

### **How Blue is the Thin Blue Line? – Police officers and mental health**



**Dr Ian Hesketh, Organisational Wellbeing Advisor  
College of Policing**

Dr Ian Hesketh is a serving Police Officer, currently attached to the Organisational Development and International Faculty at the College of Policing. During his policing career he has carried out a number of specialist operational roles including Armed Response, Police Partnerships and the Mounted Branch.

Ian is an Honorary Researcher at Lancaster University Management School and a Visiting Fellow at the Open University Business School. He holds a PhD in Management and Social Psychology and an MBA from Lancaster University Management School, and a Dip Mgt, and Cert Ed from the University of Central Lancashire. He is a Chartered Manager (CMgr), an A1 assessor, and holds Qualified Teaching, Learning and Skills (QTLS) status with the Society for Education and Training.

His research interests are centred around Wellbeing and Transformation in the context of Policing, and most notably introduced the concept of Leaveism to explain human behaviours associated with workplace workload and stress. In 2011 his article on Transformational Leadership During Change was voted one of the Top 5 Management Articles by the Chartered Management Institute.

Ian regularly lectures at Colleges and Universities throughout the UK and overseas and is the author of numerous papers on workplace wellbeing, change and public value. He is a Member of the Society for Education and Training and a Fellow of the Chartered Management Institute.



**Faye McGuinness, Programme Manager  
Blue Light Programme, MIND**

Faye McGuinness has been leading on the development and delivery of Mind's Blue Light Programme over the past 12-months.

Mind were awarded LIBOR funding to deliver the Blue Light Programme, to provide mental health support for emergency services staff and volunteers from police, fire, ambulance and search and rescue services across England up until 31 March 2016.

The programme is now entering into its second phase; Faye is continuing to lead the programme to ensure that that the work being delivered is sustainable long term and reaches as many Blue Light staff and volunteers as possible.



**Professor Jonathan Houdmont, Assistant Professor of Occupational  
Health Psychology  
University of Nottingham**

Dr Jonathan Houdmont joined the academic staff at the University of Nottingham in 2002. He is a Chartered Psychologist and Assistant Professor of Occupational Health Psychology.

He specialises in the assessment of work-related stress and stress reduction intervention development and evaluation.



**Stephen Bevan, Head of HR Research Development  
Institute of Employment Studies**

Professor Stephen Bevan, an Honorary Professor at Lancaster University, returned to IES as Head of HR Research Development in April 2016. Stephen was previously Director of Research at The Work Foundation.

He has a special interest in workforce health and wellbeing, having led a number of national and international projects focusing on workforce health and the impact of chronic illness on productivity and social inclusion.



**Stuart Haythorn, Welfare Support Programme**

Stuart is the Welfare Manager for the Welfare Support Programme (WSP) and has held this position since the start of the WSP in June 2015.

Prior to assisting in the creation of the WSP, Stuart was a police officer with the Metropolitan Police where he undertook various roles including 11 years as a firearms officer, federation representative, traffic officer and completed a secondment with the Foreign and Commonwealth Department training Iraqi police officers.

Stuart retired after completing 30 years with the Metropolitan Police in February 2014.