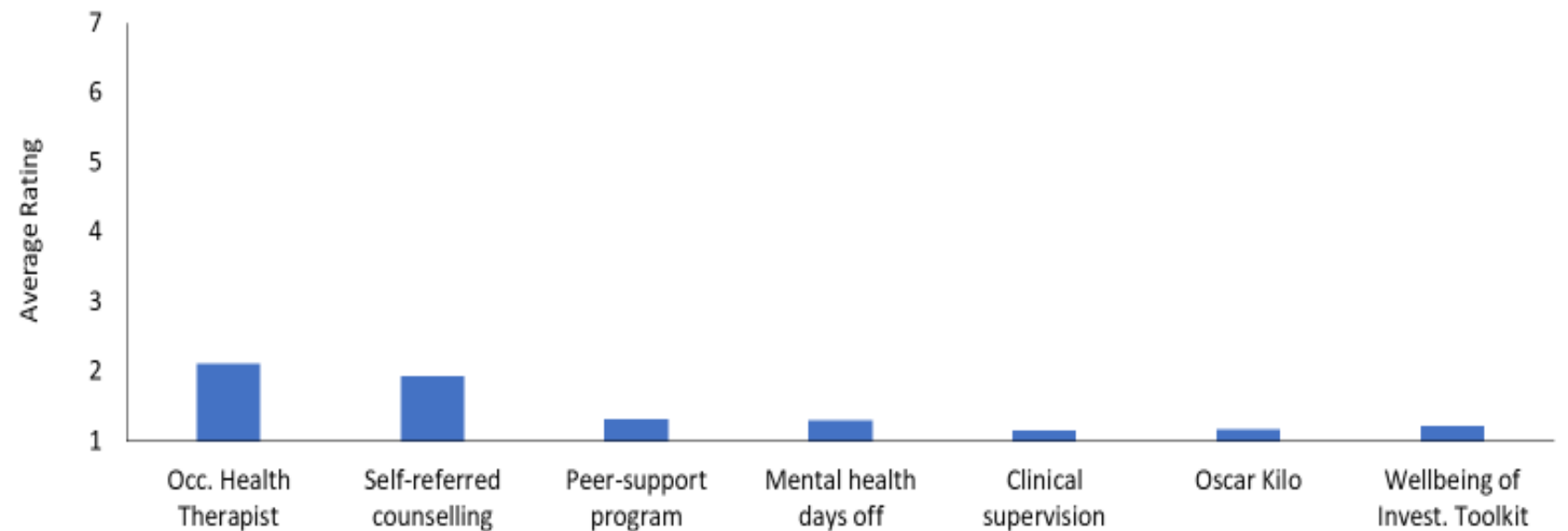
- Three opportunities for participants to provide additional comments during the survey:
  - 50 comments were made in relation to **current provision**
  - 95 comments in relation to **barriers to support**
  - 70 comments in relation to **desired resources.**



# Availability of resources



# Use of resources



# Barriers to seeking help and support

Wanting to seem capable of handling stress and performing well	<b>85.7%</b>
I feel pressured to seem strong in front of colleagues	<b>77.7%</b>
It seems like everyone else can cope with this job	<b>73.5%</b>
Worried that getting support might undermine my job prospects	<b>66.2%</b>
Workplace culture where weakness seems not allowed	<b>65.3%</b>
I'm not convinced that seeking support will help and it might even cause problems	<b>63.7%</b>
I don't trust my organisation to keep my support confidential	<b>59%</b>

# Barriers: Themes and sub-themes



- **Lack of trust** = dominant and pervasive
- **Stigma** = dominant and pervasive
- **Organisational approaches to wellbeing**
  - Workplace cultures
  - Managerial support
  - Confidentiality
- **Support Services**
  - Access to services
  - Quality of services
- **Internal barriers**

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**A lack of emotional safety**



# Lack of trust and stigma

## Lack of trust

*"I don't feel any trust in the organisation ... I genuinely do not feel that nobody [sic] cares about mental health or wellbeing in the workplace."*

## Stigma

*"Culturally, there is still a massive stigma attached to mental health, and I've even heard officers discuss the difficulties of getting a job once diagnosed with mental health (sic) or being signed off with stress."*



## Organisational approaches

- *"I think a **cultural** barrier still exists, i.e., 'Police Officers just get on with it'*
- *"A dismissive comment from a **manager** can have a bigger impact than the actual job content!"*
- *"Nothing is **confidential** in the police This organisation definitely does not keep anything confidential!"*

## Support services

- *"To **access** support through work, the referral has to be put in by a supervisor, you cannot self-refer. This is a huge barrier for a lot of people."*

### Quality

- *"We have occupational health but no trained therapists."*
- *"My depression has been too severe to qualify for support"*



# Internalised Barriers

- *"Part of my personality is to 'bottle-up' my emotions and deal with things on my own."*
- *"Personal barriers/stubbornness."*
- *"fear of opening "the box" in my head."*
- *"being concerned that the supervisors have enough on their plate without me adding to it. "*
- *"Lack of specialists who understand the nature of the work and fear of causing secondary trauma to them"*





<b>Resource</b>	<i>N</i>	<b>Percent</b>
A workplace culture that explicitly values and prioritizes the emotional health and wellbeing of the workforce	400	60.5
Social activities	388	58.7
Self-referral to funded counselling (separate from work)	326	49.3
Monthly wellness check-in	320	48.4
24/7 access to support	314	47.5
Mindfulness sessions	271	41.0
Wellness events (workshops, training)	262	39.6
A wellness room	248	37.5
Monthly group sessions with team	222	33.6
Limiting daily exposure to child sexual abuse materials	194	29.3
Informal peer support	186	28.1
Wellness plans	151	22.8
Clinical supervision	145	21.9

# Improve workplace culture and practices

## Improve cultures

*“Create a culture change whereby senior officers and managers listen and believe the health and wellbeing concerns of their staff and explore how to address them.”*

## Improve practices

*“Scheduled and mandatory supervision [which] would negate the culture/ external factors preventing people from accessing support” and “remove [the] stigma of having to ask.”*

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# Reconnect and repair

*“workplace cultures which explicitly value and prioritise the emotional health and wellbeing of the workforce, not just playing lip service to the idea without actually engaging with basic staff needs”.*



# Ways to reconnect and repair

- Organisational cultures and practices can determine wellbeing
- Normalise struggles with mental health and wellbeing
- De-stigmatise seeking support
- Accessible, quality and specialist support system
- Engage with the workforce and understand potential barriers
- A 'prevention and protection' approach is crucial



# Any questions

