



Your wellbeing handbook



Introduction

We spend a lot of time at work and we owe it to ourselves, our family, our friends and our colleagues to prioritise our health and wellbeing both at work and at home.

It therefore makes sense to treat your working environment as an extension of your home life, particularly when it comes to your health and wellbeing.

Staying fit and healthy, both physically and mentally, is something I'd hope we all strive to do, and that's where this document comes in.

It sets out the force's health and wellbeing offering to you and provides important information and links to help and support.

You'll be able to find key contact details for health professionals, where to go for mental health support and who to speak to for financial advice.

There's also a snapshot of all our staff networks, our extensive employee benefits platform and links to a host of external organisations we work with to enhance the support available.

Sitting at the heart of our health and wellbeing strategy, this handbook will be reviewed regularly so that it has the most up to date information possible. It should be equally as accessible to a new starter as it would be to somebody who has worked here for 20 years.

I hope you find it useful but we're always open to hearing how we can make it better so don't hesitate to let us know.

Thank you.

Rachel Hartland-Lane
Director of
Business Services



Meet our health and wellbeing co-ordinator

Sarah Grainger is the force's health and wellbeing co-ordinator and is the person to go to for all things health and wellbeing.

If she doesn't know the answer to a question, she'll certainly be able to point you to somebody who does.

She is also the force's link to our partner organisations and charities to support the wellbeing of our workforce.

Additionally, Sarah is a transformation wellbeing coach, menopause coach and a sleep, fatigue and recovery coach. She can create bespoke sessions and courses for anyone wanting to benefit from her areas of expertise and will be more than happy to discuss how she can help you.

You can contact Sarah on wellbeing@westmercia.police.uk

Health and wellbeing SPOCs (specific point of contact)

We have 30 health and wellbeing SPOCs across all of our local policing areas and departments. They work closely with our health and wellbeing co-ordinator to make sure that wellbeing news, initiatives, services and resources are communicated with a local and personal approach.

Our SPOCs are also the go-to people for you to raise any wellbeing issues with, and they can escalate these further if required.

[You can find a list of who to contact here.](#)

Health &
wellbeing

Your
benefits

Staff
networks

Associations
and support
services

Financial
support

Sport and
fitness

**Employee
Assistance
Programme (EAP)**



**Occupational
Health**



**Welfare
officers**



Oscar Kilo



Peer supporters



**Wellbeing
dogs**



**Mental Health
First Aid**



**Chaplaincy and
faith advisory**



**Health
passport**



**Wellbeing
spaces**



Employee Assistance Programme

Our new employee assistance programme includes:

- Free 24/7 telephone support: Access to fully qualified counsellors and support specialists 24/7, 365 days a year - impartial, confidential advice on issues including anxiety, bereavement, stress, depression, workplace issues, trauma, relationships, finances and family difficulties.
- Self-help workbooks: A range of self-help Cognitive Behavioural Therapy (CBT) workbooks that offer advice and guidance on topics such as anxiety, bereavement and depression.
- Domestic abuse support app: Support and information for anyone who may be in an abusive relationship or concerned about someone they know. Just download the free Bright Sky app to your phone.
- Podcasts and blogs: Produced by accredited counsellors covering a variety of different wellbeing topics such as coping with stress, work-life balance and how to sleep better.
- Debt advice and Ask Bill: Support with debt and utility bills.

All of these services are also available through the Your Care health management platform, as well as:

- A range of personal, emotional and financial wellbeing tools to help you help yourself.
- Assessments to identify the risk of developing any of the five leading lifestyle-related diseases, plus mental wellbeing and financial scores.
- The option to set health-boosting goals with small, sustainable lifestyle changes.
- Connectivity with other health apps to automatically track goal progress.
- Blogs, videos, recipes and more resources to inspire positive change.



Occupational Health

Occupational Health offers a range of services tailored to your need. These include:

- Health surveillance and medical tests.
- Case management referrals - absence management and rehabilitation.
- Occupational vaccinations.
- Work-related assessments.
- Workplace adjustment advice.
- Support for anyone assaulted in the line of duty.
- Stress management.
- Supporting employees with disabilities.
- On-site health activities in line with national campaigns and local initiatives.

Alternatively, call them on 01905 331660 or send an email to occupational.health@westmercia.police.uk

You can also contact our Occupational Health Manager Amanda Teague on 01905 331424 or send an email to amanda.teague@westmercia.police.uk

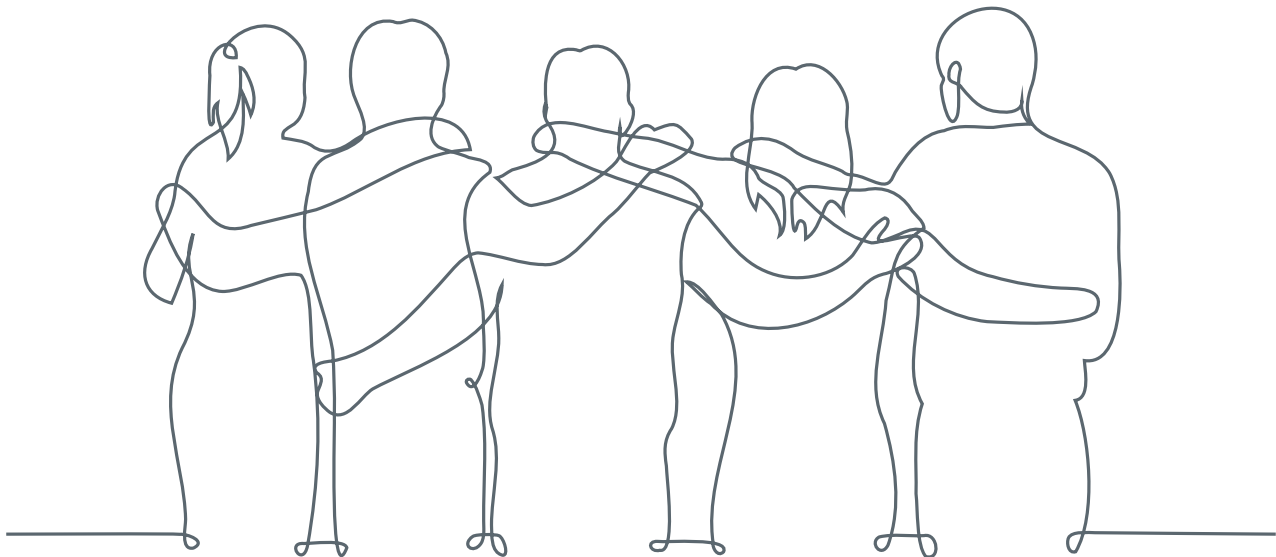
Welfare officers

Our Welfare Officer Team is here to provide you with advice on both professional and personal issues, irrespective of rank or position.

The team can signpost you to the appropriate support if required and also work with individual managers in looking after the welfare of their teams.

Welfare officers oversee the post traumatic incident debriefing and offer mandatory support processes for anyone subject to a PSD or IOPC investigation.

You can contact them by sending an email to WelfareOfficers@westmercia.police.uk



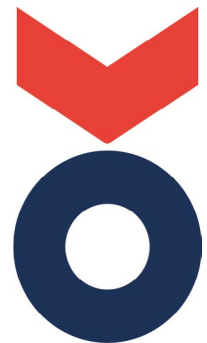
Oscar Kilo

Oscar Kilo is the National Police Wellbeing Service, providing support and guidance for forces to improve and build upon wellbeing within their organisation. Their services have been developed for policing, by policing and they are designed to meet the unique needs of officers and staff.

Working closely with the National Police Chiefs' Council and the Home Office, Oscar Kilo aims to:

- Help police forces build world-class wellbeing support for everyone who works for them.
- Improve knowledge and understanding of help and support available.
- Reduce stigma around seeking support or help.
- Encourage people to support themselves and realise their own potential.
- Improve personal resilience and self-help skills.
- Oscar Kilo also provides the framework for our peer support training and OK9 Wellbeing Dog programmes.
- Wellbeing vans are occasionally loaned to us to take around our sites so that staff and officers can familiarise themselves with the support available, such as with their mental or physical health, finances or advice about work-life balance.

Find out more by visiting <https://www.oscarkilo.org.uk>



OSCAR KILO

Peer supporters

Peer supporters are a network of trained volunteers across the force who have a genuine passion and interest in confidentially supporting the wellbeing of their colleagues with workplace or personal challenges.

The peer support programme is an essential addition to the traditional support mechanisms available in policing. Whilst it doesn't replace the need to access other welfare services, the programme provides accessible opportunities to improve your physical and psychological wellbeing.

In many circumstances, our peer supporters have lived experiences that strengthen their empathy and understanding of the challenges our workforce face and are in a credible position to offer support.

You can contact our Health & Wellbeing

Co-ordinator, Sarah Grainger.

Email her on wellbeing@westmercia.police.uk



Wellbeing dogs

Research shows that contact with dogs can help to reduce stress and provide emotional support following traumatic incidents.

Our wellbeing dogs are specially selected for the role and their handlers are Mental Health First Aiders or Peer Support trained.

West Mercia Police is also part of the OK9 Wellbeing and Trauma Dog support network, where wellbeing dogs can be deployed across other force areas to support colleagues.

Get in touch by sending an email to wellbeingdogs@westmercia.police.uk

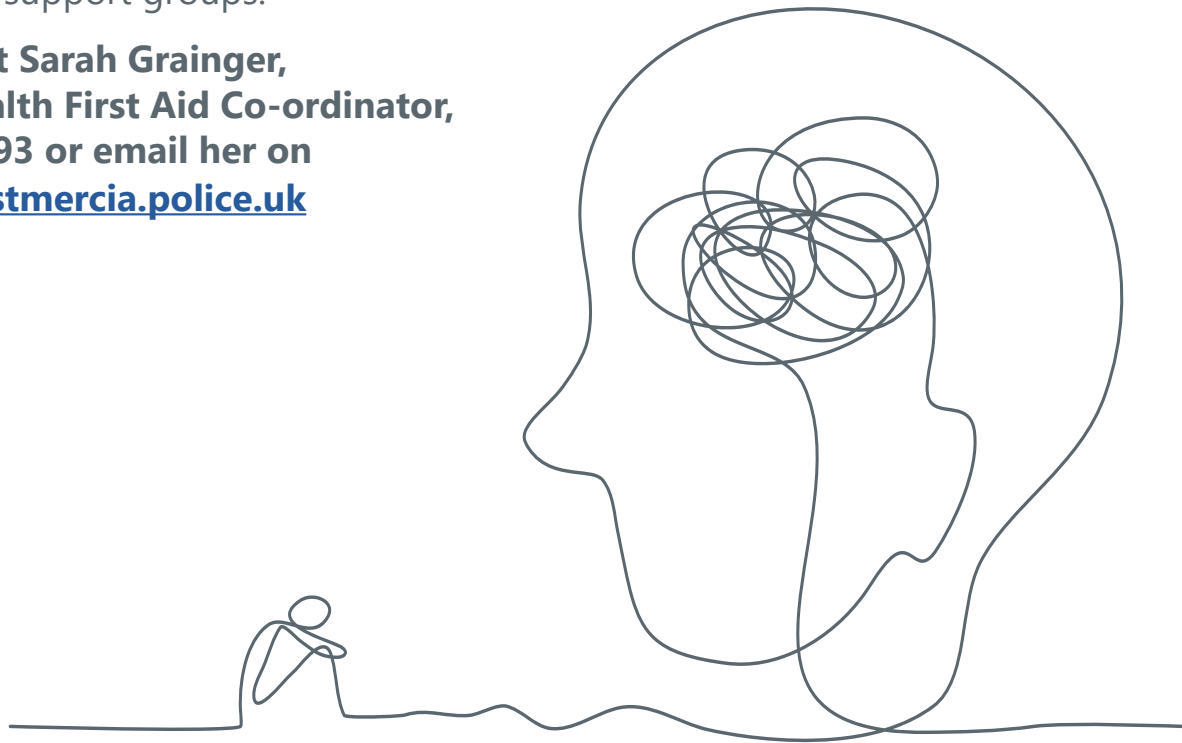


Mental Health First Aid

Our Mental Health First Aiders are trained to recognise the warning signs of mental ill health and have the skills and confidence to approach and support you and your colleagues.

They aren't therapists but will listen, reassure and respond, as well as signpost to self-help books or websites, therapy services through a GP, online self-referral and support groups.

You can contact Sarah Grainger, our Mental Health First Aid Co-ordinator, on 07970 544193 or email her on wellbeing@westmercia.police.uk



Chaplaincy and faith advisory

Our chaplains are a sounding board and confidant for anyone who needs them, including family members, regardless of whether they have a faith.

They regularly visit officers, staff and volunteers to get to know them and the work they do.

Chaplains can discuss any aspect of your work or personal life including ethical, spiritual or emotional concerns.

You can contact

Dick Johnson our Lead Chaplain

on 07946 655450

or by sending him an email on

dick.johnson@westmercia.police.uk



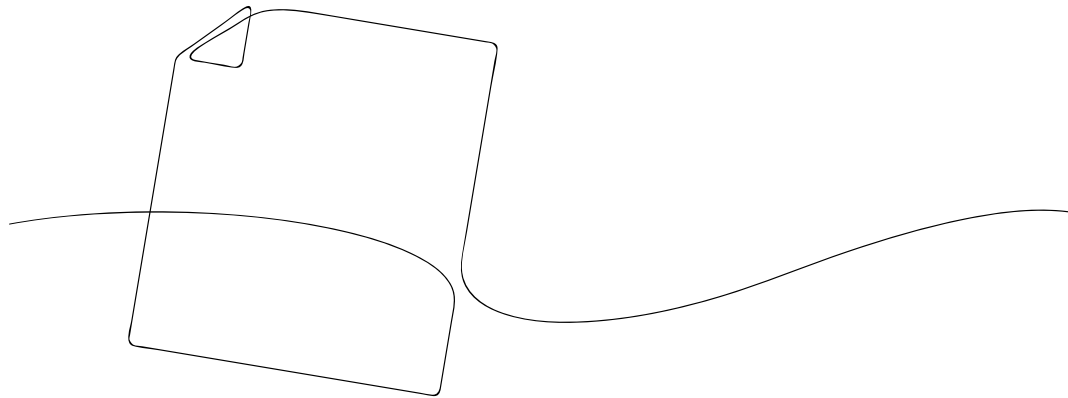
| Health passport

The Health Passport is a personal document that allows you to control what you may or may not wish to disclose to the force about your health. This could be around how you identify; your mental, emotional or physical health; a medical condition, disability or impairment; or a family/caring responsibility.

The health passport provides a way for you and your line manager to take a bespoke approach to managing your health and wellbeing in the workplace in a trustworthy and collaborative way.

It is intended to reduce the risk of distress by negating the need for officers and staff to give account of their medical or personal circumstances when changing role, department or line management

Contact wellbeing@westmercia.police.uk



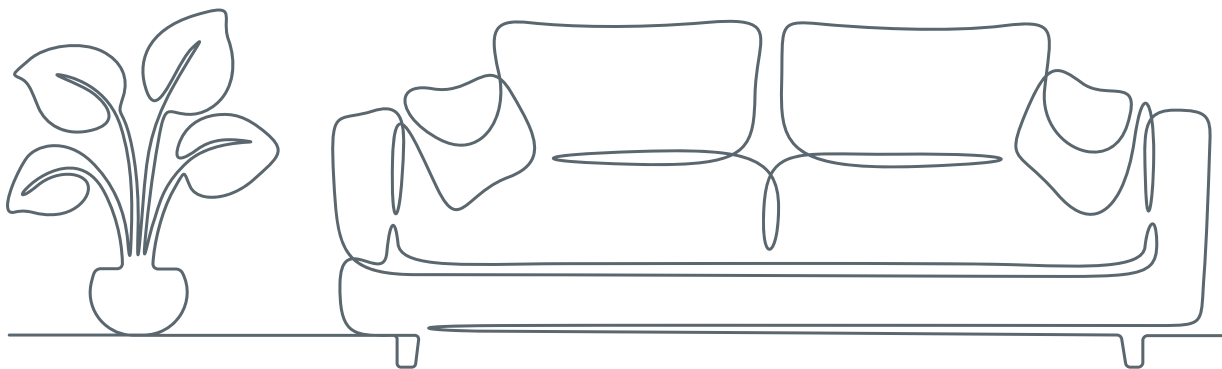
Wellbeing spaces

We recognise that your wellbeing benefits from regular digital breaks and a few moments to relax in a quiet comfortable space or somewhere safe to contemplate thoughts after an incident or challenging experience.

We have invested in wellbeing rooms across our five local policing areas and Hindlip HQ and continue to support wellbeing spaces where our workforce can look after themselves and recharge.

Contact your Health and Wellbeing SPOC for more information.

[You can find their details here.](#)



**Salary sacrifice
schemes and
lifestyle savings**



Blue Light Card



**Public transport
concession**



Salary sacrifice schemes and lifestyle savings

We have a variety of benefits available to everyone so you can enjoy a better work-life balance.

It's managed by Vivup and brings all of our workplace offers together under one roof.

There's our successful salary sacrifice car benefit scheme, a cycle to work scheme and a range of savings from major brands, high street retailers and leisure facilities.

All you need to do is visit westmerciapolice.vivup.co.uk, create an account with your personal email address and start exploring.



| Blue Light Card

The Blue Light Card provides anyone who works in the emergency services with discounts online and on the high street from national and local retailers. This includes holidays, cars, days out, fashion, gifts, insurance and phones.

The Blue Light Card is personalised to you and it costs just £4.99 for two years.

[You can sign-up here and start saving.](#)

There is also an app you can download to your mobile so you can enjoy the discounts wherever you are.

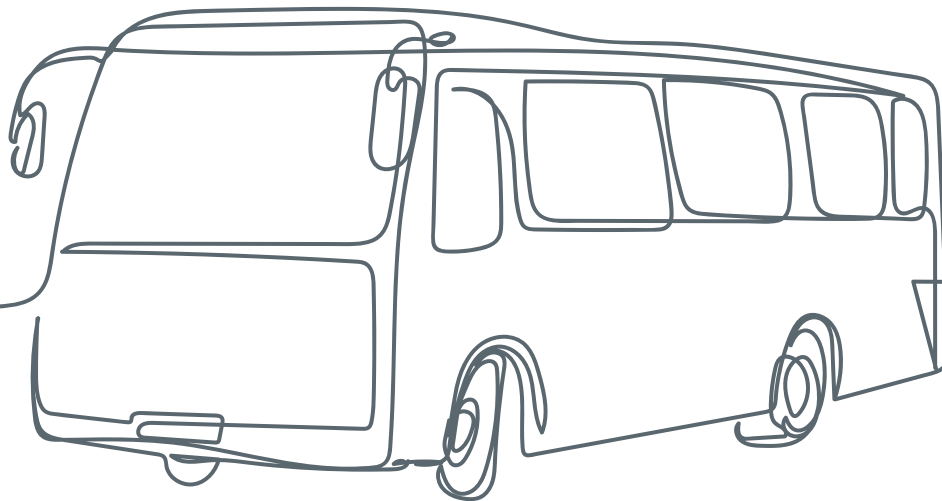


Public transport concession

Did you know that some rail and bus services provide police officers, special constables and police community support officers (PCSOs) with free travel either on and/or off duty?

The aim is to increase the visibility of officers, specials and PCSOs on public transport.

The operators involved are West Midlands Railway, Transport for Wales, Chiltern Railways, CrossCountry trains and Diamond Bus.



Ability Network



B-ME



**Breastfeeding
Support Group**



**Dyslexia Support
Group**



**Hearing
Impairment Group**



HeForShe



**HM Armed Forces,
Reserves and Cadets**



**Men's Health
Network**



**PRIDE
in West Mercia**



**West Mercia
Families**



**West Mercia Police
Autism Network**



**Women of
West Mercia**



Ability Network

The Ability Network is the umbrella group which represents everyone with disabilities at West Mercia Police and links to specific support groups such as the Dyslexia Support Group, Hearing Impairment Group and West Mercia Autism Network. The Ability Network is for anyone with a disability or who has family or friends with disabilities, as well as managers of people with disabilities.



theabilitynetwork@westmercia.police.uk

B-ME

The B-ME network aims to improve the working environment of minority ethnic staff based on fairness, with a view to enhancing the quality of service to our communities.

In addition to this, it offers:

- Peer support and mentoring.
- Support for and networking with black and ethnic minority colleagues.
- Support with job applications, interviews and promotions.



B-MEStaffNetwork@westmercia.police.uk

Breastfeeding Support Group

The group helps colleagues through their pregnancy journeys, during maternity/paternity/adoption leave, returning to work and once back at work.

There is support with having conversations with line managers around returning to work whilst breastfeeding, help with breast expressing facilities and storage solutions for milk.

The group provides 'breast buddies' with a full training package from a midwife, online drop-in sessions where questions can be asked and events promoting breastfeeding across policing.

There is also access to a Facebook page offering 24-hour support.

[Nationalpolicebreastfeedingnetwork@westmercia.police.uk](https://www.facebook.com/Nationalpolicebreastfeedingnetwork@westmercia.police.uk)



| Dyslexia Support Group

It is estimated that up to one in every 10 people in the UK has some degree of dyslexia. This represents a significant proportion of our workforce, and support is available to assist anyone who has a specific learning difference (SpLD). The vision of the Dyslexia Support Network is to actively support and promote dyslexia awareness to influence an inclusive workforce.



| Hearing Impairment Group

The network is a one-stop shop for everything needed to get the right help.

The Hearing Impairment Group offers advice, guidance and support to anyone who either lives or works with hearing loss, or anyone who wishes to be more aware of this disability.



**Hearing
Impairment
Group**

| HeForShe

West Mercia Police has pledged its commitment to gender equality by supporting the groundbreaking United Nations initiative HeForShe.

HeForShe seeks to encourage men to join women to work together to achieve true gender equality. Through our HeForShe commitments, we are seeking to address the culture within our organisation to challenge attitudes and behaviour to improve our service to victims of gender-based violence, while also promoting the benefits of a gender-equal workplace for all our employees.

heforshe@westmercia.police.uk



In support of

HeForShe

UN Women Solidarity Movement
for Gender Equality

HM Armed Forces, Reserves and Cadet Forces Adult Volunteers

Our staff who are also reservists and cadet instructors are supported with specific policies which enable them to meet their annual training requirements.

We also actively encourage ex-service personnel, cadet leaders and reservists to apply for our vacancies. In November 2019, we became one of only a few forces in the UK to have received the coveted Employer Recognition Scheme Gold Award from the Armed Forces Covenant, which acknowledges the level of support and advocacy we offer our colleagues with military experience.

[ArmedForcesChampion@westmercia.police.uk](https://www.army.mil/ArmedForcesChampion@westmercia.police.uk)

“ We are extremely proud of our armed forces and will continue to support veterans, reserves and cadet instructors, their spouses and families. ”

Men's Health Network

It is widely recognised that health outcomes for men and boys is measurably worse compared to women and girls. The Men's Health Network seeks to close the gender health gap within West Mercia Police.

The network's objectives are to:

- Offer advice and support to male police service employees who are affected by male-specific illnesses.
- Improve gender equality, ensuring all employees regardless of sex or gender have access to flexible working and development opportunities.
- Encourage greater involvement of male colleagues to act as allies and exploring opportunities to support male colleagues.
- Encourage an environment where everyone is treated with dignity and respect irrespective of sex or gender.

MEN'S
HEALTH

PRIDE in West Mercia

PRIDE in West Mercia celebrates the range of sexual orientation and gender identity within our force.

The network is proactive in its approach in supporting officers and staff who are lesbian, gay, bi or part of the trans spectrum.

The work of the network includes:

- Keeping members up to date with networking events and activities.
- PRIDE in West Mercia Contact Advisers, who help the force create an inclusive working environment for everyone.
- The Ally Programme – a network of individuals who believe that everyone, irrespective of their sexual orientation and gender identity, should experience full equality and inclusivity in the workplace.
- Supporting the delivery of the Diversity, Equality and Inclusion Strategy.

pride@westmercia.police.uk

PRIDE in West Mercia
Celebrating Gender Identity and Sexual Orientation

West Mercia Families

The West Mercia Families Network supports anyone in work as well as those on maternity, paternity and adoption leave. The network uses a WhatsApp group to keep members connected and share ideas. If you would like to be added to the group, or require further information or support, please use these email addresses:

samantha.bell@westmercia.police.uk

sonya.scott@westmercia.police.uk

pamela.yorke@westmercia.police.uk

claire.greenow-phillips@westmercia.police.uk

dave.wise@westmercia.police.uk



West Mercia Families

West Mercia Police Autism Network

West Mercia Police Autism Network is the local branch of the National Police Autism Association. This is an independent body supporting UK police officers and staff who are affected by autism spectrum condition (ASC), Asperger syndrome and other hidden conditions such as dyslexia, dyspraxia, ADHD and depression – either personally or as carers for family members. The network welcomes anyone with a personal or professional interest in these conditions.

West Mercia
Autism & Neurodiversity
Network



Women of West Mercia

The original Women's Network was set up in 2004 and in October 2019 was relaunched as Women of West Mercia (WOW). WOW continues to focus on supporting women in all roles to address matters that are important to you.

WOW aims to:

- Provide a support network with a point of contact in each operational LPA and department.
- Organise and promote relevant events and development opportunities.
- Raise awareness of specific issues impacting on the personal development of women staff and raising awareness of the British Association of Women in Policing.
- Facilitate women to fulfil their potential through coaching and mentoring and supporting the promotion and implementation of the Gender Agenda.
- Encourage positive action initiatives, work-life balance and proportionate representation in specialisms, supervision and management.
- Supporting the force to identify potentially discriminatory practices, provide a voice for women within the organisation and celebrate success.

DL-Women'sNetwork@westmercia.police.uk



Aquarius



Backup Buddy



**Blue Light
Together**



Climbing Out



**Chief Police Officers'
Staff Association
(CPOSA)**



Police Care UK



Police Federation



**Police Firearms
Officers Association**



**Superintendents'
Association**



UNISON



**Non-clinical
support**



| Aquarius

Aquarius Life is a service delivered by the charity Aquarius, which supports people to change their behaviours and lives around alcohol use.

You can access this service free of charge by having a confidential conversation with the Welfare Team or Occupational Health advisor. Following this conversation, with your consent, a referral will be made to Aquarius for further support if clinically appropriate.

WelfareOfficers@westmercia.police.uk



| Backup Buddy

Backup Buddy is a smartphone app offering practical advice and tips on issues such as anxiety, depression, stress, post-traumatic stress disorders, eating disorders and self-harm. It also features a directory of useful external contacts such as Flint House, the Police Firearms Officers Association, Shout and Care of Police Survivors.

You can download the app from the App Store or Google Play Store by searching for Backup Buddy WMP.



| Blue Light Together

Blue Light Together is an online wellbeing platform dedicated to supporting everyone who works in the emergency services, healthcare, armed forces and other frontline services.

This includes:

- Trauma and PTSD support
- Stress and burnout management
- Healthy lifestyle and family resources
- Mental health resources

Visit: www.bluelighttogether.org

“ We're here to ensure that no one is left without the help they need. ”



**BLUE LIGHT
TOGETHER**

Climbing Out

Climbing Out was founded by Kelda Wood in 2010 to help people who have been through life changing mental or physical trauma or illness.

The charity provides fully funded five-day (residential) mental health resilience programmes to adults who are struggling to move forward in their lives following a mental or physical traumatic experience(s), illness or injury.

The programme utilises outdoor activities such as hill walking, kayaking, climbing, and cold water swimming as vehicles to support its personal development/life-coaching model, which promotes individuals to take control of their own mindset, actions and behaviours.

Visit their website here: <https://climbingout.org.uk>



Chief Police Officers' Staff Association

The Chief Police Officers' Staff Association (CPOSA) facilitates the sharing of best practice among senior leadership, advising on legislative and regulatory matters and representing the interests of chief police officers and senior police staff in national matters.

The association aims to support and offer guidance to its members on matters relating to conditions of service, misconduct, employment and welfare issues of chief officer colleagues.

www.cposa.uk



| Police Care UK

Police Care UK is a charity caring for serving and former police officers and staff, volunteers and their families. They provide confidential, impartial and practical emotional and financial support for anyone who suffers harm as a result of their policing role. Their mission is to reduce the impact of harm on police and their families. Their services are available to any of the West Mercia Police workforce harmed, whether psychologically or physically, through the course of their employment.

**Visit [policecare.org.uk](https://www.policecare.org.uk)
or call 0300 012 0030.**



The Police Federation of England and Wales

The Police Federation of England and Wales is the staff association for PCs, sergeants, inspectors and chief inspectors. Its services for members include:

- A team of representatives trained in a variety of areas including equality and diversity, health and safety, advocacy, conduct and performance, post incident and procedures.
- Group insurance scheme.
- Smartphone app for advice on key topics such as health and safety and fitness testing.
- GP24, which allows members to book a GP consultation 24/7.
- Access to the Police Rehabilitation Centre at Flint House in south Oxfordshire following illness or injury. Flint House has a team of physiotherapists, mental health practitioners and nurses who help more than 3,500 people get back to full operational health every year.



Police Firearms Officers Association (PFOA)

The PFOA was created to support all those involved in UK armed policing, and their families. Armed policing has developed and evolved in recent years, and PFOA membership is now open to Taser Officers.

The PFOA supports the national uplift in armed policing. The trustees and staff are a mixture of serving and retired firearms officers with many years of experience and extensive knowledge. Senior points of contact (SPOCs) who act as local contacts meeting officers and staff to work through funding applications

www.pfoa.co.uk



Superintendents' Association

The Police Superintendents' Association has a clear vision to support and represent superintendents and chief superintendents, whilst being a trusted and positive influence in policing.

The association's mission is to:

- Support members in delivering high-quality policing by ensuring they are well trained, developed and cared for by their forces and the wider service.
- Negotiate the best possible conditions of service for members, and to provide support and advice regarding health and wellbeing, and to those 'at risk' in relation to conduct matters. Help lead and develop the police service to improve standards in policing.
- Value difference in all its forms, leading the drive towards a truly inclusive workforce.

Visit the website here: <https://www.policesupers.com>



UNISON West Mercia Police and Justice Branch

The Branch represents around 1,000 members within West Mercia Police, the Office of the Police and Crime Commissioner and custody. It provides individual support and representation to all members when they need it and works closely with West Mercia Police to ensure fairness and equality across the force. It also negotiates with the force to protect and improve terms and conditions of employment.

Facebook: UNISON West Mercia Police and Justice

X: @UNISONWMerciaPo



| Non-clinical support

At West Mercia Police, the clinical support provided by our Occupational Health Team continues to be the bedrock of our health, wellbeing and welfare provision. However, we acknowledge that this can be complemented by other wellbeing interventions as evidenced by national health bodies such as the NHS.

We are a diverse organisation and our approach to keeping you well at work should reflect that. Therefore, consideration will be given on a case by case basis to the force supporting you to participate in non-clinical wellbeing activities during work time. The provisions to this are:

- Approval will be required from your Head of Department based on operational viability.
- You meet all associated costs, such as accommodation and travel.
- The activity is qualitatively or quantitatively evidence based and has been suggested by our Occupational Health Team.

Any exceptions are to be considered by the Head of People and OD and Director of Business Services.

**Police Staff
Welfare Fund**



**Police Officer
Welfare Fund**



Police Mutual



**No1 CopperPot
Credit Union**



**Serve and Protect
Credit Union**



Police Staff Welfare Fund

The West Mercia Police Staff Welfare Fund has been operating for over 30 years. It aims to provide comprehensive welfare support to police staff and is open to full-time and part-time staff.

The Welfare Fund, which is managed by a team of elected volunteers who represent each area of the force, is entirely confidential. It costs £1 per month to be in the fund and the money is taken directly from your salary.

The fund carries out a variety of roles, including:

- Supporting the bereaved.
- Keeping in contact with those off on long-term sickness.
- Offering loans or grants where appropriate.
- Suggesting or arranging where to go for financial advice or counselling.
- Offering support and friendship during relationship troubles, work-related problems and medical episodes.
- Providing a donation for funeral costs to the relatives of those who die in service.

Email: policestaffwelfarefund@westmercia.police.uk

Police Officer Welfare Fund

The Police Officer Welfare Fund offers a range of services to support members during times of financial hardship. Applications can be made for financial support, and these may be granted according to the needs of the individual. You must be a member of the Welfare Fund to be eligible to make an application.

Members also have access to a holiday caravan at a reduced rate and Flint House, a physical and mental injury rehabilitation centre, providing crucial recovery resources including physiotherapy.

All the services aim to alleviate financial burdens and enhance the wellbeing of members facing economic challenges and support the overall welfare of officers.

To become a a member, please email welfarefundadministration@westmercia.police.uk

“ Membership is £8.70 per month, which is paid through payroll deduction. ”

Police Mutual

Police Mutual offers:

- Financial and pension advice for our police officers and staff.
- Respite care to officers and their families.
- Funding for a variety of community or individual needs.
- Health and wellbeing support, tools and advice.
- Senior points of contact (SPOCs) who act as local contacts meeting officers and staff to work through funding applications.

www.policemutual.co.uk

**Police
Mutual**

No1 CopperPot Credit Union

With more than 40,000 members, the No1 Copperpot Credit Union is one of the biggest police credit unions in the UK, working with 30 forces nationally.

It's a non-profit financial institution offering a variety of financial services, including savings accounts, loans and mortgages.

The credit union has three main aims:

- Encourage saving
- Affordable borrowing
- Financial education

Products and services are designed to meet the needs of the police family and provide a secure and affordable alternative to traditional financial institutions.

www.no1copperpot.com



Serve and Protect Credit Union

The Serve and Protect Credit Union (formerly Police Credit Union) helps employees of the police, prison, military, fire and health services save money and access financial support.

Its financial support includes:

- Savings accounts
- Payroll deduction
- Personal loans
- Free life cover
- Essential financial tools

<https://serveandprotectcu.co.uk/>



**Force
Sports Club**



Force Sports Club

The Force Sports Club promotes and encourages participation in all forms of sport. It is the main sports club for West Mercia Police and oversees a number of clubs based in each of our LPAs.

There is a fully equipped gym at Hindlip HQ.

Anyone can join the club, along with members of the Special Constabulary, and membership costs £2 per month. This money goes towards funding the club as well as supporting teams in national competitions through Police Sport UK.

Activities available through the Force Sports Club include:

- Badminton
- Boot camp
- Circuit training
- Cross country
- Football
- Golf
- Netball
- Tennis



Specific Points of Contact (H&W SPOCs)

Telford Scott Marshall-Bowater

Shrewsbury Graham Preece

Hereford Kate Collet (Lloyd)

North Worcester Mark White

South Worcester Dave Knight

Forensics Peter Hunter

Custody & Criminal Justice Adrian Bean

Vulnerability & Safeguarding Lee Holehouse

Intel Oli Ewels

CM Emma Whitworth

Investigations Sharon Wallace-Rathmell

OCC Karl Pierpoint/Al Denny

Legal Services Rebecca Hancocks

Business Services Penny Curtis

Business Operations Michala Ralphs

Transport Mark Randle

**Digital Services (finance/commercial/
change)** Karen Whiting/Jordan Miller

ARC Tracey Lynskey

PSD TBC

L&D Lloyd Cresswell

OH Sarah Grainger

H&S Clive Griffiths

HR/Resourcing Lindsay Wood

SP&I Lewis Lincoln-Gordon

OPCC Anthony Morriss

Youth Justice George Banham

Task Force Gavin Williams

Firearms School Tom Rance

OPU Stephanie Arrowsmith/

Darren Godsall/Col Robinson

Road Safety Lisa Bennett