

**Internal Decision Template**

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| **Subject / Report Title:** | To procure a supplier to conduct research and report on understanding and improving the resilience of UK police and police staff – Phase 1:  *Research into the Locus of Control and individual resilience of UK police personnel* for the National Police Wellbeing Service. |
| **Sponsor (e.g. Head of Dept.):** | Dr Ian Hesketh – SRO for the National Police Wellbeing Service |
| **Author:** | Neil Collinson – NPWS Capability Delivery Manager/Paul Eastham – Procurement Officer/Mike Whalley – Assistant Accountant. |
| **Decision Required:** | To accept the proposal from Huddersfield University for the study and report on understanding and improving the resilience of UK police and police staff – Phase 1:  *Research into the Locus of Control and individual resilience of UK police personnel.* Contract period from 11 October 2022 to 31 March 2023. |
| **Date:** | 11 October 2022 |

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| **Issue for Consideration** (Requirement for change / Background Information / Considerations / Timescales) |
| **Background Information**  The NPWS Programme consists of a series of coordinated activities, planned events and related measures in pursuit of delivering the “Common Goal for Police Wellbeing” vision and associated change and benefits across the policing landscape to Forces, Officers and Staff.  The NPWS has developed a sustainable Capability Model based on an experiential cycle of four phases that enable the delivery of the two strategic themes:   1. Psychological Health & Wellbeing; 2. Specialist Support.   The overarching outcome is to deliver the vision and associated change and benefits of a holistic approach to wellbeing supporting Forces to sustainably grow and manage their workforce.  The model has four phases:   1. Scan & Develop – evidence based research and future capability development; 2. Delivery – six, core live services and associated offers 3. Assure & Evaluate - benefits realisation and supporting Business Case activities. 4. Communicate & Engage - critical activities to support the cultural change and embed wellbeing as daily business within forces and for individuals.   Delivery of the work will be through the existing NPWS Programme governance arrangements.  The advert and specification for the National Wellbeing Survey was sent to three universities in order to satisfy the procurement process requirement of seeking a minimum of three quotes.  Two responses were submitted by the deadline, from LJMU and Huddersfield University. They were independantly scored and Huddersfield University was assessed to meet the required quality, expertise and experience to complete the work, and pricing is within the available budget. |

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| **Governance Framework Section Reference** |
| **5.        Exemptions from the Requirement to obtain Tenders or Quotations**  5.1.4     Contracts where the PCC has entered into a framework agreement through procurement or places an order from an existing framework agreement procured by central government agencies, other PCCs or other third parties.  However, it should be noted that, in some instances, the framework agreement may include within its terms a requirement for a mini competitive exercise between those suppliers who are party to the framework agreement.  The proposal is in accordance with the above. |

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| **Costs** (Outline resource implications of implementing this proposal – e.g. staff training, accommodations, etc.) |
| Please identify the full life costs of the proposal and the source of funding to be applied to meet this cost? What are the implementation costs involved (consider how this will be done and who / what resources you will need to implementation this change.  **Costs**  The work will be **£30,000 (excl. VAT)** and it will:   1. **Stage 1**    1. Development of a short survey to be distributed to UK police personnel via the National Police Wellbeing Survey, in order to identify the locus of control for different groups of police personnel.    2. This stage will also include a rapid review of the research literature relating to resilience and policing.    3. A report detailing how LOC influences resilience levels and how to reduce high levels of external locus of control for different demographic groups and roles of UK police personnel. This will be used to provide information, guidance and training.    4. The development of a bespoke LOC Police Resilience Survey which can be conducted annually to monitor LOC and resilience levels of UK police personnel, informing any current and future training need and provision.    5. Budget of £30,000 (excluding VAT)    6. Research period from planned contract start of October 2022 to 31 March 2023. 2. **Stage 2**    1. Develop and administer a bespoke LOC and resilience interview schedule for ‘new policing recruits’ to identify the key factors involved with external LOC and potential ways of reducing their negative effects.    2. At least one high-calibre academic journal paper co- written with the NPWS.    3. Research period - April 2023 to 31 September 2023.    4. Estimated budget - £25,000 (excl. VAT) – Note this is subject to budget. 3. **Stage 3 and Stage 4** - subject to further discussion, but the expectation is this will include:    1. An audit (survey) of UK police forces regarding any resilience guidance and training they provide(d) alongside a scan of all UK police force websites to see if resilience is mentioned and if so how.    2. Conducting interviews with police personnel regarding resilience training and guidance in their forces, to again a better insight into what and what not is being done and the degree to which it works.    3. A full review report of what works in terms of resilience building and maintenance with police personnel, according to extant research.    4. A complete audit report of resilience-focused training in guidance provided by all UK forces and the development of a what works evidence-base.    5. Combined with the findings the four Stages develop a ‘Resilience Toolkit’ for police users    6. Academic journal paper co- written with NPWS.    7. Estimated budget - £45,000 (excl. VAT)    8. Research period – October 2023 to 31 March 2024 – Note this is subject to budget   Fees are exclusive of VAT and inclusive of any expenses.  The NPWS Programme will pay for the entire project. Mike Whalley in Lancashire Finance Dept can confirm the money is available. |

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| **Risks & Opportunities** (Explain the risks & opportunities to the Constabulary of implementing / not implementing this proposal) |
| This is an opportunity for the programme to utilse a partner with a proven track record of working in a national policing setting. |

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| **Consequences** (Explain the outcome(s) for the Constabulary of implementing / not implementing this proposal) |
| Lancashire is the Lead Force responsible, along with the College of Policing, for the successful delivery of the NPWS.  This study is will form a key part of the evidence base to inform the resilience component of the NPWS Portfolio. Specifically it supports Police Covenant elements and benefits realisation work of the NPWS. |

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| **Benefits** |
| This is an essential area of business and ultimately will impact on the performance, morale, retention and recruitment of officers. It will also specifically provide guidance, and inform training provision, to increase the resilience of UK police and police staff to the negative effects that their jobs and roles can have on their wellbeing, thereby contributing to the happiness and wellbeing of all working in UK policing. |

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| **Decision (Outcome and Rationale)** |
| To accept the proposal from Huddersfield University for the study and report. Contract period from 11 October 2022 to 31 March 2023.  **CFO:**  Appropriate process undertaken and fully funded. Approved. |

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| **Departmental Consultation & Impact** |
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| **Legal implications** – Please summarise any legal advice obtained, and if you have not obtained advice then please confirm why not. |
| **Please note any legal considerations:**  Legal advice has not been sought and is not required. |

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| Departmental Engagement. Please consult departments directly and note their feedback below. |
| Please confirm that the enabling departments have been consulted with. There is an expectation that you will have consulted with either the SMT or the Department Head. Please confirm who you consulted with, when and note their responses in the space provided. If you have not consulted with a department listed below please explain why.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Dept** | **Please click in the box** |  | **Add notes on SMT / department head / departmental**  **feedback below** |  |  | | **Estates** | No |  | N/a |  |  | | **FCR** | No |  | N/a |  |  | | **FRU** | No |  | N/a |  |  | | **Futures** | No |  | N/a |  |  | | **HR** | No |  | N/a |  |  | | **ICT** | No |  | N/a |  |  | | **L&D** | No |  | N/a |  |  | | **Legal** | No |  | N/a |  |  | | **NHPT** | No |  | N/a |  |  | | **PPU** | No |  | N/a |  |  | | **PSD** | No |  | N/a |  |  | | **TAC Ops** | No |  | N/a |  |  | | **Vetting** | No |  | N/a |  |  | | **Finance** | Yes |  | **Money is available through the NWPS Programme – Mike Whalley aware** |  |  | | **Procurement** | Yes |  | **Procurement consulted – route is compliant with contract standing orders** |  |  | | **CJ** | No |  | N/a | | **Data Prot.** | No |  | N/a | |

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| **Additional Notes** |
| **Any further general information or any extra detail on departmental feedback.**  **None** |

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| **Signed by - Sponsor Signed by - Decision Maker** | |
| Name: Dr Ian Hesketh  Role: NPWS SRO  Signed:  Date: 11 October 2022 | Name: Dan Rogers  Role: CFO  Date: 12/10/22 |