



Date: 07/05/2026
Our ref: 01/FOI/26/016689/I

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/016689/I

I write in connection with your request for information dated 10/04/2026, received by Greater Manchester Police (GMP) for the following information:

1. *How many Special Constables does your force have?*
2. *Please could you break this down to per rank?*
3. *What provisions does your force offer for wellbeing support?*
4. *What is your policy on wellbeing for specials?*
5. *How many Special Constables have accessed your wellbeing support?*
6. *What has been your attrition of Specials over the last three years? (2023-24, 2024-25, 2025-26).*
7. *Does your force have an exit strategy such as questionnaires/interviews etc for Special Constables? If so what is this?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that the information you have requested is held by GMP. However, I am not obliged to supply you with the information as an exemption applies.

Section 17 of the Freedom of Information Act 2000 requires Greater Manchester Police, when refusing to provide such information (because this information is exempt) to provide you, the applicant, with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies. Where redactions occur in the attached wellbeing strategy document, that is because the redacted information is exempt from disclosure by virtue of the following exemption: **Section 40(2) – Personal Information.**

Section 40(2) represents information that identifies a living individual, to disclose this information would breach the principles of the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 2018 and means data that relates to an individual who can be identified directly or indirectly from that data.

Section 40 is an absolute exemption and there is no requirement to conduct a public interest test for such data.

The remainder of your request is not exempt and is subject to the following **CAVEATS**:

Headcount figures as at 01/04/2026.

Question 1 Data Source: Specials Dutysheet system 01/04/2026.

Question 6 Data Source: Specials Dutysheet system 23/04/2026

1. 155.

2.

Rank	Headcount
Special Constabulary Chief Officer	1
Special Constabulary Superintendent	1
Special Constabulary Chief Inspector	4
Special Constabulary Inspector	11
Acting Special Constabulary Inspector	1
Special Constabulary Sergeant	10
Acting Special Constabulary Sergeant	14
Special Constable	113
Grand Total	155

3. Specials have access to the same wellbeing support as per regular police officers and police staff, including:

External Support
Health Assured
Mind & Blue Light Infoline
Police Mutual (PMAS) Toolkit
Simply Health
Police Federation
Police Treatment Centres
Oscar Kilo
Internal Support
TRIM Practitioners
Force Chaplains
Welfare Team
Occupational Health
Wellbeing Resilience Coaches and Peer Support Network

Policies that Support Wellbeing
Including, to name a few: • Body Armour Risk Assessment Policy • Bullying & Harassment Policy • Disability Management Toolkit / Declaration Form • Equality and Diversity Policy • Grievance Policy • Musculoskeletal Disorder Guidance • Stress and Mental Health Guidance / Stress Risk Assessment
Staff Support Networks
Including, to name a few: • Armed Forces Community • Association for Women in Policing • Black & Asian Police Association • Catholic Police Guild • GMP Christian Police Association • Disability Support Network • D-deaf & Hard of Hearing Support Network • GMP Pride Network • GMP Sikh Association • Jewish Police Association • Muslim Police Association • National Police Autism Association (NPAA) • National Police Pagan Association
Informal Support Groups
Including, to name a few: • Alcohol Support Group • Cancer Support Group • Diabetes Support Group • Family Life & Parenting SPOCs • Long COVID • Menopause Support Group • Mobility Support Group • Endometriosis Support Group • Fibromyalgia Support Group • Crohn's and Colitis Support Group • Parent Carers Support Group • GMP Crossfit • Code 9 – Mens Health Support Group • Armed Forces Network

4. Specials are included within the Wellbeing Strategy for the Force. Please see the attached document.
5. This information is not held by GMP. We do not record the role of the individual seeking support from our wellbeing network.

6.

Year	Number Leavers	of Attrition Rate
2023-24	66	33%
2024-25	41	22%
2025-26	51	30%

7. No, Specials are offered the same exit as regular police officers and police staff. With their line manager they complete the leavers form, and leavers checklist, and are offered an optional exit interview.

WELLBEING STRATEGY



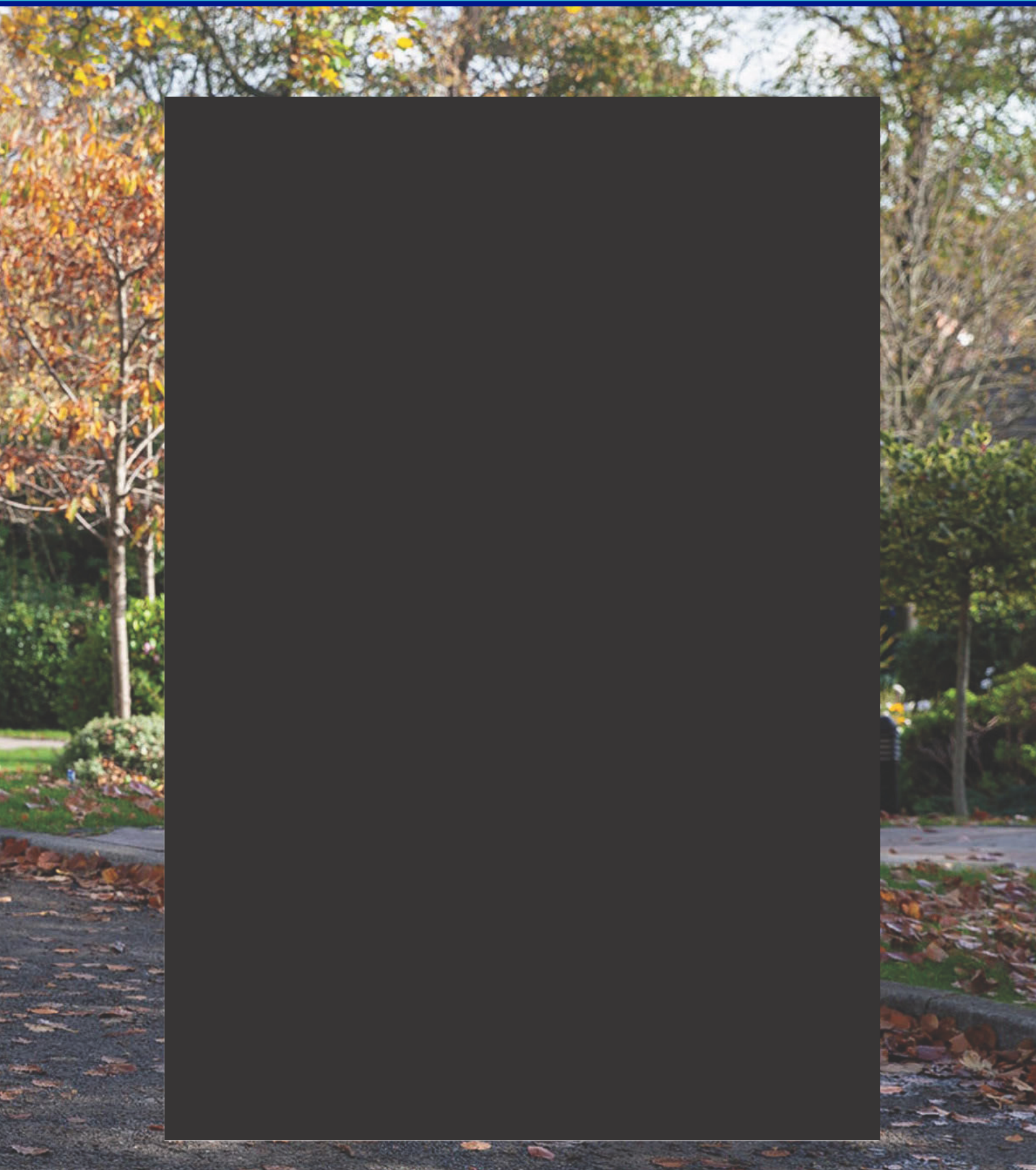
2023

GREATER MANCHESTER
POLICE



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FOREWORD BY THE CHIEF CONSTABLE

Policing is a profession that comes with unique challenges, and even the most resilient individuals may experience emotional, mental or physical health issues at some point in their career.

It's therefore vital that GMP is an organisation that supports the wellbeing of its people, whether an officer, staff member or volunteer.

Not only do we want the best people working for GMP, we want them to be the best supported too.

I want to thank you for your continued support and positive engagement as we continue on our journey of improvement.

I am confident that this Wellbeing Strategy will deliver and will further add to our collective efforts in achieving our mission to be the best police force in the country.



A handwritten signature in blue ink, appearing to read 'Stephen Watson', written over a faint, large watermark of the Greater Manchester Police crest.

Stephen Watson QPM
Chief Constable

VISION

Our vision is to prioritise the wellbeing of our officers, staff members and volunteers and create a culture that supports the physical, mental and emotional health of our workforce. We want our people to feel happy, healthy, supported and able to make a productive contribution to the work of GMP. By working together, keeping up to date with best practice and taking a holistic approach to wellbeing, we can create a positive working environment and more resilient workforce that is better equipped to serve our communities.

AIMS

Our wellbeing strategy aims to achieve the following:

- Improve the physical, mental and emotional health of our officers, staff members and volunteers
- Promote a culture that supports the wellbeing of our officers, staff members and volunteers
- Reduce stress levels and absenteeism and improve job satisfaction and retention
- Increase awareness and reduce stigma around mental health issues
- Create a supportive culture that celebrates the achievements of our officers, staff members and volunteers and encourages open communications and feedback
- Encourage officers, staff members and volunteers to take an active role in promoting their own health and wellbeing
- Align with good practice consistently and expediently to provide our officers, staff members and volunteers with the best resources, support and information in relation to wellbeing.

GOVERNANCE STRUCTURE

GOLD - STRATEGIC

The Wellbeing Board will oversee the strategy setting of the Wellbeing Delivery Plan. They will ensure that positivity, meaning and purpose remain at the heart of the strategy and that wellbeing is an asset that is viewed with pride and championed by GMP. They will oversee the methodology and approach of goals and objectives and communications and engagement in relation to wellbeing and provide the required updates to other Corporate Governance Boards, such as the People Board. The Wellbeing Board will check and drive progress against the plan and measure success against evaluation methods that consider a range of activities, quality, success and future requirements.

STRATEGY:

The overall aim and objectives aligned to GMP's vision and national priorities, aligned with the Blue Light Wellbeing Framework (BLWF)

Governance through the following boards:
People, DEI and Wellbeing

SILVER - TACTICAL

The purpose of this Silver Group is to align the tactical activities to underpin the Wellbeing Calendar and be the link with the wellbeing leads across the force.

WELLBEING ACTIVITIES:

Co-ordinated forcewide activities which require centralised co-ordination, local implementation and mobilisation of the networks

Governance through the force Resource Management Group (RMG), DEI Delivery Programme Tactical Group and the force Wellbeing SPoCs meeting

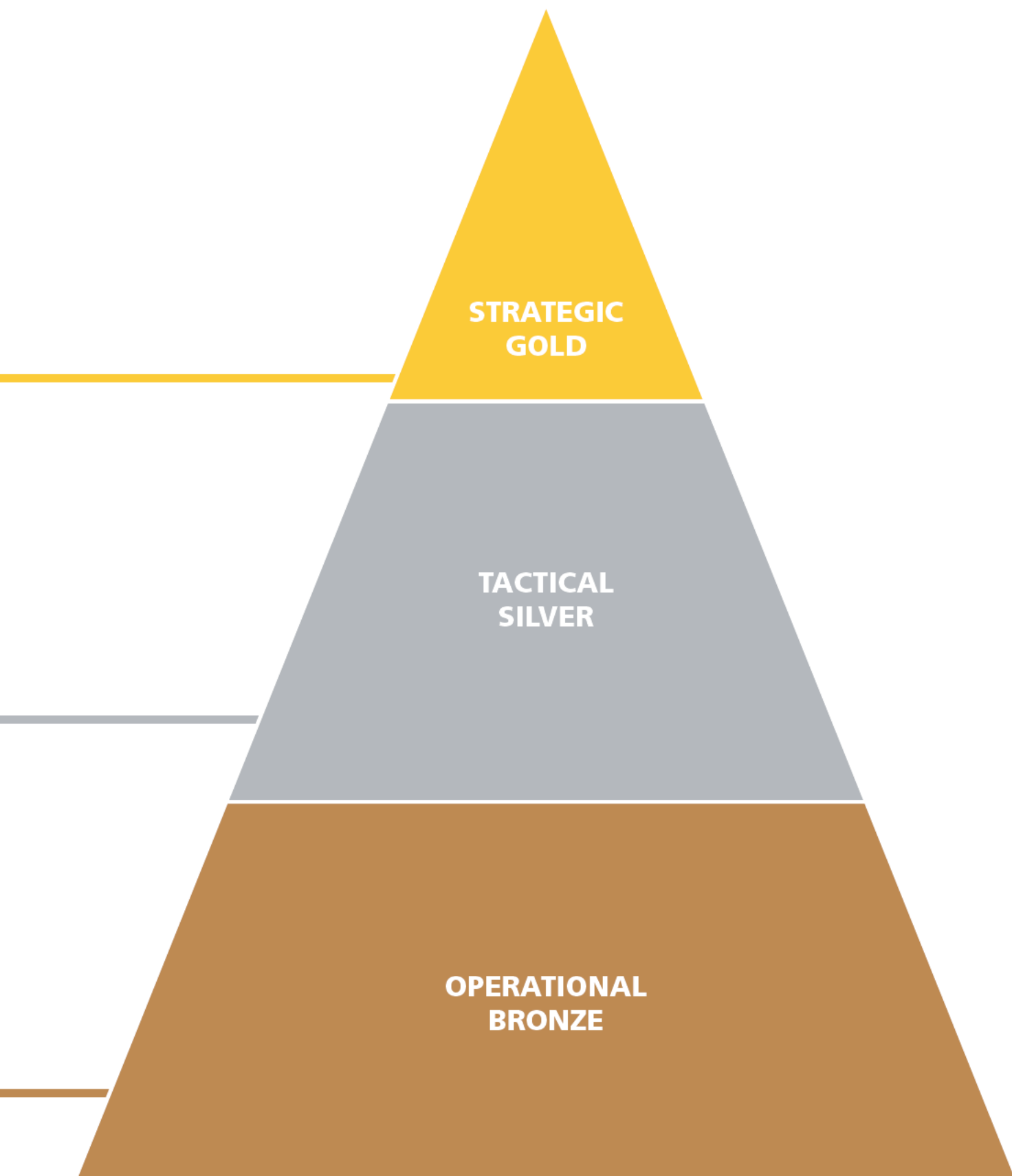
BRONZE - OPERATIONAL

At a local level, Senior Leadership Teams and the Wellbeing SPoC (Single Point of Contact) will be responsible for the leading activity, actions and encouraging personal responsibility, by promoting resources that empower officers, staff members and volunteers to take an active role in promoting their own health and wellbeing.

LOCAL ACTIVITIES:

District/Branch level activities supported through local people priorities

Managed at local level through the People RMGs



CONTEXT

The work of our officers, staff members and volunteers is often challenging, stressful and demanding. You may face significant emotional, mental and physical health risks and be exposed to traumatic incidents and situations. Our Wellbeing Strategy aims to address these challenges by promoting a culture of wellbeing and providing targeted and evidence-based interventions that support the health and resilience of our workforce, aligning to the expectations of the Police Covenant, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and Oscar Kilo, The National Police Wellbeing Service.

OBJECTIVES

Our Wellbeing Strategy has the following objectives for achieving our vision and aims:

- Conduct a wellbeing self-assessment aligned to the Blue Light Wellbeing framework to identify the key challenges facing our workforce and develop targeted and evidence-based interventions that address these challenges
- Develop a mental health strategy that addresses the unique challenges of our workforce, including the delivery of enhanced psychological screening and the offer of support for high-risk roles
- Promote physical health by developing a comprehensive programme of activities that promote healthy lifestyles, regular exercise and healthy eating habits
- Promote emotional resilience by developing a plan of activities and access to supportive programmes, including training programmes focusing on stress management techniques and resilience building skills
- Develop policies and procedures that support a healthy work/life balance for our workforce
- Achieve the national 'Foundation Occupational Health Standards for Police Forces' to ensure that the health and wellbeing of our officers, staff members and volunteers are better supported
- Build a supportive culture by creating a culture that supports wellbeing, including providing access to employee assistance programmes, regular communication and feedback and recognition programmes that celebrate the achievements of our officers, staff members and volunteers
- Encourage personal responsibility by providing education and resources that empower our officers, staff members and volunteers to take an active role in promoting their own health and wellbeing
- Monitor and evaluate the effectiveness of our wellbeing strategy regularly, using the Wellbeing Board, and adjust our strategy when needed to ensure that it remains aligned with the needs of GMP and the recommendations of Oscar Kilo, The National Police Wellbeing Service.

By including a focus on personal responsibility in our wellbeing strategy, we aim to empower our officers, staff members and volunteers to take an active role in their own health and wellbeing, in addition to providing a supportive and proactive culture of wellbeing.

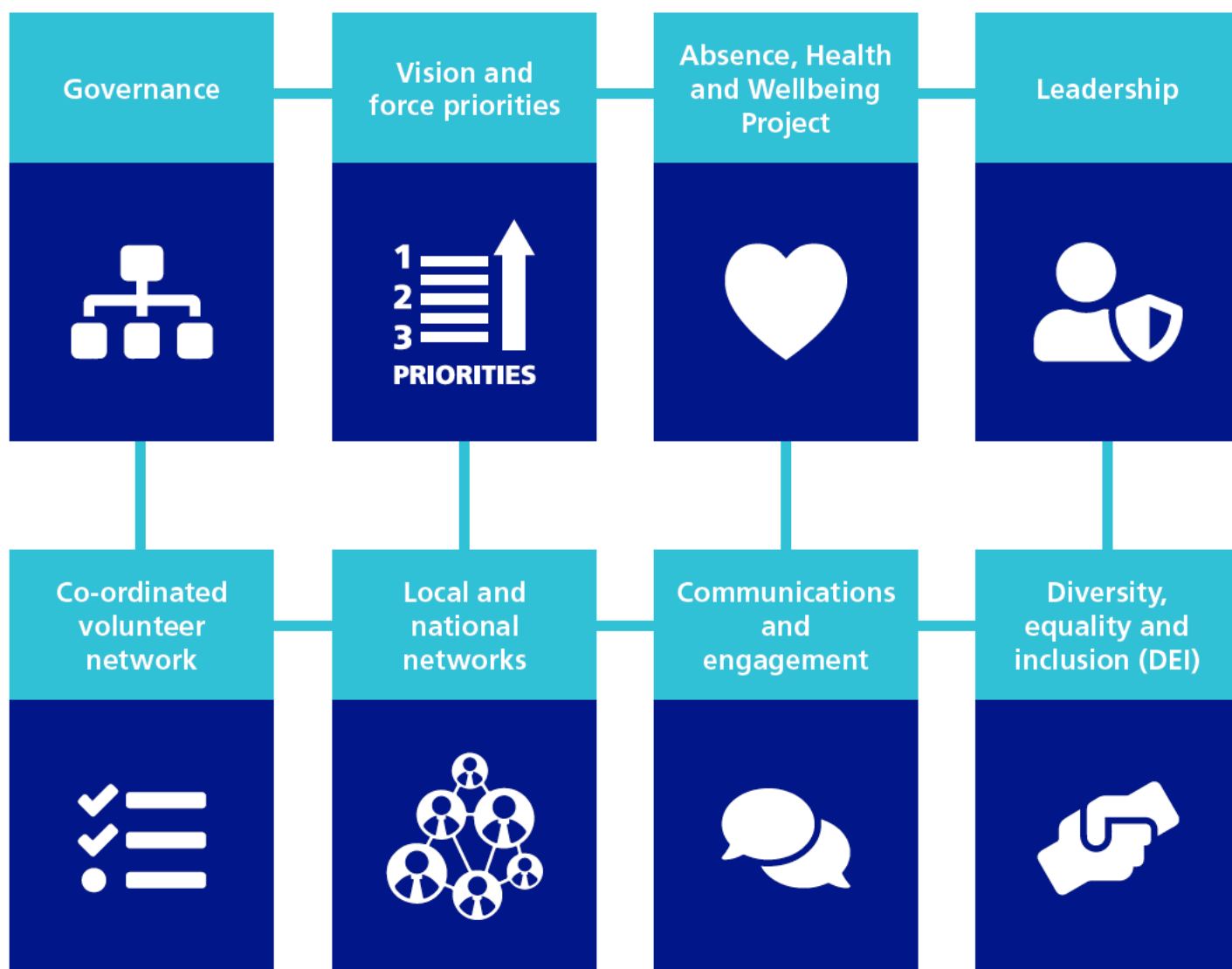
DELIVERY

The delivery structure will broadly fall into three categories:

- **PREVENTION:** To develop an informed culture across our leaders and workforce
- **PROMOTION:** To promote awareness and the take up of existing services and initiatives to maximise the functionality of our workforce
- **SUPPORT:** To facilitate the necessary risk assessments, to identify and reduce hindrance factors and provide our workforces with resources, support and information conducive to wellbeing

ENABLERS AND DRIVERS

The following enablers and drivers will help us to achieve our strategy:



STRATEGIC DELIVERY PLAN

As part of GMP's commitment to continually improving our provision of wellbeing, we have completed a refresh of the Blue Light Wellbeing Framework (BLWF) Self-Assessment, which is a sector-specific tool used by emergency services to assess their approach to wellbeing.

Developed by the College of Policing and hosted by Oscar Kilo, The National Police Wellbeing Service, the evidence-based framework is well regarded. It is used by organisations to ensure that the wellbeing service they provide to employees is the best it can be.

The Blue Light Wellbeing Framework is designed to support the improvement of health and wellbeing for those working in emergency services. It covers various areas, including leadership, prevention, mental health and the environment, and it provides a useful benchmark for measuring progress and identifying areas for improvement.

To plan our Wellbeing Strategy and delivery plan, we have taken a proactive approach to understand the core issues and focus areas of GMP, as well as the national policing context around wellbeing.

Using the Blue Light Self-Assessment framework as the diagnostic tool, we have self-assessed, and the results have informed our wellbeing delivery plan.

A focus group met in December 2022 to undertake a deep dive assessment. Evidence was gathered and uploaded to the national Oscar Kilo portal, which all forces have access to, between January and February 2023.

In March 2023 a second assessment was undertaken, and any 'fully developed' areas are now supported by evidence uploaded onto the Oscar Kilo portal.

We are committed to ensuring that any 'under' and 'in development' areas are given priority in our wellbeing delivery plan for the force. An implementation group will be established under the Wellbeing Board to support this ongoing work.

We will carry out a quarterly refresh of the Blue Light framework to ensure that we remain up to date and responsive to the evolving needs of our workforce.

You can access our delivery plan on the intranet under 'People and Development Branch' and then 'Occupational Health and Wellbeing Service'.



The National Police Wellbeing Service



