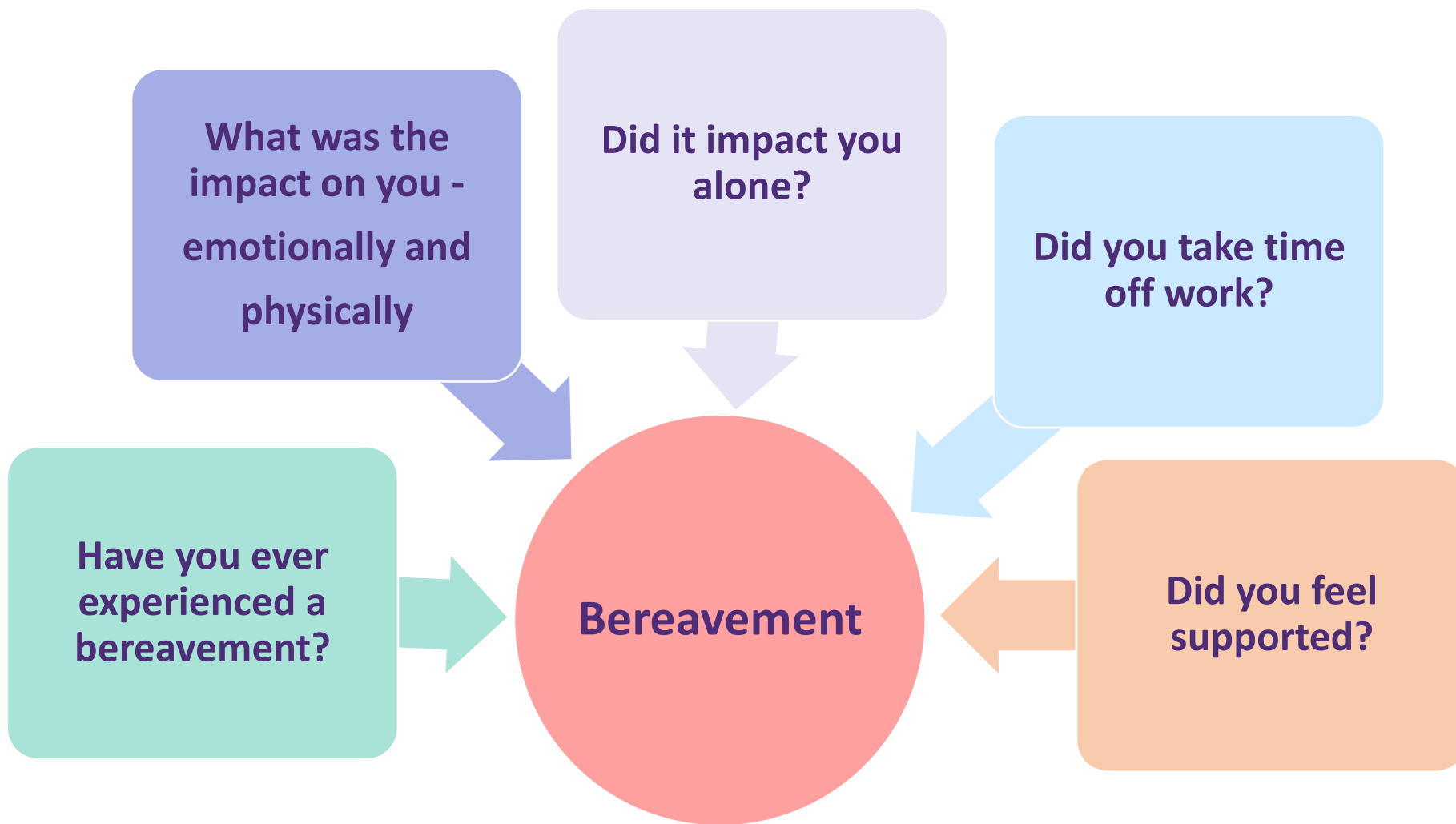


Grief First Aid



Cruse
Bereavement
Support

GMP WELLBEING



Impact of grief in our lives

Feelings

Shock & Numbness
Sadness & Loneliness
Anger
Helplessness
Relief
Guilt
Anxiety/fear

Cognitions

Disbelief
Confusion
Lack of concentration
Sense of presence
Slower to process

Physical Sensations

Hollowness in stomach
Tightness in the chest
Tightness in the throat
Breathlessness
Lack of energy
Dry mouth
Oversensitivity to noise



Behaviour

Sleep disturbance
Loss of appetite
Absent mindedness
Dreams/nightmares
Sighing/crying
Hyperactivity
Treasuring objects
Avoiding reminders

Statistics:

58%

of employees reported that they felt that grief affected their performance at work for months after a death

54%

of employees worried taking time off after a bereavement would affect their job security

56%

said they would consider leaving their job if their employer did not provide support if someone close to them died

29%

of employees were not confident in knowing what to say to a bereaved colleague

14%

of HR professionals were not confident they'd know what to say to a bereaved colleague

£23bn a year

in lost Gross Value Added & UK treasury £8bn in reduced tax revenues, increased healthcare cost and income support payments

Top 5

Bereavement has been within one of the top 5 themes consistently for Health Assured our EAP for the last **2 years**

GMP Bereavement Survey Dec 22 and updates since

73% of colleagues didn't feel they had access to signposting and further support

36% of colleagues did not feel comfortable speaking about grief at work

57% of line managers who responded felt they required more tools to support staff

Many colleagues used the space as an opportunity to tell us about their loved ones

Many asked for more support, understanding, the ability to talk and improved understanding and support from HR / Line managers

Further colleagues have since come forward expressing concern of line managers discretion, and it depends on them and their life experience

Generic HR letters have been received when people are off for bereavement stating, "we are sorry you are unwell."

Although there is some great support out there, it isn't consistent across the force.

The generic learning is that there are things we can continue to strive to improve on.

Our journey so far.....

- In June 2022 Sam approached the Wellbeing Volunteer Coordinators and asked what support GMP had in place specifically for bereavement. There were many aspirations, but no one had volunteered to assist, it was identified between us more could be done with support
- Sam approached Cruse to request assistance with bespoke training and a “bereavement library” on the intranet
- The bereavement impact survey in Dec 2022 was ran by the Wellbeing Volunteer Coordinators to attempt to gain some insights of current impact and support felt
- Over the last 17 months the Wellbeing Volunteer Coordinators, Sam and a representative from Cruse Alison Winter have been meeting, and during this time GFA was developed by Cruse
- We achieved £3k funding via Cruse from the Trusts & Foundations team to facilitate training for one group of 15 GMP staff at no cost to GMP as a pilot
- Training has now taken place over 3 modules, with Martin Roddis and Kirsty Slack with 13 GMP staff now trained as Grief First Aiders, which has now launched in GMP.
- We have had fantastic feedback during the course, and many have said it’s the best courses they have been on, due to the support and safe place created. Not only has this assisted the delegates to support others, but also been helpful for their own personal bereavement. Several felt some roles could benefit from mandatory bereavement training from Cruse Bereavement.

Cruse Bereavement Support

Cruse are the UK's leading bereavement charity reaching over 100,000 people across the UK each year. They help people through one of the most painful times in life – with bereavement support, information and campaigning.

Major incidents team – assisting with MEN arena and Grenfell

Helpline, Online both individual and in groups

Last year they supported 55,000 people (figures are forecast to increase by 50%)

They have over 4000 volunteers work with them



You're not alone

Cruse Grief First Aider Definition



- Be a known source of contact within an organisation
- To have good, sound knowledge of grief
- To help strategise and add value to company culture & policy
- To stage “in-the-moment” interventions
- To provide “one-off” support
- Help establish peer-peer support groups
- To identify and signpost for ongoing support
- To add value and insight to support groups
- To be a point of contact for the bereaved
- Support fellow grief first aiders

The training by Cruse is undertaken by counsellors, to ensure all delegates are held and in a safe place due to the content.



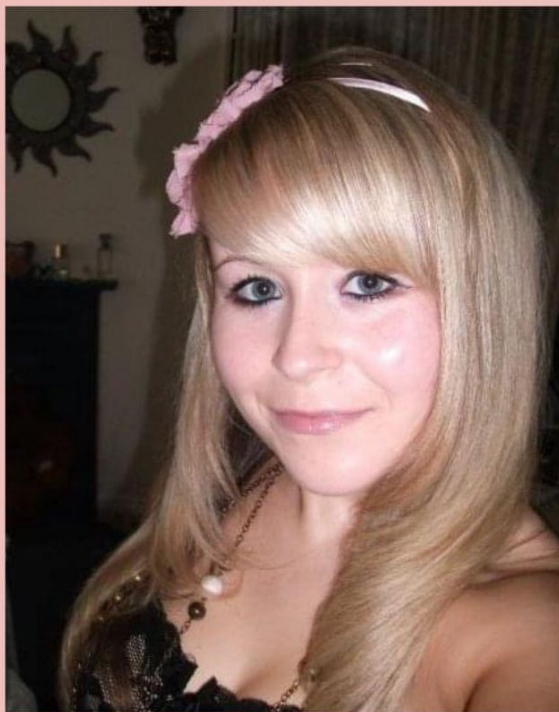
Grief First Aider Overview

A GFA will be the same as our current Peer Support network but specialised in bereavement and supported by the Wellbeing Volunteer Coordinators.

GFA's will Normalise, Signpost, Support

GFA's will be there to support and signpost appropriately for further support, including clinical and professional organisations.

Why does this matter?



Sarah Riley

Family's cancer walk tribute to tragic woman who didn't live to see wedding anniversary

Sarah Riley was just 27 when she died from a rare cancer. A year on, family and friends will take part in a special late-night charity walk to honour her memory

SHARE   

By [Alice McKeegan](#)
12.55, 17 MAY 2013

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 Sarah Riley with Danny on their wedding day

NEWS

Samantha's mission to Africa in memory of tragic sister

ANNABEL GROSSMAN

A POLICE support

her death be for nothing. I can make something positive come out of losing an administrator role. Every year a group of GMP staff travel to Africa





Retrak 
No child forced to live on the street

Cruse

WELLBEING
RESILIENCE COACHES
& PEER SUPPORTERS



Where GFA sits in Wellbeing

It forms part of a Peer Support system already in place created by the Wellbeing Volunteer Coordinators

Expression of interest sent in, supported by line managers. Then informal interview

All GFAs receive full induction training by Cruse over 3 Modules

Next steps.....

We have 12,500 officers and staff and need more GFAs.

We have a Teams channel between all GFA members for support between GFAs

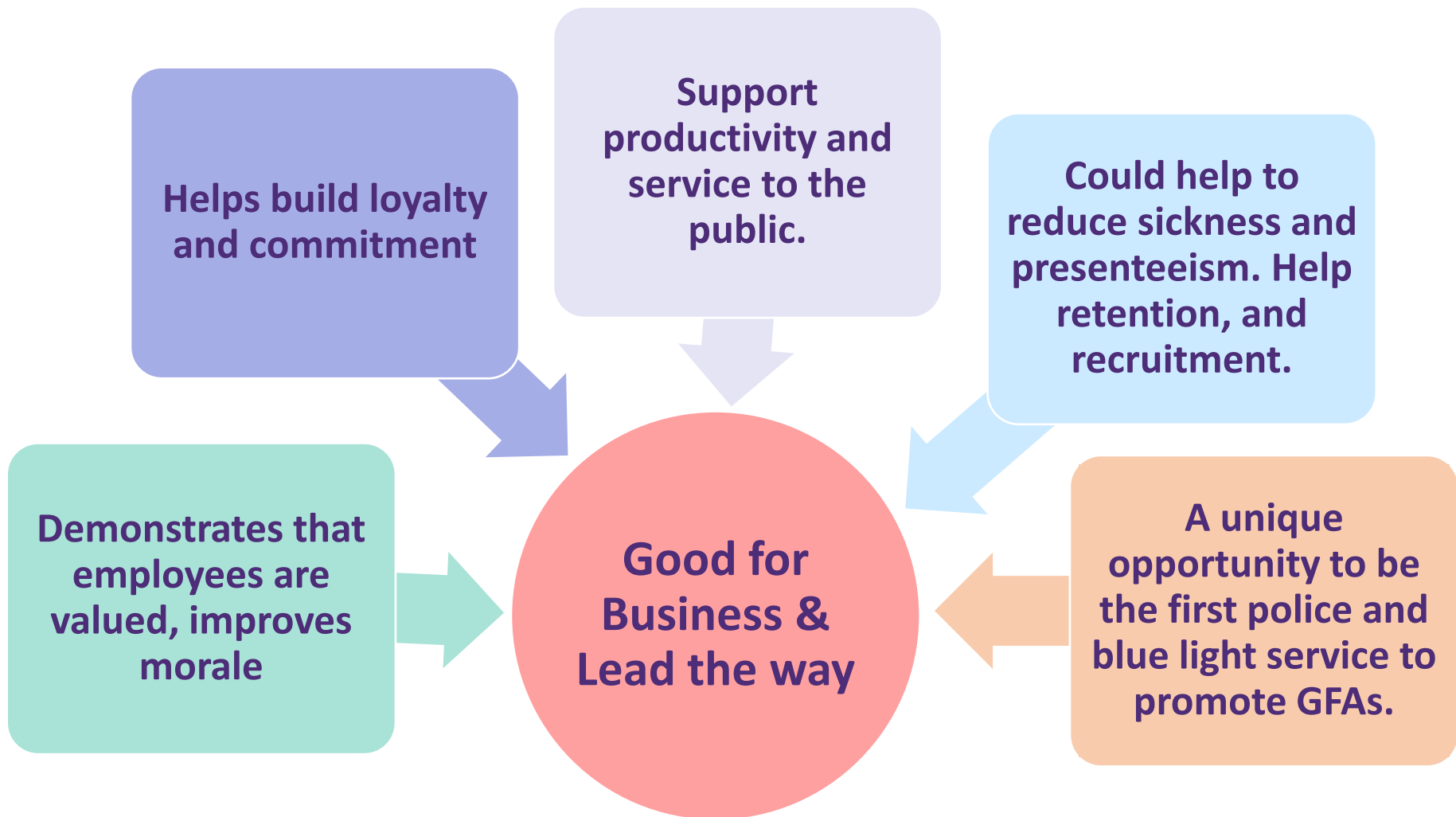
Quarterly Supervision by the Wellbeing Volunteer Coordinators and data counts collected

We plan for GFA's to hold events to create safe places to normalise feelings, offer support, and challenge stigmas and taboos

We aspire to build a bereavement toolkit, in the hopes of having a standalone bereavement policy

We have an upcoming event "A Cuppa with Cruse"

How will this benefit GMP?



GMP's Wellbeing Volunteer Coordinators are proud to bring Grief First Aid by Cruse into GMP and be the first police force, and blue light service to have such training.

We hope to lead the way to other police forces and blue light services doing the same.

Support for our colleagues is vital, as bereavement is something that will impact us all.

Thank you for listening