

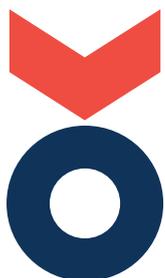


# **OSCAR KILO - THE NATIONAL WELLBEING RESOURCE**

Briefing Note for Wellbeing Leads

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October 2018



# Assessment, learning and conversation about wellbeing in the emergency services in one place. Introducing, Oscar Kilo and The Blue Light Wellbeing Framework...

## Welcome to Oscar Kilo!

As you may already be aware, every Fire and Rescue Service across the UK is now signed up to Oscar Kilo - The home of the evidence base and best practice for emergency services wellbeing.

We know that wellbeing leads and practitioners across the emergency services are working really hard every day to provide great wellbeing services, and, that you are absolutely committed to doing the best you can to make sure that everyone who works with you is looked after, and has access to the support they need and deserve.

We're here to support you in your work and provide you with evidence based resources (including the Blue Light Wellbeing Framework) to help you assess what you currently offer and shape your wellbeing service for the future.

There's some amazing work going on across the country and we want to help you build on that by sharing what the evidence says works well and by providing you with the opportunity to share ideas and learn from your peers around the country, not just in other fire and rescue services, but across other emergency services too.

## The Blue Light Wellbeing Framework

Over the last three years, the National Police Chief's Council wellbeing and engagement working group has collected significant information, feedback and research that suggested a need to introduce specific areas to cater for the unique needs of, not just policing, but the wider emergency services.

As a result, 'The Blue Light Wellbeing Framework' has been designed which is an up-to-date and ambitious standard for employers to self-assess against, so that their subsequent strategy and interventions are based on evidence of need, and also what is proven (evidence-based) to improve outcomes.

It is grounded in robust academic research on what works in relation to wellbeing in the emergency services, coupled with expert guidance from Public Health England. It includes some of the emerging risks faced by emergency services staff, which can be adapted to issues faced across blue light services and so it is fantastic news that the NFCC have chosen to adopt Oscar Kilo and the Blue Light Wellbeing Framework.



The aspects of the Framework have been carefully considered and are based on widespread consultation with leading academics and professionals in the field; as well as practitioners at all levels. It's overarching focus is on creating a positive working environment in which the workforce can draw meaning and purpose from what is both a challenging and hugely rewarding profession. Using guidance within the Framework, all services can embed wellbeing into daily business, avoiding it being seen as a nice-to-do or an add-on.

## Accreditation / Peer Support

As full coverage of some accreditation facilities are often not easily accessible across all organisations and can incur a cost, Oscar Kilo offers an online, distance Peer Review function.

The peer reviews will follow established peer review methodology and enable the service to apply challenge and support in a very strengths-based approach that we feel is better suited to this area of new practice.

The 'Peer Review' option becomes available once you have completed your self assessment online with us on Oscar Kilo – you can find more information about this on the website.

## About Oscar Kilo

Oscar Kilo was initially funded by Public Health England and was created and designed to host the Blue Light Wellbeing Framework and bring together those who are responsible for wellbeing. It is a place to share learning and best practice from across emergency and blue light services so

organisations can invest the very best into the wellbeing of their staff

It is the only place where you'll be able to access the Framework online with the self-assessment tools to not only keep track on where you are up to, but to access discussion with peers around this critical area of business.

Initially adopted by the police service, both the Framework and Oscar Kilo have been designed so all services can adopt and share the same approach – we want to cut across traditional organisational boundaries and empower us all to collaborate and improve our most valued asset – our people.

## What Do I Do Next?

- You should already have a nominated lead for your organisation who will own your organisation's framework – If not, or if you're not sure, contact us and we'll get you set up.
- Join our LinkedIn practitioner community and start sharing ideas with peers from Fire and Rescue and Police services across the country
- Follow us on Twitter @OscarKiloUK
- Shout about the great work that you are doing to support wellbeing in your organisations – Send us a few paragraphs using the 'Submit your Story' section on the website and we'll feature it for you.
- Subscribe to our quarterly newsletter either using the pop up box or the form on the 'About' page.



## Want to know more?

If you would like more information about Oscar Kilo or you would like to be involved in shaping and developing the content of the site, please contact the National Coordinator for Oscar Kilo, Jenna Flanagan via [jenna.flanagan@lancashire.pnn.police.uk](mailto:jenna.flanagan@lancashire.pnn.police.uk) or [contact@oscarkilo.org.uk](mailto:contact@oscarkilo.org.uk)

If you would like more information about the Blue Light Wellbeing Framework, please email Dr Ian Hesketh at the College of Policing via [ian.hesketh@college.pnn.police.uk](mailto:ian.hesketh@college.pnn.police.uk)

