



**Lancashire  
Constabulary**  
police and communities together

**REPORT TO : STRATEGIC SCRUTINY MEETING – 24<sup>TH</sup> MARCH 2016**

**REPORT BY: INSPECTOR CAROLE LANGHORN**

**TITLE: ITEM 6 - WORKPLACE WELLBEING CHARTER**

**1. Summary**

1.1 This report updates the Commissioner on progress against the Workplace Wellbeing Charter (WWC), which is attached at appendix A.

**2. Decision Required**

2.1 The Commissioner is requested to note the report.

**3. Information**

3.1 Lancashire is committed to a placing our people at the centre of everything that we do, and so enabling them to deliver on Public Value by providing a quality policing service to the communities we serve. The Wellbeing Strategy will enable us to ensure that our workforce is well led, has high levels of motivation, is professionally trained and properly equipped. Our workforce will perform to the highest standards, working ethically and with integrity.

3.2 The Futures Team are currently working on a number of reviews, including the Organisational Development Review and the upcoming Occupational Health Review, which will provide a baseline and research that will inform a refresh of the Wellbeing Strategy, to include a 5 year timeline on how we will deliver the cultural change and better provide for the welfare of our staff.

3.3 Lancashire Constabulary has developed an action plan to develop its workforce which will allow delivery against the WWC. Nationally all forces have agreed to sign up to the Charter, which delivers a framework to ensure the wellbeing of our staff, and which HMIC will measure in future inspections. The charter is NICE approved and supported by PHE consultancy to baseline and direct progress.

**4 Implications**

4.1 There are no Implications.

**5 Links to Police & Crime Plan**

5.1 The workplace wellbeing charter will assist the Commissioner in fulfilling his responsibility to support and challenge the overall performance of the Constabulary against the priorities agreed within the Police and Crime Plan.

**6 Reasons why Restricted**

6.1 N/A

**7 Background Documents**

7.1 Appendix A - Workplace Wellbeing Charter

7.2 Powerpoint Presentation to be presented by DCC Rhodes

**8 Contact for Further Information**

8.1 Inspector Carole Langhorn, 01772 410327