

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



1 May 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 424/25

I refer to your request for information which was received by Cumbria Constabulary on 8 April 2025.
I note you seek access to the following information:

I would like to know how your PCDA students alert the force to wellbeing concerns.

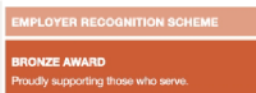
Do you have a standard form for them to complete? Please could you share a copy of a blank form or give me the information that the students are being asked to complete? If the form is not completed by the student but by a member of staff, please could you let me know the questions that the students are asked?

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

Please see the below a copy of the Constabulary's 'SOS Heads Up Form' which is available to be used by an individual Student Officer, or it can be used by any Police Officer/Police Staff member who has a concern regarding a Police Officer who is within their probation period.

Whilst the form is the only one available to complete in respect of forms, the Constabulary also has other mechanisms in place for raising concerns regarding Officer wellbeing. Concerns can also be raised via Line Managers/Managers, our Occupational Health Department and through our Human Resources Department.

Student Officer Support: Heads Up Form



Student Officer Support: Heads - Up

SOS: Heads-Up is a mechanism for giving the PDU an early heads up that you, or someone you know, needs support. It's designed to be used both anonymously or by leaving your name. The **information is confidential**, and following any submission, it will be assessed, and an appropriate response will be given, or course of action taken. Things which may be referred here, although this is not an exhaustive list, include:

- Struggling with managing a large number of crimes.
- Worrying about [REDACTED] cases or struggling to see a pathway through.
- Sleepless nights worrying about work or jobs which have caused distress.
- Attending a distressing incident which is causing you to re-think it.
- Struggling with being a part of a new team, fitting in or feeling valued.
- Dealing with development plans, action plans, or case conferences.
- Considering seeing a doctor, or health professional about a matter at work.
- Thinking about resignation or moving on from Policing.
- Worrying about someone on your shift or intake.
- Suffering abuse at home or being the victim of a crime.
- Financial worries, debt problems, struggling to pay bills.
- Questions about flexible working, adjusted hours, or supporting your family.
- Concerns about completing academic work or managing assignments.

The information provided will be used to support people in whatever way is appropriate. **this form does NOT notify anyone from occupational health, professional standards, UCLAN, or the Police Federation.**

Section 1

...

1. **Your Name?** (If don't want to provide this, it's ok)

...

Enter your answer

2. **Where is the support needed?** (Area, shift, location, student officer's name etc?) *

Enter your answer

3. **What's the problem?** (Include enough information to allow help to be provided to the right people or the problem be understood)

*

Enter your answer

4. **Has anything been done to address the problem already?** (this might be helpful to decide what the best response is) *

Enter your answer

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this response.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

