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Y Drindod Dewi Sant

UNIVERSITY OF WALES

Trinity Saint David

SWANSEA - ABERTAWE

**What impact does the role of a
Response Police Officer have on an
officer's mental health and its impact
on officer retention.**

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Degree: BSc Professional Policing Practice

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Declarations

This work has not previously been accepted in substance for any degree and is not being concurrently submitted in candidature for any degree.

Signed: *M. Hooper*

Date: 27/12/2024

STATEMENT 1

This dissertation is being submitted in partial fulfilment of the requirements for the degree of BSc.

Signed: *M. Hooper*

Date: 27/12/2024

STATEMENT 2

This dissertation is the result of my own independent work/investigation, except where otherwise stated.

Other sources are acknowledged by footnotes giving explicit references. A bibliography is appended.

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Abstract

This research is being conducted to gain more understanding about the mental health of those working within the role of a Response Officer within South Wales Police. This research project also aims look at the relationship between the mental health of those officers and the retention rate of response officers.

Existing literature shows that police officers are more likely to attend traumatic and/or critical incidents during their career than members of the public which is highly likely to have a negative impact on their mental health.

This research is conducted utilising a questionnaire which allows for the collection of both quantitative and qualitative data to achieve the research objectives.

The research has found that there is a stigma associated with mental health and those working within the police service. It has also found out the ways in which response officers cope with organisational and operational stressors.

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Chapter 1 – Introduction

1.1 Background

In 2022, Valmari, et al. stated that policing is a high-risk and high-strain profession. Within the United Kingdom, there is approximately 130,000 officers employed by the Home Office forces (Hargreaves, et al., 2018) and over half of these officers have taken a leave of absence in the last five years due to mental illness (Police Firearms Officer Association, 2017). Operational stressors combined with the high-risk nature of front-line policing means that police officers are at greater risk of developing a psychological illness (Habersaat, 2015). Within response policing, officers are often exposed to challenging, demanded and often traumatic incidents. In 2019, Harman found that there is a higher level of mental illness within emergency services, including the police, than in other professions in Australia. It is clear, that nine years on from the research conducted by Habersaat that front-line policing is still a high-risk role and can have a detrimental impact on those working in the role worldwide, not just in the UK.

Within policing, there is a 'stigma' around discussing mental health due to officers not wanting to appear 'weak' or a 'burden' to those they work and live with (Bell, S and Eski, Y., 2016; Garbarino et al., 2013). It has been identified by Bell, S et al. (2021) that despite national initiatives such as 'OSCAR KILO', there is a gap in current research in relation to police officers who are still working. Research conducted prior to undertaking this study highlights the negative impacts on physical and mental health of police officers and staff (Clements, et al., 2020; Demou et al, 2020; Home Office, 2019). There are numerous national initiatives such as 'Blue Light Champions' and 'Mind' who are contactable 24/7 through helplines that can be found on the internet.

This research project is specifically targeted at officers working in the rank of Constable, Sergeant, and Inspector within South Wales Police. South Wales Police is the largest police force in Wales and serves 1.3 million people within South Wales (South Wales Police, 2024). South Wales Police employs approximately 3,000 police officers and 1156 of those officers fit the criterion. It is not lost on the researcher that organisational and operational stressors are experienced by those working in other departments such as Major Crime or Public Protection.

At this time, South Wales Police (2021) have an internal force policy for 'Counselling' which outlines how the force supports officers who are struggling with their mental health. There is no specific policy for those who work in the role of a response officer.

1.2 Aims and Objectives

The aim of this research project is to gain an understanding of how the role of a response officer impacts an individual's mental health and if this has an impact on officer retention within South Wales Police.

To maintain a clear vision when completing this research project, the following objectives have been set:

- To investigate how officers cope with operational and organisational stressors.
- To determine how long officers have been in the role of a response officer.
- To determine the types of incidents response officers attend.
- To analyse the number of officers considering leaving response for another department.

These objectives will be revisited throughout the project to maintain continuity. These objectives have been modified as the project has evolved as can be seen in Appendix C.

1.3 Ethical Issues

This research is being conducted in line with University of Wales Trinity Saint David Research Ethics and Integrity Code of Practice and participation in this study was voluntary and anonymous. This allows for participant confidentiality and encouragement of honesty in how they are feeling. The data collected during this research will be held in accordance with the Data Protection Act 2018 and the General Data Protection Regulations.

1.4 Conclusion

At the end of this project, practical recommendations are made by the researcher in relation to further support needed for those working in the role of response officers. These recommendations are taken from the answers given from participants who feel that they need further support and how best they can get that support.

Chapter 2 - Literature Review

2.1 Introduction

Within this chapter, the researcher will be looking at existing academic literature which details research already conducted regarding the mental health of police officers and existing support structures already in place. The researcher will be critically analysing and evaluating the existing research to provide greater context. Within the literature review the researcher will be looking for research related to the following research objectives:

- To investigate how officers cope with operational and organisational stressors.
- To determine how long officers have been in the role of a response officer.
- To determine the types of incidents response officers attend.
- To analyse the number of officers considering leaving response for another department.

Although the focus of this literature review will be of existing academic literature, the researcher will also be noting gaps in existing research in which the researcher aims to fill with this research project. This will help guide the researcher when developing their study.

2.2 Mental Health and Police Officers

Demou et al. (2020) conducted face-to-face and telephone interviews with 30 Superintendents with the aim of the study being to understand the mental health issues and risk associated with this in officers and police staff in Police Scotland. These Superintendents were recruited through Police Scotland. They outline that this target group of officers are “exposed to many traumatic incidents; have experience of the demands and risk factors in the lower police ranks, experience high levels of demand; and are likely to line-manage more junior staff” (pp. 704). A limitation of this research is that although officers of this rank have experienced the demands and risk factors in the lower ranks, it may have been some time since they have done so and may not reflect the demands placed on those officers today. It also does not specify the gender of those interviewed. The research also states that the majority of Superintendents serving in Police Scotland are between 46 to 50 years of age which highlights again that their experiences may not reflect that of those serving in the lower ranks currently.

This research states that following analysis of the interviews, there is a complex series of issues around the mental health of officers and staff. The research also highlights that there is underreporting of mental health issues as well as experiences of anxiety, depression and PTSD (Demou et al., 2020). It also notes how the stigma associated with mental health is still high and prevents officers from disclosing or opening up about how they are feeling. Demou et al have shown that there is a requirement for any future intervention strategies need to acknowledge police culture and how they can assist officers. However the research does not provide any recommendations on how this may be achieved. The study found how that participants suffered high levels of occupational stress and lack of feeling valued. This research will look at how current intervention strategies assist officers with coping with their mental health. It will also look at the pressures on those working as response officers.

Hakik and Langlois (2020) conducted a qualitative analysis of government documents and news articles from across Canada to “determine whether a relationship could be identified with the existing police culture and how it stigmatizes any mention of mental health” (pp. 118). It is stated that negative features of police culture are additional barriers to officers seeking support for their

mental health. The researchers note how stigma can be both self and public which can again provide additional barriers to seeking and receiving assistance. Wester et al. (2010) state that 'stigma' distinguishes those with different personal or physical characteristics. A strength of this research is that the articles selected by looking at the relevance by the date published, and whether the article referenced the key words inputted into Google by the researcher.

Hakik and Langlois (2020) note that the use of qualitative content analysis is ideal for textual data and opens up the avenue of interpretation – allowing for greater understanding. Caution is taken with this research due to the possibility of ambiguity of participant responses. This research also does not look at one department within policing, but policing as a whole. This research will differ from that of Hakik and Langlois by mainly utilising quantitative data which is clearer to interpret. It highlights that there is a need for more department-specific research to understand how those officers working in that specific role, cope with the stigmatism of mental health and police culture. This research is specifically focusing on response officers.

2.3 Police Officers and Coping with Stressors

Jackman et al. (2020) note that although there is substantial evidence which has been collated over a number of years (Brown and Campbell., 1990; Collins and Gibbs, 2003; and Houdmont, 2013), more work is required to develop an understanding of how stressors are being experienced. Within their study, it is noted that the Police Stress Questionnaire (McCreary and Thompson, 2006) actually consists of two subsections– the Operational Police Stress Questionnaire and the Organisational Police Stress Questionnaire. These two subsections highlight that there are numerous stressors that police officers are exposed to. Within this research, the values used to classify the stressors were generated in Canadian officers. This causes a limitation in the research due to not being linked with officers within the UK and it cannot be known if the values generalised similarly. However, it is noted that a strength of the research is that it used police-specific measures rather than generic measures used for regular members of the public. Jackman et al. noted that there was a perception that “disclosure of mental health issues could have adverse career implications, with the potential repercussions cited as a barrier to disclosure” (pg. 383). The research makes recommendations for police forces to develop strategies to alter officer attitude towards mental health. This research will look to build on this development by

Research conducted by Soomro and Yanos (2018) examined the predictors of mental health stigma among police officers. Their research was conducted utilising an online survey. This is the same research method as the researcher in this project is going to utilise. The research states that the participant pool was 296 officers who were not recruited from the local police force due to “concern that the local department may not be comfortable with allowing their employees to participate in research” (pg. 77). The research pool ended up with officers nationally taking part in the survey. Although this is needed, there may be the requirement for a more focused study in that particular location to get a truer picture of what officers in a certain area are contending with. The research provides regions of ‘West’, ‘Midwest’, ‘Northeast’, and ‘South’ which can be open to interpretation by both participants and future researchers. This can be seen as a limitation of the research due to potential ambiguity. Within the research, Soomro and Yanos note findings that participants endorsed having significantly more stigma in relation to seeking help for their mental health.

Thornton and Herndon in 2015 conducted a study focusing on the functionality of emotion regulation of police officers, who have or have not experienced a critical incident whilst in work. This study consisted of 76 participants who are full-time police officers from two different agencies. It is stated that even though newer officers are less likely to have experienced a critical incident, they had a higher measure of emotion regulation difficulties, and concerns regarding emotional well-being (Thornton and Herndon, 2015). The research concludes that a key finding is that "11.8% of all participants were at risk for clinical concern for PTSD" (pg. 307) and is much higher than 6.8% of the general population. Only 1 in 13 participants indicated that they would voluntarily seek support which highlights concerns around how officers are coping with their mental health openly and in the background. This research has limitations as it focuses on 'career suburban police officers' which may miss a large demographic of officers.

2.4 Incidents Police Officers Attend

Within their research in 2018, Soomro and Yanos utilised the 'Critical Incident History Questionnaire for Police Officers' (CIHQ) and the 'Brief Trauma Questionnaire' (BTQ), to measure trauma exposure for the participants. Within their measures, they state that within the BTQ, all questions are 'yes' or 'no' answers, with those answering yes given the opportunity to answer further questions. This allows for the possible collection of qualitative data and allows officers to express how they are truly feeling. However the research does not tell the reader if the further questions were set answers or if they could be expanded on by the participant. The CIHQ is utilised by Soomro and Yanos to measure officers' collective exposure to traumatic experiences. This is done by assessing the frequency and severity of those incidents. Soomro and Yanos state that:

"the most commonly endorsed traumatic events on the BTQ included witnessing a situation in which someone was seriously injured, experiencing natural disasters, and experiencing natural disasters" (Pg. 179).

It is then discussed that within the CIHQ incidents specifically experienced during their role with "33% of the sample endorse[ing] being seriously injured intentionally at least once" (pg. 179) as well as 75% of participants seeing someone die in the line of duty (Soomro and Yanos, 2018). The CIHQ was developed by Weiss et al in 2001 and was utilised by Liberman et al. in a 2002 study into the routine occupational stress and psychological distress in police officers. This questionnaire was developed over 23 years ago and is still being utilised in recent research. It is a tried and tested research method which is still relevant for research currently being conducted.

Within policing, Gavin and Porter (2024) state that occupational stressors are classifiable as operational and organisational stressors. This research is very current as the questionnaire was conducted in 2023, with the article being published in 2024. This therefore provides a recent picture of how organisational and operational stressors are impacting the mental health of police officers. Within their research, Gavin and Porter state that they utilised both qualitative and quantitative questions to examine the mental health of police officers throughout Ireland, with the study being based on the ideology that mental health in police officers is a problematic issue. This allows for officers to openly express how they are feeling in their own words, as well as multiple choice questions with fixed answers which can be quantified. Gavin and Porter concluded their research by stating that the "operational stressors which impacted on the mental health of participants was exposure to trauma and public expectations" (pp. 8, 2024). They also concluded that organisationally, issues relating to management impacted the mental health of

officers. A strength of this research is that it builds on existing research into the mental health of police officers and how their mental health is impacted by organisational and operational stressors. This research will build upon the existing research into the mental health of police officers.

2.5 Police Officer Retention and links with Mental Health

In 2024, Hernandez-Orellana conducted research into the retention of police officers by assessing which factors impacted that officer's decision to end or consider ending their career. Hernandez-Orellana obtained the perspectives of current and former officers through interviews. Hernandez-Orellana (2024) utilised a qualitative approach when conducting these interviews as it allowed for flexibility to ask follow-up questions. A strength of this method is that it allows for clarification and elaboration on specific topics by the participant. This research was conducted with fourteen participants, which Hernandez-Orellana (2020) states that ten of which were current officers from one police department, and four former officers from varying police departments. A limitation of this participant pool is that the researcher does not state what specific role these individuals hold within the police department and if they work on 'patrol'.

The interview consisted of eleven open-ended questions in relation to occupational stressors, coping mechanisms, and developing opportunities which allowed the researcher to gain a deeper level of understanding of how officers are dealing with their mental health. An improvement of this research could entail adding a mixture of quantitative questions, allowing for the participant to provide answers with a lower chance of identifying individuals from those answers.

One of the main strengths of this research is how recent it is being published in 2024. This research highlights that there are still improvements that need to be made, even though previous research (Soomro and Yanos, 2018; Demou et al., 2020) has highlighted similar concerns. These improvements need to acknowledge the stigma associated with mental health and how this can be broken. For example, mandatory discussions with occupational health every six months.

In 2004, Cooper and Ingram conducted a study on behalf of the Home Office, looking at the retention of police officers. A key finding of this research was that the police service in England and Wales have increasing rates of resignation, with a high proportion of probationary officers resigning due to the pressure and nature of the role. This research was conducted with ten police forces – six of which with high or increasing levels of resignations. It utilised a detailed questionnaire with three-hundred leavers and transferees from the ten forces taking part. A strength of this questionnaire is that it includes prompted, unprompted, and open-ended questions, allowing for different types of data to be collected and analysed. This research will also look to include open-ended questions and to address why officers are resigning from the force.

In their findings, Cooper and Ingram (2004) note that nearly one-third of participants stated that bullying and/or discrimination were relevant to their decision to resign. It is also noted that 23% of those resigning stated that they had been personally subjected to bullying. These findings are concerning and is almost certain to have a negative impact on that individual officer's mental health although this is not covered within the research.

Although this research shows that there are increasing rates of resignation, it does not discuss the specific job role held by the participant at the time of their resignation / transfer. There is a gap

in the research in relation to retention rates and mental health which this research will attempt to fill.

2.6 Summary of Chapter

Throughout this literature review, the researcher has noted previous research linked with the mental health of police officers. A highly researched area is the topic of stigmatism and its links to policing culture. Stigma and mental health in policing is still prevalent today and more work is required to educate police officers and staff in order for a reduction to take place. This research will look to gain an understanding if these themes are prevalent within South Wales Police.

It is clear that police officers are more likely to attend traumatic and/or critical incidents during their career than members of the public which has a negative impact on their mental health. Officers face occupational and organisational stressors daily however although some are the same for all those employed in the police service, certain stressors such as attending traumatic incidents may be increased in those working in the role of the response officer.

The researcher has observed that there are insufficient levels of research conducted into how police officers working in the role of a response officer / patrol officer specifically cope with their mental health, which is a gap this research will aim to fill. A high number of articles read during this literature review highlight the need for coping mechanisms for police officers which ranges from family and friends to alcohol and even controlled substances in extreme cases. Further research is required to see how successful these coping mechanisms are for police officers.

To conclude, further research is required in relation to the retention of police officers and how this can be directly linked to the mental health of those officers. Although there is existing research in this area, more current research is required to see how current police officers are being impacted, and specifically, those working in response policing.

Chapter 3 – Research Methodology

3.1 Introduction

This chapter will be looking at the research methods that will be used by the researcher to best achieve the research objectives. These are:

- To investigate how officers cope with operational and organisational stressors.
- To determine how long officers have been in the role of a response officer.
- To determine the types of incidents response officers attend.
- To analyse the number of officers considering leaving response for another department.

Following the review of existing literature, there are gaps within the research when looking specifically at response officers and their mental health, as well as the retention of police officers and the direct link with mental health.

3.2 Research Strategy

This research is going to be conducted using a questionnaire. This allows for the collection of information with the intention of exploring the perceptions and experiences of the research participants (Thomas et al., 2010). Rhind et al. (2014, p. 111) state that questionnaires are used for exploratory or descriptive research. The researcher of this project is exploring how those officers working within the role of a response officer are coping with their mental health, and subsequently if mental health is having a direct impact on the retention rates of those in that role.

When looking at a research strategy, the researcher did consider the use of interviews rather than a questionnaire when conducting this project. Interviews allow for the researcher to ask probing questions and to get to know the participants personally (Jain, 2021). However, interviews are quite time consuming and may increase reluctance in individuals to participate due to lack of anonymity (Alsaawi, 2014). Therefore, the researcher will be utilising a questionnaire to conduct this research.

This research is targeted at those who work in the area of response policing and specifically those at the ranks of constable, sergeant, and inspector within South Wales Police. This target sample has been selected by the researcher as they are able to easily disseminate the survey to those meeting the criteria using internal email / intranet avenues. The target sample size has been obtained from the Human Resources Department who have provided the total number of officers meeting this criterion as 1156. This sample target will allow for future research to be conducted in other forces with a similar sample size for comparison.

3.3 Data Collection and Analysis

This research will mainly consist of quantitative data, compiled from closed questions with multiple-choice answers. A benefit of obtaining quantitative data is that it can “be used to establish generalizable fact about a topic” (Streefkerk, 2023). Quantitative data will be presented in the use of graphs which allows for efficient comparison between answers provided by participants. Statistical analysis will be utilised when analysing this data to present it in the proper manner. The analysis will be conducted using Microsoft Excel due to its easy operability, as well as the ability to create charts graphs, enhancing data visualisation and data validation (Redaction Team, 2024). There are also no additional costs when using this programme as it is free to use.

There will also be a small proportion of qualitative data obtained from the survey, through the use of open-ended questions, where the participant can expand upon their answers as much as they wish. A benefit of obtaining qualitative data is that it allows researchers to understand how people are effected by events, and how their attitudes and opinions are formed (Agius, 2018). Qualitative data will be presented and themes identified, linking directly to the research objectives. Extracts from the answers provided by participants will be included to show how these themes are being experienced.

The researcher has chosen to utilise both quantitative and qualitative data for the above reasons and by combining both data sets, the research will show a better understanding of the research objectives set out at the beginning of the project.

3.4 Limitations and Potential Problems

The researcher aims to reduce the limitation of data collection by providing the questionnaire to the intended sample group via the internal email system, as well as posting it on the internal intranet used by officers within South Wales Police. However, not all of those within the intended sample population may have access to these systems during the time the questionnaire is live. This could be for a range of reasons like being away from work on annual leave, sickness, and also focusing on their job role.

A limitation with this research is that officers may not feel comfortable disclosing personal experiences due to risk of losing anonymity through their answers. This is common in policing as noted by Demou et al in 2020 that the stigma associated with mental health is high and prevents officers from disclosing how they are feeling and what their experiences are. Participation within this research will be entirely voluntary and the participants are able to answer the open-ended questions in as much or as little detail as they wish. This research project will be conducted in line with University Trinity Saint David Research Ethics and Integrity Code of Practice (2022) and the data collected through this research project will comply with the General Data Protection Regulations and be stored on a computer with two-factor authentication. The ethics within this research promote "knowledge, truth and avoidance of error" (Resnik, D., pp. 1, 2011).

3.5 Summary of Chapter

Within this chapter, the researcher sets out the research strategy, the collection and analysis of data, and the limitations and problems that may occur during this project. This research shall be conducted utilising a questionnaire with open and closed questions, allowing for the collection of quantitative and qualitative data.

The quantitative data will be collected from the responses received and inputted into Microsoft Excel for the production of graphs so the data can be easily understood and themes identified. The qualitative data will be collated, and extracts taken which highlight themes between response.

It is clear that there are a small number of limitations to this research which the researcher will look to manage effectively to allow for a suitable sample of answers and for participants to feel reassured when answering the given questions. The next chapter presents the most pertinent questions and answers from the questionnaire, including qualitative and quantitative data.

Chapter 4 – Analysis of Results

4.1 Introduction

This chapter will aim to analyse the results of the questionnaire which concluded on the 20th November 2024. The questionnaire aimed to answer the following research objectives:

- To investigate how officers cope with operational and organisational stressors.
- To determine how long officers have been in the role of a response officer.
- To determine the types of incidents response officers attend.
- To analyse the number of officers considering leaving response for another department

The researcher has selected 8 questions to present in graphs in this chapter however more are discussed. All questions are presented in appendix A.

4.2 Participation and Length of Service

Within the research methodology, it was outlined that within South Wales Police, the number of individuals who met the criterion for this project is 1156. The survey received 95 responses which is a response rate of 8.2%. This will be discussed in more detail in the findings chapter. The below charts highlight the rank of participants and the location within the force in which they work:

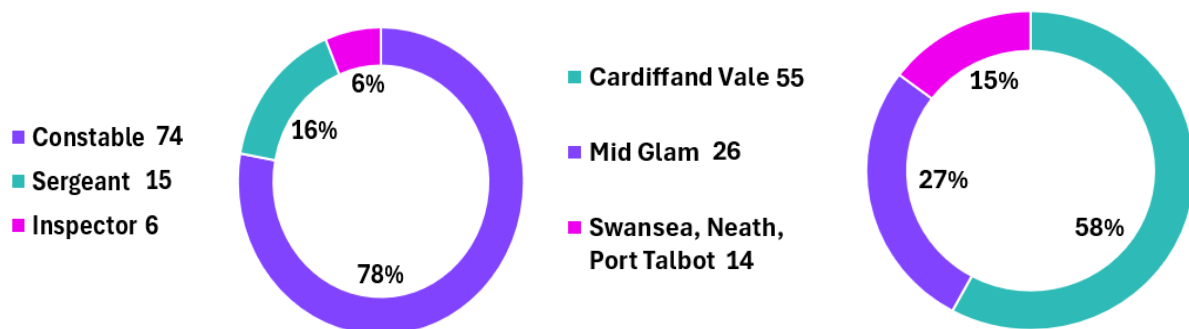


Figure 1. Question 1 - Rank of Respondents.

Figure 2. Question 2. - Location within SWP of Respondents.

Figure 1 shows how 78% (74) of respondents are of the rank of Constable with only 6% (6) of participants are of the rank of Inspector and 16% (15) of participants are Sergeants. This was expected due to a larger number of those working in the role of a response officer are at the rank of Constable in comparison to those working at the rank of Inspector and Sergeant. Figure 2 goes on to show that 58% (55) of participants work within Cardiff and the Vale Basic Command Unit whereas only 15% (14) of participants work within Swansea, Neath and Port Talbot Basic Command Unit; 27% (26) of respondents stated that they work within Mid Glamorgan Basic Command Unit.

Participants were asked about their length of service as a response officer and 32% (30) of participants stated that they had a service level of 1-3 years, in comparison to 7% (7) of participants stated they had a level of service of under 1 year. The full results to this question can be seen below.

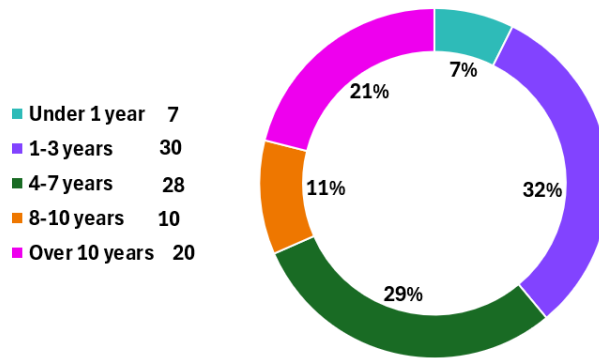


Figure 3. Question 7 - Length of Service as a Response Officer.

4.3 Officers Coping with Operational and Organisational Stressors

Within question 12 of the 95 responses, 59 know the difference between organisational and operational stressors and 70 feel that their stress levels are noticeably increased when in their working environment. 29% of respondents stated that their workload is the most stressful aspect of their role as a response officer is their workload.

In question 27, respondents were asked if they speak with others about how they are feeling. 76% (58) stated that they did and 24% (18) stated that they did not. Respondents were then asked to state who they spoke to which is shown in the below figure. 46 participants stated that they speak with their partner and 48 participants stated that they speak with their colleagues about how they are feeling. Only 26 participants stated that they speak with their supervisor.

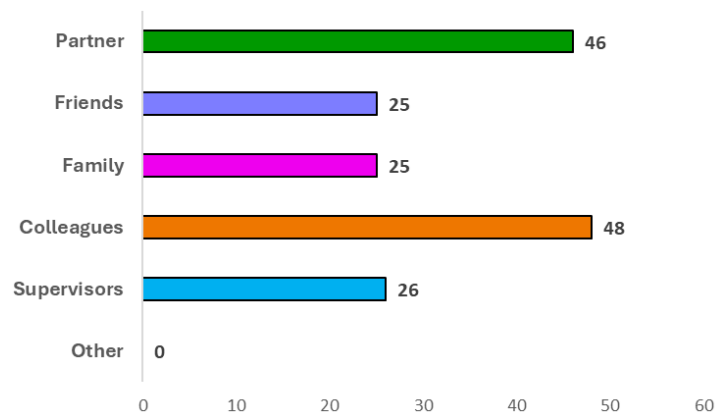


Figure 4. Question 28 – Who do you speak to?

In order to discover how participants cope with stressors, they were asked how they unwind after their working day. 39 participants stated that they go to the gym and 37 stated that they speak with their family. No participants stated that they consume drugs. The full chart of responses can be seen in the table below.

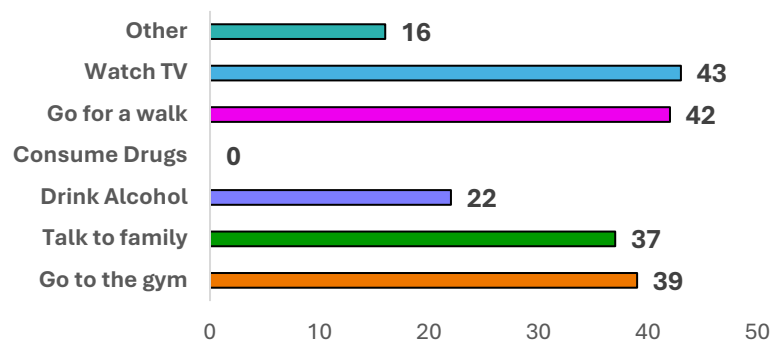


Figure 5. Question 33 – How do you unwind after your working day?

4.4 Incidents Response Officers Attend

When asked what kind of incidents they attend the most, participants stated that they attend Domestic related incidents with 92% ranking this at the top, with dwelling and commercial burglaries ranked last.

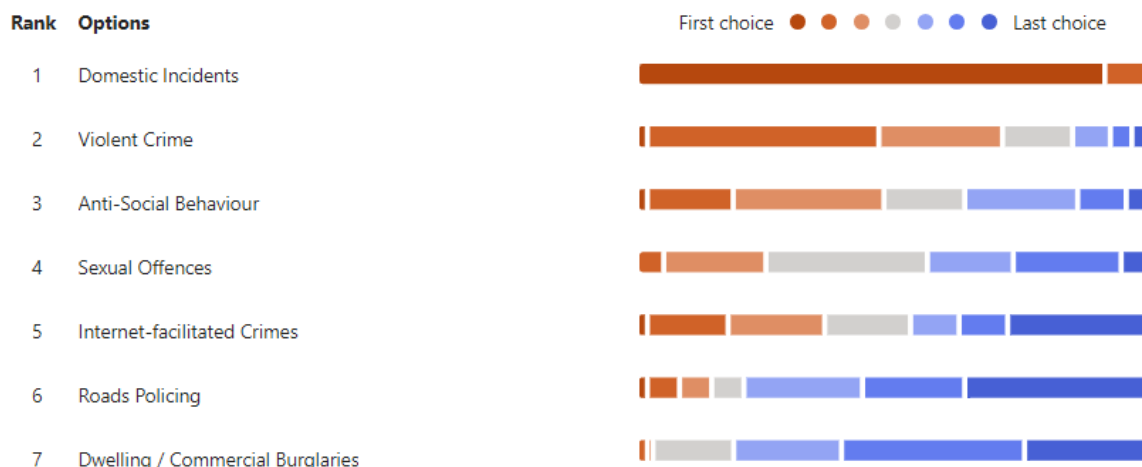


Figure 5. Question 15 – What type of incident do you feel you attend the most?

Participants were then asked to name any other type of incident they attend which was not included in the list shown in figure 5. Participants stated that they attended ‘mental health calls’, as well as ‘sudden deaths’ and ‘missing person’ incidents. Of the 73 responses received to question 16, 53% (39) respondents stated that they attend mental health calls. This will be further explored in the next chapter. A full table of responses can be found in the appendix.

Participants were asked if they had ever been exposed to a traumatic incident whilst on duty - 80% (76) of respondents stated that they had been and 20% (19) stated that they had not. Respondents were then asked to describe this incident. The following are a small sample of the responses received and all responses can be found in the appendix.

‘Decomposing bodies, suicides, attempted suicides, drugs deaths, one child starved to death by a parent and the sibling only just surviving, serious assaults, serious RTCs, rapes, serious DV incidents, an incident where a male with dementia nearly killed their partner because they didn't recognise them...’ – Participant 7.

‘Most traumatic is a murder scene where the victim had been battered and was still gasping for breath. Walking up to the flat there were bloods smears all the way up and the house was in complete disarray with smashed glass everywhere.’ – Participant 22.

A number of respondents also answered this question stating that they did not wish to describe the incident they had been involved in.

4.5 Officer Retention

Participants were asked if they had ever considered transferring department away from response. 80% (61) participants stated yes whereas 20% (15) stated no. When asked if this was due to their mental health, 41% (31) of participants stated yes and 54% (41) of participants stated no – 4 participants chose not to say.

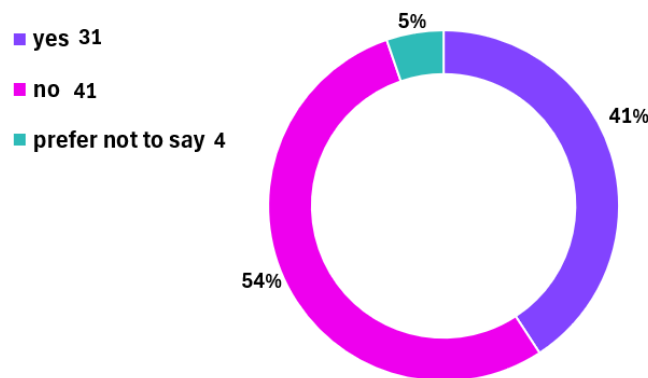


Figure 6. Question 35 – Was this due to your mental health?

Officers were also asked whether they considered resigning from the force altogether due to negative impacts on their mental health. 46% (35) of participants stated yes and 51% (39) stated no. Officers were asked how likely they are to remain in the role of a response officer in the next 5 years.

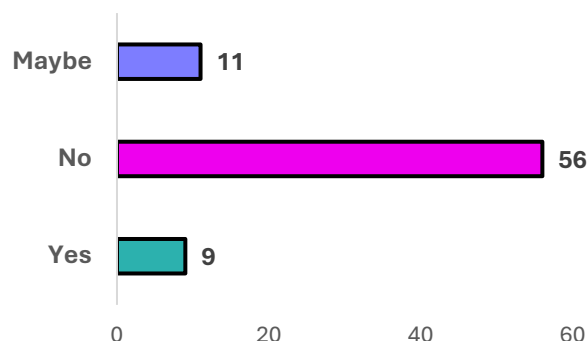


Figure 7. Question 36 – How likely are you to remain in the role of a response officer for the next 5 years?

Officers were asked what could be done to better support response officers with their mental health. Three responses are shown below however all responses can be found in the appendix.

‘There are hundreds of back-office staff being paid an officer’s top scale for jobs that could be easily outsourced to civilian staff. More officers = less stress’ – Participant 2

‘Mandatory check ins with MH professionals - maybe once every 6 months - firearms have psychometric assessments, CAIU officers have mandatory MH check ins because of the traumatic images they may see’ – Participant 13

‘More support from SLT, even showing their face to response officers to hear their viewpoints’ – Participant 27

‘A discrete support service that can be reached without peers and at times supervisor being made aware’ – Participant 34

4.6 Summary of Chapter

To conclude, this chapter has highlighted the responses to key questions in the questionnaire put to participants. The questions shown in this chapter are those which best try to answer the research objectives set out at the beginning of this chapter and throughout the research project. The full findings of this study will be discussed in the next chapter, to see how this study reaches the research objectives and builds on existing literature.

Chapter 5 – Findings and Conclusion

5.1 Introduction

Within this chapter, each research objective will be examined to see if the findings presented in the previous chapter have met these objectives. This chapter will also discuss the results of this survey in correlation with existing literature and literature discussed in Chapter 2. The research objectives for this study are as follows:

- To investigate how officers cope with operational and organisational stressors.
- To determine how long officers have been in the role of a response officer.
- To determine the types of incidents response officers attend.
- To analyse the number of officers considering leaving response for another department.

At the end of this chapter, practical recommendations will be made from this discussion on how to improve the service given to officers.

5.2 To investigate how officers cope with operational and organisational stressors

In section 4.2 of the previous chapter, it was stated that the number of individuals who met the criterion for this study was 1156. However, only 95 responses were received with a response rate of 8.2%. This links with the research of Demou et al. (2020) where it was stated that the stigma of mental health within policing is high, and officers are unlikely to discuss their experiences. However, it is not known whether this is for sure a factor as non-respondents were not asked why they did not wish to participate in this study.

Whilst conducting the literature review, the author was not able to locate previous research where participants discuss how they 'unwind' after their working day. This research conducted builds a picture of how officers often use physical exercise with 39 participants stating they go to the gym and 42 participants go for a walk after their working day. This highlights that physical activity outside of work allows officers to relieve stress and improve their mental wellbeing.

Research conducted by Thornton and Herndon (2015) found that only 1 in 13 officers would voluntarily seek support for their mental health. In comparison, this research found that 76% (58) of participants would speak with others about how they are feeling. This highlights that since 2015, more officers are likely to speak with others however it is clear that some are not willing to speak openly about their mental health.

This research highlights the increased stress levels that response officers feel when in their working environment - 74% (70) of participants stated that their stress levels were increased whilst in work and 26% (25) stated that they were not. This helps show that response officers work in a stressful role where officers may require a higher level of support for their mental health.

5.3 To determine how long officers have been in the role of a response officer

This research found that 32% (30) had between 1-3 years' service and 30 participants had over 8 years' service. An unexpected finding was that 21% (20) participants stated that they had over 10 years of service as a response officer. The majority of participants (74) who took part in this research are of the rank of Constable with only 6 Inspectors participating. This was an expected finding due to the number of postings given to Constables compared to Inspector.

These findings add to the literature as it highlights the short length of service currently held by those working in the role of a response officer.

5.4 To determine the types of incidents response officers attend

The findings within this research have shown how officers attend incidents ranging from domestic violence to mental health calls to violent assaults. This builds on research conducted by Soomro and Yanos (2018) where it was stated that the most commonly endorsed traumatic events involve someone being seriously injured. This research further shows this as participants described certain incidents such as ‘an incident where a male with dementia nearly killed their partner because they didn’t recognise them’ (Participant 7). Soomro and Yanos (2018) found that 33% of respondents stated that they had endured being seriously injured intentionally and this is also echoed within responses received during this research where certain participants described being seriously assaulted.

The research conducted highlights that response officers attend a large variety of incidents, where any incident they attend can end in a traumatic experience due to their unpredictability. This research found that 80% (76) of participants have experienced a traumatic incident whilst on duty which indicates how demanding the role of a response officer is.

5.5 To analyse the number of officers considering leaving response for another department

Research conducted by Cooper and Ingram (2004) found that there is a high resignation rate from the role altogether of officers still within their probationary period due to the pressure and nature of the role. My research project found that 56 (74%) participants were not likely to remain in the role of a response officer within the next 5 years in comparison to 9 (12%) who stated yes. This builds on the research conducted by Cooper and Ingram as well as the research discovering that 46% (35) of participants stating that they considered resigning from the force altogether due to the negative impacts the role is having on their mental health. However, this research also found that 51% (39) of officers had not considered leaving the role due to their mental health.

My research adds discussion to the retention of police officers in the role of a response officer as 80% stated that they have considered transferring department away from response with 41% stating this was due to their mental health.

5.6 Conclusion

To conclude, a limitation to this study was the low response rate given the target sample however it was higher than the researcher expected and has provided honest answers from those who have participated. This research has found that the role of a response officer is a stressful one and that more officers are seeking help for their mental health. It also shows however there is still a stigma associated with mental health and the need to seek support for that. This is shown in the results where only 8.2% (95) of those eligible to participate did. It also shows that there is a link with officer retention on response and officer mental health.

5.7 Recommendations

A recommendation from this study would be for senior management teams to be more visible to those who work in the role of a response officer and to not just be seen as disciplinary figures. By being more relatable, officers are more likely to be openly discuss issues with them.

Another recommendation would be for mandatory check in with occupational health every 6 months as seen in other departments such as firearms due to the regular occurrence of traumatic incidents witnessed by officers. This is seen in the Metropolitan Police with officers who work in high risk roles where any changes in their psychological well-being are identified and treatment and early intervention provided to aid that officer (Metropolitan Police, 2022).

A third recommendation would be for an evaluation of office-based roles to see if the role is best suited to warranted officers, or whether these roles can be done by civilian staff. This would allow for more officers to return to response policing and relieve stress in terms of sharing officer workload which has been highlighted as a recurring stressor in my research project.

This research highlights that further research is required in to the mental health of those working in the role of a response officer nationwide and that more needs to be done to support those working in the role. This is imperative in supporting officers who work in a highly stressful role, feel that they are supported by their management, as well as colleagues.

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Appendix

A. List of all questions

1. What is your current rank? *

- ☐ Constable
- ☐ Sergeant
- ☐ Inspector

2. How long have you worked in this rank? *

Enter your answer

3. Where in South Wales are you currently based? *

- ☐ Cardiff and the Vale
- ☐ Mid Glam
- ☐ Swansea, Neath, Port Talbot

4. How old were you when you joined South Wales Police *

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-50
- ☐ 51+

5. How old are you now? *

- ☐ Under 18
- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-50
- ☐ 51+

6. Are you still within your probation period? *

☐ Yes

☐ No

7. How long have you worked in your role as a response officer? *

☐ under 1 year

☐ 1-3 years

☐ 4-7 years

☐ 8-10 years

☐ over 10 years

8. Is the role of a response officer what you expected it to be? *

☐ No

☐ Yes

9. You selected 'YES' to the previous question - why is that? *

10. You selected 'NO' to the previous question - why is that? *

11. Please state how you agree with the following statement. *

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

I am satisfied in
my current
role.

☐☐☐☐☐

12. Do you know the difference between organisational and operational stressors? *

☐ Yes

☐ No

13. Are your stress levels noticeably increased when in the work environment? *

☐ Yes

☐ No

14. What do you find is the most stressful aspect of your role as a response police officer? *

15. Which type of incident do you feel that you attend the most? *

Domestic Incidents
Roads Policing
Sexual Offences
Violent Crime
Anti-Social Behaviour
Dwelling / Commercial Burglaries
Internet-facilitated Crimes

16. Name any other type of incident not mentioned in the previous question

17. Have you ever been exposed to a traumatic incident whilst on duty? *

☐ Yes

☐ No

18. Please describe this incident *

19. Did you speak with your supervisor about this incident? *

☐ Yes

☐ No

20. You answered 'No' to the previous question - why did you not speak with your supervisor? *

21. Was any support offered by them after this incident? *

☐ Yes

☐ No

22. What support was offered to you? *

23. Did you accept this support? *

☐ Yes

☐ No

24. You answered 'NO' to the previous question - why did you not accept this support? *

25. How did this support help you? *

26. Please rate your current stress level *

1	2	3	4	5	6	7	8	9
---	---	---	---	---	---	---	---	---

27. Do you speak with others about how you are feeling? *

☐ Yes

☐ No

28. Who do you speak to? *

☐ Partner

☐ Friends

☐ Family

☐ Colleagues

☐ Supervisors

☐ Other

29. Please state how you agree with the below statements *

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I am comfortable discussing my mental health with my colleagues	☐	☐	☐	☐	☐
I am comfortable discussing my mental health with my Supervisor	☐	☐	☐	☐	☐
My Supervisor provides support when I say I am struggling with my mental health	☐	☐	☐	☐	☐

30. How does your Supervisor support you? *

31. Do you feel pressure from your working environment to act like everything is okay all of the time? *

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

32. Please state how you agree with the below statements *

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Pressure from Senior Management has a negative impact on my Mental Health	☐	☐	☐	☐	☐
The force cares about my mental health	☐	☐	☐	☐	☐
I have been provided information on how to get support about my mental health within SWP	☐	☐	☐	☐	☐
I am comfortable speaking to Occupational Health about my mental health	☐	☐	☐	☐	☐

33. How do you unwind after your working day? *

- ☐ Go to the Gym
- ☐ Talk to family
- ☐ Drink alcohol
- ☐ Consume Drugs
- ☐ Go for a walk
- ☐ Watch TV
- ☐ Other

34. Have you ever considered transferring department away from response? *

- ☐ Yes
- ☐ No

35. Was this due to your mental health? *

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

36. How likely are you to remain in the role of a response officer for the next 5 years? *

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Not at all likely

Extremely likely

37. Why is this? *

38. Have you ever considered resigning from the force due to negative impacts on your mental health? *

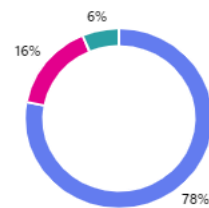
- ☐ Yes
- ☐ No
- ☐ Prefer not to say

39. What do you think could be done to better support those working in the role of a response officer with their mental health? *

B. Completed Questionnaire

1. What is your current rank?

Constable	74
Sergeant	15
Inspector	6



2. How long have you worked in this rank?

[More details](#)

95
Responses

Latest Responses

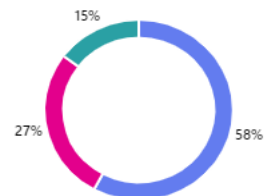
"2 years"
"8 years"
"25 years"
...

74 respondents (78%) answered years for this question.

half days **years** months yrs

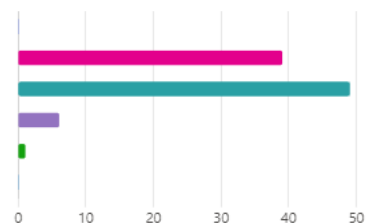
3. Where in South Wales are you currently based?

Cardiff and the Vale	55
Mid Glam	26
Swansea, Neath, Port Talbot	14



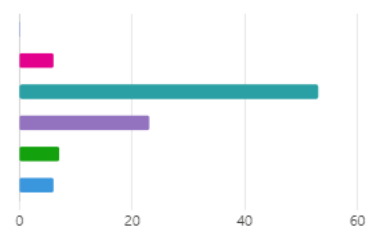
4. How old were you when you joined South Wales Police

Under 18	0
18-24	39
25-34	49
35-44	6
45-50	1
51+	0



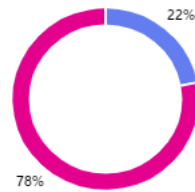
5. How old are you now?

Under 18	0
18-24	6
25-34	53
35-44	23
45-50	7
51+	6



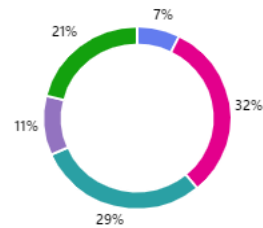
6. Are you still within your probation period?

● Yes 21
● No 74



7. How long have you worked in your role as a response officer?

● under 1 year 7
● 1-3 years 30
● 4-7 years 28
● 8-10 years 10
● over 10 years 20



8. Is the role of a response officer what you expected it to be?

● Yes 44
● No 51



9. You selected 'YES' to the previous question - why is that?

[More details](#)

44
Responses

Latest Responses

"The core role is to attend and deal with a variety of incidents that can vary from fa... "
"same but now more demands"
...

13 respondents (30%) answered role for this question.

time on response response as an Inspector day role understand of the role
years on response WORKED role paperwork response officer varied role
previously worked special calls job incidents expectations as to the role
response role police officer response as both a PC prior to joining

10. You selected 'NO' to the previous question - why is that?

[More details](#)

51
Responses

Latest Responses

"It was good to start with but now its rubbish, full of ranks who don't know their ars... "
...

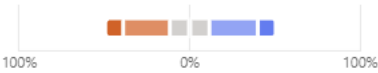
14 respondents (27%) answered mental health for this question.

role of response crime calls workloads certain calls lot more mental lot of paperwork
calls that are not police CRISIS calls % paperwork mental health calls ambulance calls
medical calls Response officers departments crime hospital watches demand on response
emergency calls

11. Please state how you agree with the following statement.

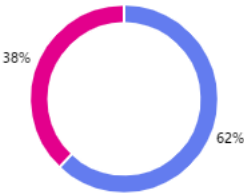
Strongly Disagree Disagree Neutral Agree Strongly Agree

I am satisfied in my current role.



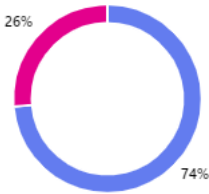
12. Do you know the difference between organisational and operational stressors?

Yes 59
No 36



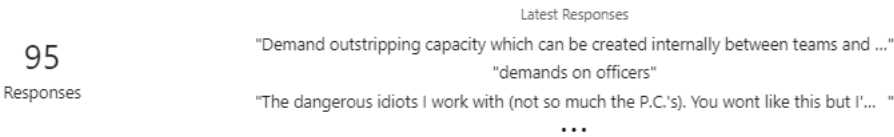
13. Are your stress levels noticeably increased when in the work environment?

Yes 70
No 25



14. What do you find is the most stressful aspect of your role as a response police officer?

[More details](#)



28 respondents (29%) answered Workload for this question.



15. Which type of incident do you feel that you attend the most?



16. Name any other type of incident not mentioned in the previous question

[More details](#)

73
Responses

Latest Responses

"Vulnerability incidents involving mental health, including a large amount of missin..."

"concern calls"

"Sudden deaths."

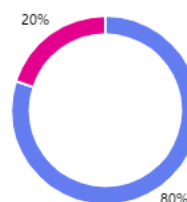
...

39 respondents (53%) answered Mental health for this question.

health/medical mental health concerns for welfare death/suicide Medical calls
crime Sudden death health calls calls would be number
calls and Theft list infant death concern calls Missing persons crime concern
health / concern HEALTH INCIDENTS s136 incidents person investigations

17. Have you ever been exposed to a traumatic incident whilst on duty?

● Yes 76
● No 19



18. Please describe this incident

[More details](#)

76
Responses

Latest Responses

"Having been an operational frontline officer for over 20 years I have dealt with ma..."

"Bodies of every age and state of decomposition, Ive been assaulted, rammed, atta..."

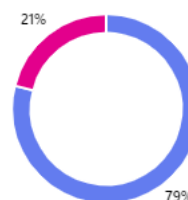
...

12 respondents (16%) answered assaults for this question.

death of children traumatic incidents injuries officers at scene domestic incidents young people
assaults on colleagues bodies male assaults sudden deaths death of a person
child deaths Assaulted on Duty murder suicides scene baby death death and murder

19. Did you speak with your supervisor about this incident?

● Yes 60
● No 16



20. You answered 'No' to the previous question - why did you not speak with your supervisor?

[More details](#)

16
Responses

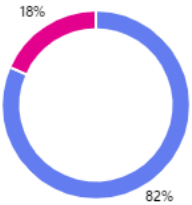
Latest Responses

"When I started you didnt moan about such things, I suppose its a gen X thing."
...



21. Was any support offered by them after this incident?

● Yes 62
● No 14



22. What support was offered to you?

[More details](#)

62
Responses

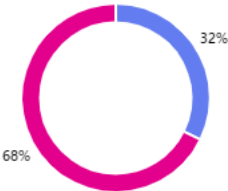
Latest Responses

"TRiM and other counselling."
"Sometimes, I was told once to go home and other times asked if I wanted TRiM"
...



23. Did you accept this support?

● Yes 20
● No 42



24. You answered 'NO' to the previous question - why did you not accept this support?

[More details](#)

42
Responses

Latest Responses
"Is there a point? its all tick in the box, the actual support is rubbish."
...

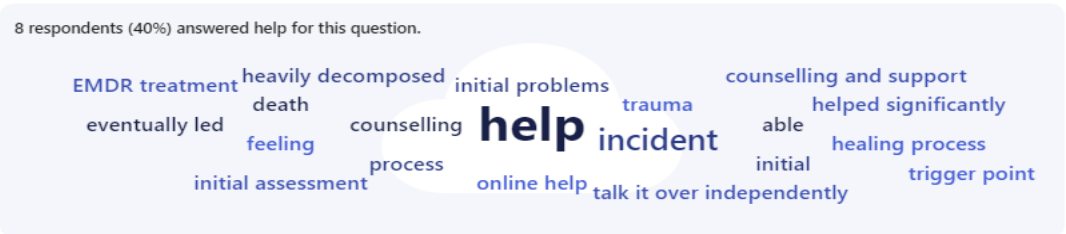


25. How did this support help you?

[More details](#)

20
Responses

Latest Responses
"helped me to establish coping mechanisms along with being able to talk through t..."
...



26. Please rate your current stress level



27. Do you speak with others about how you are feeling?



28. Who do you speak to?



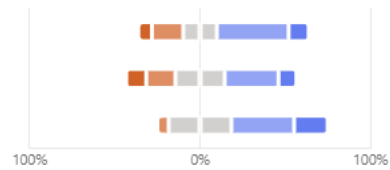
29. Please state how you agree with the below statements

Strongly Disagree Disagree Neutral Agree Strongly Agree

I am comfortable discussing my mental health with my colleagues

I am comfortable discussing my mental health with my Supervisor

My Supervisor provides support when I say I am struggling with my mental health



30. How does your Supervisor support you?

[More details](#)

76
Responses

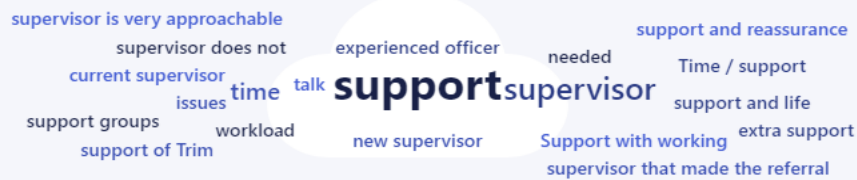
Latest Responses

"offers time to discuss any concerns, whilst establishing ways to increase capacity t..."

"With criticism."

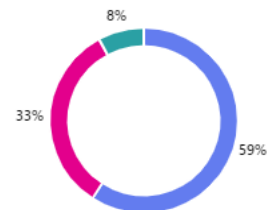
...

19 respondents (25%) answered support for this question.



31. Do you feel pressure from your working environment to act like everything is okay all of the time?

Yes	45
No	25
Prefer not to say	6



32. Please state how you agree with the below statements

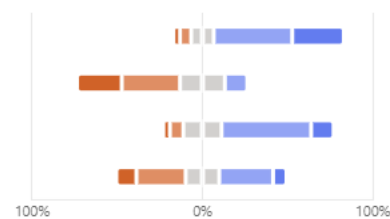
Strongly Disagree Disagree Neutral Agree Strongly Agree

Pressure from Senior Management has a negative impact on my Mental Health

The force cares about my mental health

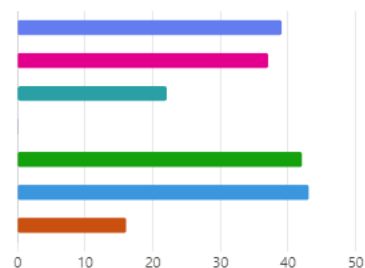
I have been provided information on how to get support about my mental health within SWP

I am comfortable speaking to Occupational Health about my mental health



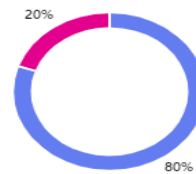
33. How do you unwind after your working day?

Go to the Gym	39
Talk to family	37
Drink alcohol	22
Consume Drugs	0
Go for a walk	42
Watch TV	43
Other	16



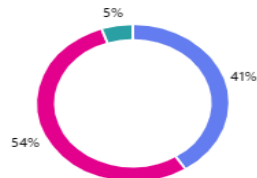
34. Have you ever considered transferring department away from response?

Yes	61
No	15



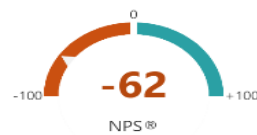
35. Was this due to your mental health?

Yes	31
No	41
Prefer not to say	4



36. How likely are you to remain in the role of a response officer for the next 5 years?

Promoters	9
Passives	11
Detractors	56



37. Why is this?

[More details](#)

76
Responses

Latest Responses

"I enjoy the core role of frontline operational policing however this role is becomin... "

"I love response but its not mission fit, poor weak leaders, dangerous young cops f... "

...

31 respondents (41%) answered response for this question.



38. Have you ever considered resigning from the force due to negative impacts on your mental health?

Yes	35
No	39
Prefer not to say	2



39. What do you think could be done to better support those working in the role of a response officer with their mental health?

[More details](#)

76
Responses

Latest Responses

"Frontline policing is the foundation of policing, as such it should be regarded as o... "

"Treat them like human beings."

...

23 respondents (30%) answered support for this question.



C. Research Proposal Form



UNDERGRADUATE DISSERTATION RESEARCH PROPOSAL FORM

Please complete the following research proposal and submit it to Turnitin.

Which project option are you taking? Please tick:

8,000 word project: ☒ x

OR

4,000 word project and presentation:

Please remove the red writing for your final submission.

NAME: Megan Hooper	STUDENT ID No.: 2131732
DRAFT RESEARCH TITLE QUESTION: What impact does the role of a response police officer have on an officer's mental health and its impact on officer retention.	
INTRODUCTION:	
Policing is a high-risk and high-strain profession (Valmari, E.G. et al, 2022). Hargreaves, et al., (2018) states that within the United Kingdom there is approximately 130,000 officers employed and that according to the Police Firearms Officer Association (2017) states that half of these officers have taken sickness leave in the last 5 years due to mental health illnesses. Within response policing, officers often face challenging and demanding incidents which can be quite traumatic. Research conducted in 2015 by Habersaat discusses that operational stressors combined with the high-risk nature of front-line policing means that officers are at a greater risk of developing a psychological illness. It is clear that even 10 years on from the research conducted by Habersaat that officers are still susceptible to the same stressors today. Therefore this research will look to add to research that has previously been produced, with specific focus within the South Wales Police area. Rudofossi (2009) states that during their career, police officers may be exposed to over 900 potentially traumatic incidents. As a response officer at the beginning of their career, it is crucial for the researcher to understand the impacts that this role may have on their mental health and the importance of managing stressors effectively. Discussing mental health within the police service can sometimes be seen as 'taboo' due to officers not wanting to appear 'weak' or 'a burden' within their teams (Bell, S and Eski, Y., 2016; Garbarino et al., 2013). The researcher believes that this needs to change to increase the retention of response officers within the police force. It is not lost on the researcher that these stressors are experienced by those in other areas of business such as Major Crime or the Public Protection Unit however this research is going to be specific to Response Policing.	

SUMMARY OF RESEARCH OBJECTIVES:

The aim of this research project is to ascertain how the role of a response police officer impacts an officer's mental health and how these impact upon officer retention within the force.

The objectives are as follows:

- To investigate how officers cope with operational and organisational stressors.
- To compare the age of officers when they joined the force and how long they have been in the role of a response officer.
- To determine the issues faced by response officers.
- To analyse the number of officers considering leaving response for another department or considering leaving the role of a police officer entirely.

LITERATURE REVIEW:

Bell, S., et al (2021) have identified that despite national initiatives such as 'OSCAR KILO', there is a gap within research into police officer's mental health who are still working. A survey conducted by Cambridge University's Sociology Department in 2018 states that one in five police officers and staff in the UK, display symptoms associated with PTSD. The survey however does not specify the role that the participant was undertaking at the time of the survey however it does state that repeated trauma exposure can increase the risk of long-term illnesses. This can be critical for response officers specifically due to the nature of their role and the exposure to a range of incidents.

The Police Journal: Theory, Practice and Principles is a peer-reviewed journal which publishes research studies, articles and articles on good practice which highlights the diversity in the challenges faced in modern day policing. One of the articles published within the Journal was written by Phythian et al in 2022 is titled 'Developments in UK Police Wellbeing: A review of blue light wellbeing frameworks'. This highlights that there is more recent research into the support for the mental health of police officers.

The majority of research observed by the researcher in this project surrounds the negative impact on the physical and mental health of police officers and staff (Clements, et al., 2020; Demou et al, 2020; Home Office, 2019).

Researcher has spoken with a member of staff who works within South Wales Police's Occupational Health Department and has been advised that no research has been conducted on this specific area. There is a force policy named 'Counselling' in which the researcher has access to through their role within the force which outlines how the force supports officers who are struggling with their mental health (South Wales Police, 2021).

Research conducted by Hilal and Litsey (2019) discusses reducing police turnover and makes recommendations to prevent the high levels of turnover that is occurring. This highlights that there is some research being conducted in to how the retention of officers is being affected due to officers leaving prematurely on either a voluntary or involuntary basis.

From looking at existing literature, it is clear that there have been surveys conducted nation-wide in relation to the mental health of both police officers and staff working within the United Kingdom. There are also numerous initiatives such as 'OSCAR KILO' and the 'Blue Light Programme' designed as a result of research to better support and rehabilitate officers. However, there does not appear to be much research conducted in relation to response officers specifically and how this then impacts on the retention of those officers in post.

SUMMARY OF RESEARCH – SURVEY METHOD:

During this research project, the researcher will be looking to conduct an online survey as I believe this to be the most effective method in reaching a broad perspective from officers across the South Wales Police Area. As the survey is online, this will allow officers to complete the survey when they are able to, 24 hours a day. This accessibility is essential for response officers due to the working shift pattern that they undertake within South Wales Police.

As the survey will be anonymous, this also allows officers to provide honest answers without the fear of repercussions. Using a survey allows the study of officer's mental health by directly asking them questions during a stringent timeframe without having to observe individual officer behaviour which would be demanding on my own (Holland, J. et al., 2017).

The survey will allow for the collation of both qualitative and quantitative data which allows for officers to provide numerical and descriptive data which can be analysed to show a clearer image of how officers mental health is being impacted by their job role on response.

SUMMARY OF SAMPLING FRAMEWORK:

The target sample for this research will be officers who currently work in the role as a response policing officer and will be targeted specifically at Police Constables, Sergeants, and Inspectors. These individuals are the intended participants due to being actively being involved in the response policing environment and experiencing the current pressures associated with this role.

This sample is best for this research as it is targeted specifically for this group of individuals and to try and benefit them in the long term.

ETHICAL ISSUES:

When conducting research, it is critical to consider the ethical impact and potential ethical consequences of taking part in the research on the participants. Resnik, D. (2011) states that ethics within research promote the "knowledge, truth, and avoidance of error" (pg. 1) and also protects against the falsifying and fabricating of data. This research will be conducted in line with the University of Wales Trinity Saint David Research Ethics and Integrity Code of Practice (2022) which expresses the University's "commitment to ethical standards by setting out the general ethical principles which the University requires its researchers to follow" as well as outlining what is meant by 'research misconduct'.

It is important that all data collected is done so from those that have given their consent, in addition to this, it is important that those involved in the research are aware of how the information they have provided is going to be used after it is collated. During this research, the researcher will be collecting data anonymously to ensure that research participants feel comfortable in providing the most honest and accurate representation of the truth without fear of repercussions. No personal information will be taken from participants to further ensure

confidentiality. This will be completed in line with the Data Protection Act 2018 and General Data Protection Regulation.

TIME SCALE:

This entire research project is due to be completed by the 30th December 2024. Chase et al (2013) emphasis the importance of time management in allowing researchers to maintain focus on the work they are conducting to improve productivity.

The researcher will look to abide by the following deadlines for each stage of the research project:

Full Literature Review – 29th July 2024

Methodology and Planning – 9th September 2024

Analysis of Results – 28th October 2024

Findings and Conclusions – 2nd December 2024

These deadlines have been provided by the university however the researcher will be looking to stick to these deadlines to maintain focus on the required work due to also actively working on Response.

REFERENCE LIST:

Bell, S and Eski, Y. (2016) 'Break a Leg – It's all in the mind': Police Officers' Attitudes towards colleagues with Mental Health Issues', *Policing: A Journal of Policy and Practice*, 10(2), pp. 95-101

Chase, JA D., Topp, R., Smith, C.E., Cohen, M., Fahrenwald, N., Zerwic, J.J., Benefield, L.E., Anderson, C.M., and Conn, V.S. (2013) 'Time Management Strategies for Research Productivity', *Western Journal of Nursing Research*, 32 (2), pp. 155-176

Clements, A.J., Sharples A., and Kinman, G. (2020) 'Identifying well-being challenges and solutions in the police service: a World Café approach', *The Police Journal: Theory, Practice and Principles*, 94, pp. 81-101

Demou, E., Halea, H., Hunt, K. (2020) 'Understanding the mental health and wellbeing needs of police officers and staff in Scotland', *Police Practice and Research: An International Journal*, 21(6), pp. 702 – 716, doi:10.1136/bmjopen-2013-002791

Garbarino, S., Cuomo, G., Chiorri, C., and Magnavita, N. (2013) 'Association of work-related stress with mental health problems in a special police force unit', *BMJ Journals*, 3(7), pp 1-12

Hargreaves, J., Husband, H., & Linehan, C. (2018) 'Police workforce, England and Wales, 31 March 2018'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/726401/hosb1118-police-workforce.pdf (Accessed: 7th May 2024)

Hilal, S. and Litsey, B. (2019) 'Reducing policing turnover: Recommendations for the law enforcement agency', *International Journal of Police Science and Management*, 22(1), pp. 73 – 83.

Home Office (2019) 'The Front-Line Review: Recommendation Report'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/815791/FLR_Recommendations_report_sent_V2.pdf (Accessed: 8th May 2024)

Hulland, J., Baumgartner, H. and Smith, K.M., (2018) 'Marketing survey research best practices: evidence and recommendations from a review of JAMS articles'. *Journal of the Academy of Marketing Science*, 46(1), pp. 92-108.

Police Firearms Officer Association. (2017) 'Police Mental Health sickness up by 47% - The PFOA News feed'. Available at: <https://www.pfoa.co.uk/blog/police-mental-health-sickness-up-by-47> (Accessed: 29th April 2024)

Rudofossi D. (2009). *A cop doc's guide to public safety complex trauma syndrome: Using five police personality styles (death, value, and meaning)*. Amityville, NY: Baywood Publishing Company.

South Wales Police (2021) 'Counselling'. South Wales Police. Unpublished.

Valmari, E.G., Ghazinour, M., Nygren, U., and Gilenstam, K. (2022) 'A system review of lifestyle and health among patrolling police officers', *Scandinavian Journal of Occupational Therapy*, 30(5), pp. 721-744

D. Ethics Form



PG2 / E1 FORM



APPLICATION FOR ETHICAL APPROVAL

RESEARCH STUDENTS This form is to be completed by the student within SIX months for full-time students and TWELVE months for part time students, after the commencement of the research degree or following progression to Part Two of your course. Once complete, submit this form via the <u>MyTSD Doctoral College Portal</u> at (https://mytsd.uwtsd.ac.uk). This document is also available in Welsh.	
RESEARCH STAFF ONLY All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk, with the title 'Ethical Approval' followed by your name.	
STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.	

In order for research to result in benefit and minimise risk of harm, it must be conducted ethically. A researcher may not be covered by the University's insurance if ethical approval has not been obtained prior to commencement.

The University follows the OECD Frascati manual definition of **research activity**: "creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications". As such this covers activities undertaken by members of staff, postgraduate research students, and both taught postgraduate and undergraduate students working on dissertations/projects.

The individual undertaking the research activity is known as the "principal researcher".

Ethical approval is not required for routine audits, performance reviews, quality assurance studies, testing within normal educational requirements, and literary or artistic criticism.

Please read the notes for guidance before completing ALL sections of the form.

This form must be completed and approved prior to undertaking any research activity. Please see Checklist for details of process for different categories of application.

SECTION A: About You (Principal Researcher)

1	Full Name:	Megan Hooper			
2	Tick all boxes that apply:	Member of staff:	☐	Honorary research fellow:	☐
	Undergraduate Student	☒	Taught Postgraduate Student	☐	Postgraduate Research Student
3	Institute/Academic Discipline/Centre:	University Wales Trinity Saint David			
4	Campus:	IMH Swansea			
5	E-mail address:				

April 2022 1PG2 Ethical Approval Form

		2131732@student.uwtsd.ac.uk
6	Contact Telephone Number:	
For students:		
7	Student Number:	2131732
8	Programme of Study:	BSC Honours Professional Policing Practice
9	Director of Studies/Supervisor:	Samantha Mcalister Wilson

SECTION B: Approval for Research Activity

1	Has the research activity received approval in principle? (please check the Guidance Notes as to the appropriate approval process for different levels of research by different categories of individual)	YES	☒	NO	☐
					Date
2	If <u>Yes</u> , please indicate source of approval (and date where known): <i>Approval in principle must be obtained from the relevant source prior to seeking ethical approval</i>	Research Degrees Committee	☒		
		Institute Research Committee	☐		
		Other (write in)	☐		

SECTION C: Internal and External Ethical Guidance Materials

	Please list the core ethical guidance documents that have been referred to during the completion of this form (including any discipline-specific codes of research ethics, location-specific codes of research ethics, and also any specific ethical guidance relating to the proposed methodology). Please tick to confirm that your research proposal adheres to these codes and guidelines. You may add rows to this table if needed.				
1	UWTSD Research Ethics & Integrity Code of Practice				☒
2	UWTSD Research Data Management Policy				☒
3	[List any other relevant documents here]				☐

SECTION D: External Collaborative Research Activity

If there are external collaborators then you should gain consent from the contact persons to share their personal data with the university. If there are no external collaborators then leave this section blank and continue to section E.

1	Institution					
2	Contact person name					
3	Contact person e-mail address					
4	Is your research externally funded?	YES	☐	NO	☐	
5	Are you in receipt of a KESS scholarship?	YES	☐	NO	☐	
6	Are you specifically employed to undertake this research in either a paid or voluntary capacity?	Voluntary	YES	☐	NO	☐
7		Employed	YES	☐	NO	☐

8	Is the research being undertaken within an existing UWTSD Athrofa Professional Learning Partnership (APLP)?	If <u>YES</u> then the permission question below does not need to be answered.	YES	☐	NO	☐
9	Has permission to undertake the research has been provided by the partner organisation?	(If YES attach copy) If NO the application cannot continue	YES	☐	NO	☐

Where research activity is carried out in collaboration with an external organisation

10	Does this organisation have its own ethics approval system?	YES	☐	NO	☐
	If <u>Yes</u> , please attach a copy of any final approval (or interim approval) from the organisation (this may be a copy of an email if appropriate).				

SECTION E: Details of Research Activity

1	Indicative title:	What impact does the role of a response police officer have on an officer's mental health and its impact on officer retention.			
2	Proposed start date:	01/04/2024	Proposed end date:	30/12/2024	
	Introduction to the Research (maximum 300 words per section) Ensure that you write for a <u>Non-Specialist Audience</u> when outlining your response to the points below: • Purpose of Research Activity • Proposed Research Question • Aims of Research Activity • Objectives of Research Activity Demonstrate, briefly, how <u>Existing Research</u> has informed the proposed activity and explain. • What the research activity will add to the body of knowledge • How it addresses an area of importance.				
3	Purpose of Research Activity Policing is a high-risk and high-strain profession with response officers often facing traumatic incidents multiple times within one working day. The purpose of this research is to develop existing research into the mental health of police officers – specifically those who are currently working in the response policing role – and how this specific role impacts their mental health. It will also look at how this then has an impact on the retention of those officers within the role <u>and also</u> the <u>force as a whole</u>. There is a vast amount of research found by the researcher that relates to the mental health of police officers and staff which has been collated through questionnaires and studies conducted via charities <u>and also</u> academic ventures. The use of surveys allows for a <u>large number of</u> participants to be reached with ease and collate a greater response pool for a more accurate image of how response officers within South Wales Police are being impacted. (this box should expand as you type)				
4	Research Question				

	What impact does the role of a response police officer have on an officer's mental health and its impact on officer retention. (this box should expand as you type)
5	Aims of Research Activity The aim of this research project is to ascertain how the role of a response police officer impacts an officer's mental health and how these impact upon officer retention within the force. Although at the time of writing there is research available on the mental health of police officers and police staff, there is a lack of research in relation to response officers specifically and therefore this research aims to start to fill this gap by focusing only on response officers within South Wales Police. (this box should expand as you type)
6	Objectives of Research Activity The objectives are as follows: - To investigate how response officers cope with operational and organisational stressors. - To compare the age of officers when they joined the force and how long they have been in the role of a response officer. - To determine the issues faced by response officers specifically. - To analyse the number of officers considering leaving response for another department or considering leaving the role of a police officer entirely. (this box should expand as you type)
	Proposed methods (maximum 600 words) Provide a <u>brief summary</u> of all the methods that may be used in the research activity, making it clear what specific techniques may be used. If methods other than those listed in this section are deemed appropriate later, additional ethical approval for those methods will be needed. You do not need to justify the methods <u>here</u>, but should instead describe how you intend to collect the data necessary for you to complete your project.
7	During this research project, the researcher will be looking to conduct an online survey as the researcher <u>believes</u> <u>this</u> to be the most effective method in reaching a broad perspective from officers across the South Wales Police Area. As the survey is online, this will allow officers to complete the survey when they are able to, 24 hours a day. This accessibility is essential for response officers due to the working shift pattern that they undertake within South Wales Police. As the survey will be anonymous, this also allows officers to provide honest answers without the fear of repercussions. Using a survey allows the study of officer's mental health by directly asking them questions during a stringent timeframe without having to observe individual officer behaviour over a prolonged <u>period of time</u> which does not suite the time constraints on this research project. The survey will allow for the collation of both qualitative and quantitative data which allows for officers to provide numerical and descriptive data which can be analysed to show a clearer image of how officers mental health is being impacted by their job role on response. The survey will be sent by to all response officers within South Wales Police via email and the researcher will also publish the link to the questionnaire on the internal intranet used in force <u>and</u> <u>also</u> the 'Team SWP' Facebook Page to ensure maximum exposure and to raise awareness. Upon completion of the survey, the researcher will compile data through use of graphs for quantitative data and then also using quoting banks for qualitative data. The use of quoting banks allows for similar comments made by participants to be grouped which would highlight the reciprocated feelings of numerous officers. Within the questionnaire, there will be both open and closed questions used by the researcher. The use of open questions will allow for the individual participant to express their individual emotions in

	their own words as well as the raising of concerns the researcher may not have identified. The use of closed questions allows the researcher to ensure that comparable responses are available as well as the collection of numerical data. The researcher did consider utilising interviews with officers from across the South Wales Police area however this would have been quite time consuming for one researcher to complete on their own and would potentially have economic and environmental impacts. This however could change with the use of online calling technology such as Microsoft Teams. (this box should expand as you type)
	Location of research activity Identify all locations where research activity will take place.
8	Although the researcher is based in the Cardiff and Vale Basic Command Unit within South Wales Police, this research activity will expand to both Swansea, Neath, Port Talbot and Mid Glamorgan Basic Command Units which encompass the rest of the force. This enables the research to reach numerous officers of different levels of experience in service. (this box should expand as you type)
	Research activity outside of the UK If research activity will take place overseas, you are responsible for ensuring that local ethical considerations are complied with and that the relevant permissions are sought. Specify any local guidelines (e.g. from local professional associations/learned societies/universities) that exist and whether these involve any ethical stipulations beyond those usual in the UK (provide details of any licenses or permissions required). Also specify whether there are any specific ethical issues raised by the local context in which the research activity is taking place, for example, <u>particular cultural</u> and/or legal sensitivities or vulnerabilities of participants. If you live in the country where you will do the <u>research</u> then please state this.
9	No research activity will be conducted outside of the UK / overseas. This research will be conducted in the same country where the researcher resides. (this box should expand as you type)

10	Use of documentation not in the public domain: Are any documents NOT publicly available?	NO	☐
		YES	☒
11	If <u>Yes</u>, please provide details here of how you will gain access to specific documentation that is not in the public domain and that this is in accordance with the current data protection law of the country in question and that of England and Wales. The researcher is going to be considering force policy within South Wales Police titled 'Counselling' which the researcher <u>is able to</u> access via the internal intranet available to them. The document will be referenced within the research and no link will be published to this policy. It also does not contain any personal data. (this box should expand as you type)		

	Does your research relate to one or more of the seven aims of the Well-being of Future Generations (Wales) Act 2015?	YES	NO
12	A prosperous Wales	☐	☒
13	A resilient Wales	☒	☐
14	A healthier Wales	☒	☐

15	A more equal Wales	☐	☒
16	A Wales of cohesive communities	☐	☒
17	A Wales of vibrant culture and thriving Welsh language	☐	☒
18	A globally responsible Wales	☐	☒
19	If YES to any of the above, please give details:		
	This research is looking into the mental health of response police officers who by nature are resilient however the re-occurring exposure to trauma may have a detrimental impact on their health, requiring them to retire or go off work.		
	(this box should expand as you type)		

SECTION F: Scope of Research Activity

	Will the research activity include:	YES	NO
1	Use of a questionnaire or similar research instrument?	☒	☐
2	Use of interviews?	☐	☒
3	Use of focus groups?	☐	☒
4	Use of participant diaries?	☐	☒
5	Use of video or audio recording?	☐	☒
6	Use of computer-generated log files?	☐	☒
7	Participant observation with their knowledge?	☐	☒
8	Participant observation without their knowledge?	☐	☒
9	Access to personal or confidential information without the participants' specific consent?	☐	☒
10	Administration of any questions, test stimuli, presentation that may be experienced as physically, mentally or emotionally harmful / offensive?	☐	☒
11	Performance of any acts which may cause embarrassment or affect self-esteem?	☐	☒
12	Investigation of participants involved in illegal activities?	☐	☒
13	Use of procedures that involve deception?	☐	☒
14	Administration of any substance, agent or placebo?	☐	☒
15	Working with live vertebrate animals?	☐	☒
16	Procedures that may have a negative impact on the environment?	☐	☒
17	Other primary data collection methods. Please indicate the type of data collection method(s) below.		
	Details of any other primary data collection method:	☐	☒
	(this box should expand as you type)		

If NO to every question, then the research activity is (ethically) low risk and **may** be exempt from **some** of the following sections (please refer to Guidance Notes).

If YES to any question, then no research activity should be undertaken until full ethical approval has been obtained.

SECTION G: Intended Participants

If there are no participants then do not complete this section, but go directly to section H.

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Who are the intended participants:		YES	NO
1	Students or staff at the University?	☐	☒
2	Adults (over the age of 18 and competent to give consent)?	☒	☐
3	Vulnerable adults?	☐	☒
4	Children and Young People under the age of 18? (Consent from Parent, Carer or Guardian will be required)	☐	☒
5	Prisoners?	☐	☒
6	Young offenders?	☐	☒
7	Those who could be considered to have a particularly dependent relationship with the investigator or a gatekeeper?	☐	☒
8	People engaged in illegal activities?	☐	☒
9	Others. Please indicate the participants below, and specifically any group who may be unable to give consent.		
	Details of any other participant groups:	☐	☒
(this box should expand as you type)			

Participant numbers and source	
Provide an estimate of the expected number of participants. How will you identify participants and how will they be recruited?	
10	How many participants are expected? Approximately 1155 participants (this box should expand as you type)
11	Who will the participants be? This survey is aimed at those police officers working within the response policing environment. It will be aimed at those of rank Police Constable to 'Bronze' Inspector within South Wales Police. It is expected that some of these officers are also students at the university through the Police Constable Degree Apprenticeship and the Degree Holder Entry Programme. (this box should expand as you type)
12	How will you identify the participants? The survey will be sent to the force communications department who will be able to identify those currently working on response. The survey will then be sent by email to those officers and provide information about why the survey is being conducted. (this box should expand as you type)

Information for participants:		YES	NO	N/A
13	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	☒	☐	☐
14	Will you tell participants that their participation is voluntary?	☒	☐	☐
15	Will you obtain written consent for participation?	☐	☒	☐

16	Will you explain to participants that refusal to participate in the research will not affect their treatment or education (if relevant)?	☐	☐	☒
17	If the research is observational, will you ask participants for their consent to being observed?	☐	☐	☒
18	Will you tell participants that they may withdraw from the research at any time and for any reason?	☐	☐	☒
19	With questionnaires, will you give participants the option of omitting questions they do not want to answer?	☒	☐	☐
20	Will you tell participants that their data will be treated with full confidentiality and that, if published, it will not be identifiable as theirs?	☒	☐	☐
21	Will you debrief participants at the end of their participation, in a way appropriate to the type of research undertaken?	☐	☐	☒
22	If NO to any of above questions, please give an explanation			
15 – By participants completing the questionnaire, this will be taken as them giving consent to their answers being taken as part of the data set. <i>(this box should expand as you type)</i>				

Information for participants:		YES	NO	N/A
24	Will participants be paid?	☐	☒	☐
25	Is specialist electrical or other equipment to be used with participants?	☐	☒	☐
26	Are there any financial or other interests to the investigator or University arising from this study?	☐	☒	☐
27	Will the research activity involve deliberately misleading participants in any way, or the partial or full concealment of the specific study aims?	☐	☒	☐
28	If YES to any question, please provide full details			
<i>(this box should expand as you type)</i>				

SECTION H: Anticipated Risks

Outline any anticipated risks that may adversely affect any of the participants, the researchers and/or the University, and the steps that will be taken to address them. If you have completed a full risk assessment (for example as required by a laboratory, or external research collaborator) you may append that to this form.					
1	Full risk assessment completed and appended? <table border="1"> <tr> <td>Yes</td> <td>☐</td> </tr> <tr> <td>No</td> <td>☒</td> </tr> </table>	Yes	☐	No	☒
Yes	☐				
No	☒				
2	Risks to participants For example: sector-specific health & safety, emotional distress, financial disclosure, physical harm, transfer of personal data, sensitive organisational information				
	<table border="1"> <tr> <td> Risk to participants: The questions asked during this survey may cause participants to recall traumatic incidents which they have been involved in and this could cause them distress. </td> <td> How you will mitigate the risk to participants: The survey will be voluntary for officers to complete which does not put pressure on those who feel that they are unable to discuss certain incidents. </td> </tr> </table>	Risk to participants: The questions asked during this survey may cause participants to recall traumatic incidents which they have been involved in and this could cause them distress.	How you will mitigate the risk to participants: The survey will be voluntary for officers to complete which does not put pressure on those who feel that they are unable to discuss certain incidents.		
Risk to participants: The questions asked during this survey may cause participants to recall traumatic incidents which they have been involved in and this could cause them distress.	How you will mitigate the risk to participants: The survey will be voluntary for officers to complete which does not put pressure on those who feel that they are unable to discuss certain incidents.				

	Officers may feel that they are unable to discuss these situations without feeling at risk of being identified and losing the respect of colleagues. <i>(this box should expand as you type)</i>	The survey will only ask basic identifying questions regarding area of work, length of service, and gender to avoid identifying individual officers. <i>(this box should expand as you type)</i>
3	If research activity may include sensitive, embarrassing or upsetting topics (e.g. sexual activity, drug use) or issues likely to disclose information requiring further action (e.g. criminal activity), give details of the procedures to deal with these issues, including any support/advice (e.g. helpline numbers) to be offered to participants. Note that where applicable, consent procedures should make it clear that if something potentially or actually illegal is discovered in the course of a project, it may need to be disclosed to the proper authorities	
	This research is in relation to the mental health of response police officers within the South Wales Police area. With the use of open-ended questions, there is a risk that officers may disclose the use of substances they use to manage their mental health which are illegal. Due to this, helpline numbers will be placed at the end of the questionnaire and the researcher will direct those struggling to reach out to those helplines. <i>(this box should expand as you type)</i>	
4	Risks to the investigator For example: personal health & safety, physical harm, emotional distress, risk of accusation of harm/impropriety, conflict of interest	
	Risk to the investigator: Emotional distress in relation to completing the research in a timely manner and meeting deadlines set out by the university. <i>(this box should expand as you type)</i>	How you will mitigate the risk to the investigator: By speaking with supervisor on a regular basis and completing sections of the research project in a timely manner. <i>(this box should expand as you type)</i>
5	University/institutional risks For example: adverse publicity, financial loss, data protection	
	Risk to the University: There is no risk to the university in relation to adverse publicity, financial loss or issues with data protection. <i>(this box should expand as you type)</i>	How you will mitigate the risk to the University: By conducting the research in line with the University's Research Ethics and Integrity Code of Practice <i>(this box should expand as you type)</i>
6	Environmental risks For example: accidental spillage of pollutants, damage to local ecosystems	
	Risk to the environment: There are no risks to the environment through this research as it will be conducted via electronic means. There is no need for participants to travel to participate as it will be an online survey. <i>(this box should expand as you type)</i>	How you will mitigate the risk to environment: By ensuring that this questionnaire is publicised online via email and internal intranet. It will also be completed by participants online. <i>(this box should expand as you type)</i>
Disclosure and Barring Service		

	If the research activity involves children or vulnerable adults, a Disclosure and Barring Service (DBS) certificate must be obtained before any contact with such participants.	YES	NO	N/A
7	Does your research require you to hold a current DBS Certificate?	☐	☐	☒
8	If YES, please give the certificate number. If the certificate number is not available please write "Pending"; in this case any ethical approval will be subject to providing the appropriate certificate number.			

SECTION I: Feedback, Consent and Confidentiality

1	Feedback What de-briefing and feedback will be provided to participants, how will this be done and when?
	Generalised feedback will not be provided to participants of this research however if an individual wished for feedback, they will be provided a link to the final dissertation submission where the results of the study can be found after the project has been marked. <i>(this box should expand as you type)</i>
2	Informed consent Describe the arrangements to inform potential participants, before providing consent, of what is involved in participating. Describe the arrangements for participants to provide full consent before data collection begins. If gaining consent in this way is inappropriate, explain how consent will be obtained and recorded in accordance with prevailing data protection legislation.
	Before starting the questionnaire, participants will be provided an information page detailing the aims of this study and detailing what will be done with the data provided through the questionnaire. By completing the questionnaire, participants will be providing consent for the data they provide to be used during this study. <i>(this box should expand as you type)</i>
3	Confidentiality / Anonymity Set out how anonymity of participants and confidentiality will be ensured in any outputs. If anonymity is not being offered, explain why this is the case.
	No personal identifiers will be collated during this research and no intimate identifiers will be collated during this research. <i>(this box should expand as you type)</i>

SECTION J: Data Protection and Storage

	Does the research activity involve personal data (as defined by the General Data Protection Regulation 2016 "GDPR" and the Data Protection Act 2018 "DPA")?	YES	NO
1	"Personal data" means any information relating to an identified or identifiable natural person ('data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Any video or audio recordings of participants is considered to be personal data.		x
	If YES, provide a description of the data and explain why this data needs to be collected:		
2			

<i>(this box should expand as you type)</i>						
	Does it involve special category data (as defined by the GDPR)?	<table border="1"> <thead> <tr> <th>YES</th> <th>NO</th> </tr> </thead> <tbody> <tr> <td>X</td> <td></td> </tr> </tbody> </table>	YES	NO	X	
YES	NO					
X						
3	“Special category data” means sensitive personal data consisting of information as to the data subjects’ – (a) racial or ethnic origin, (b) political opinions, (c) religious beliefs or other beliefs of a similar nature, (d) membership of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992), (e) physical or mental health or condition, (f) sexual life, (g) genetics, (h) biometric data (as used for ID purposes),					
	If YES, provide a description of the special category data and explain why this data needs to be collected:					
4	The special category data relates to mental health conditions. This data needs to be collected due to the study being around the mental health of response officers and the impact their role has on their mental health. This is important to the study to see what types of mental health conditions officers may have developed <u>as a result of</u> their role and the coping mechanisms they <u>have to</u> manage this. <i>(this box should expand as you type)</i>					

	Will data from the research activity (collected data, drafts of the thesis, or materials for publication) be stored in any of the following ways?	YES	NO
5	Manual files (i.e. in paper form)?	☐	☒
6	University computers?	☐	☒
7	Private company computers?	☒	☐
8	Home or other personal computers?	☐	☒
9	Laptop computers/ CDs/ Portable disk-drives/ memory sticks?	☐	☒
10	“Cloud” storage or websites?	☒	☐
11	Other – specify:	☐	☒
12	For all stored data, explain the measures in place to ensure the security of the data collected, data confidentiality, including details of backup procedures, password protection, encryption, anonymisation and pseudonymisation:		
	All documents relating to this research will be stored on the researcher’s work issued laptop which is secured with a BitLocker and further password. Further to this, the documents will be stored on the researcher’s OneDrive which requires two-factor authentication which only the researcher has access to. <i>(this box should expand as you type)</i>		

Data Protection			
	Will the research activity involve any of the following activities:	YES	NO
13	Electronic transfer of data in any form?	☒	☐
14	Sharing of data with others at the University outside of the immediate research team?	☐	☒
15	Sharing of data with other organisations?	☐	☒

16	Export of data outside the UK or importing of data from outside the UK?	☐	☒
17	Use of personal addresses, postcodes, faxes, emails or telephone numbers?	☐	☒
18	Publication of data that might allow identification of individuals?	☐	☒
19	Use of data management system?	☐	☒
20	Data archiving?	☐	☒
21	If YES to any question, please provide full details, explaining how this will be conducted in accordance with the GDPR and Data Protection Act (2018) (and any international equivalents, where appropriate):		
	The questionnaire will be accessed through MICROSOFT EDGE which allows for TLS 1.2 encryption to prevent the data being accessed by others than those with access. The data will be transferred from the questionnaire to the researcher's encrypted laptop and on to a document which shall be saved on the researcher's OneDrive system which requires two-factor authentication. <i>(this box should expand as you type)</i>		
22	List all who will have access to the data generated by the research activity:		
	Lead researcher and research supervisor. <i>(this box should expand as you type)</i>		
23	List who will have control of, and act as custodian(s) for, data generated by the research activity:		
	Lead researcher and research supervisor. <i>(this box should expand as you type)</i>		
24	Give details of data storage arrangements, including security measures in place to protect the data, where data will be stored, how long for, and in what form. Will data be archived – if so how and if not <u>why not</u> .		
	This data will be stored on documents on OneDrive which is secured with two-factor authentication and on the researcher's laptop which is secured with a BitLocker and additional password. The data will be stored for approximately 10 months in digital form and will be deleted after this time. The data will not be archived as the researcher does not plan on conducting future research into this topic. <i>(this box should expand as you type)</i>		
25	Please indicate if your data will be stored in the UWTSD Research Data Repository (see https://researchdata.uwtsd.ac.uk/). If <u>so</u> please explain. <i>(Most relevant to academic staff)</i>		
	<i>(this box should expand as you type)</i>		
26	Confirm that you have read the UWTSD guidance on data management (see https://www.uwtsd.ac.uk/library/research-data-management/)	YES	☒
27	Confirm that you are aware that you need to keep all data until after your research has completed or the end of your funding	YES	☒

SECTION K: Declaration

	The information which I have provided is correct and complete to the best of my knowledge. I have attempted to identify any risks and issues related to the research activity and acknowledge my obligations and the rights of the participants.	
	In submitting this <u>application</u> I hereby confirm that I undertake to ensure that the <u>above named</u> research activity will meet the University's Research Ethics and Integrity Code of Practice which is published on the website: https://www.uwtsd.ac.uk/research/research-ethics/	
1	Signature of applicant: <u>M Hooper</u>	Date: 16/05/2024

For STUDENT Submissions:

2	Director of Studies/Supervisor:		Date:
3	Signature:		

For STAFF Submissions:

4	Academic Director/ Assistant Dean:		Date:
5	Signature:		

Checklist: Please complete the checklist below to ensure that you have completed the form according to the guidelines and attached any required documentation:

☒	I have read the guidance notes supplied before completing the form.
☒	I have completed ALL RELEVANT sections of the form in full.
☐	I confirm that the research activity has received approval in principle
☐	I have attached a copy of final/interim approval from external organisation (where appropriate)
☐	I have attached a full risk assessment (where <u>appropriate</u>) ONLY TICK IF YOU HAVE ATTACHED A FULL RISK ASSESSMENT
☒	I understand that it is my responsibility to ensure that the <u>above named</u> research activity will meet the University's Research Ethics and Integrity Code of Practice.
☒	I understand that before commencing data collection all documents aimed at respondents (including information sheets, consent forms, questionnaires, interview schedules etc.) must be confirmed by the DoS/Supervisor, module tutor or Academic Director.

RESEARCH STUDENTS ONLY

Once complete, submit this form via the **MyTSD Doctoral College Portal** at (<https://mytsd.uwtsd.ac.uk>).

RESEARCH STAFF ONLY

All communications relating to this application during its processing must be in writing and emailed to pgresearch@uwtsd.ac.uk, with the title 'Ethical Approval' followed by your name.

STUDENTS ON UNDERGRADUATE OR TAUGHT MASTERS PROGRAMMES should submit this form (and receive the outcome) via systems explained to you by the supervisor/module leader.