



Anglia Ruskin University

CIPSRT Conference 2025



May 7th – 8th 2025



CIPSRT Conference | Regina, Canada



Professor Matt Fossey

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Anglia Ruskin University & work with Uniformed Public Services



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Our Locations

We have campuses based in Chelmsford, Cambridge, Peterborough and Writtle.

We live by our values of ambition, innovation, courage, community, integrity and responsibility.

35,000 students (10,000 PG)
1,800 staff



Ranked among the best

Gold award

of teaching,
learning, and
student support
(Gold Standard Education)

Times Higher
Education
(THE)
University of
the Year 2023.

92%
of respondents
satisfied with
overall experience

(International Student Barometer,
2024 Wave 2, Overall Satisfaction)

36th

In the UK and 61st in
the world for
International Outlook
(THE world University rankings
2023)

Among the world's
best for

**Health and
Wellbeing**

(THE Impact Rankings 2022)

TOP 15%
in the country

for the rate of UG International
students going
into employment 15 month
after graduation (GOS 2024)

**Highly
Rated**
for educational
experience
(National Student Survey)

Top 5
for Sports
Science

(Guardian League Table 2023)

**Queen's
Anniversary
Prize
For Music
Therapy 2021**

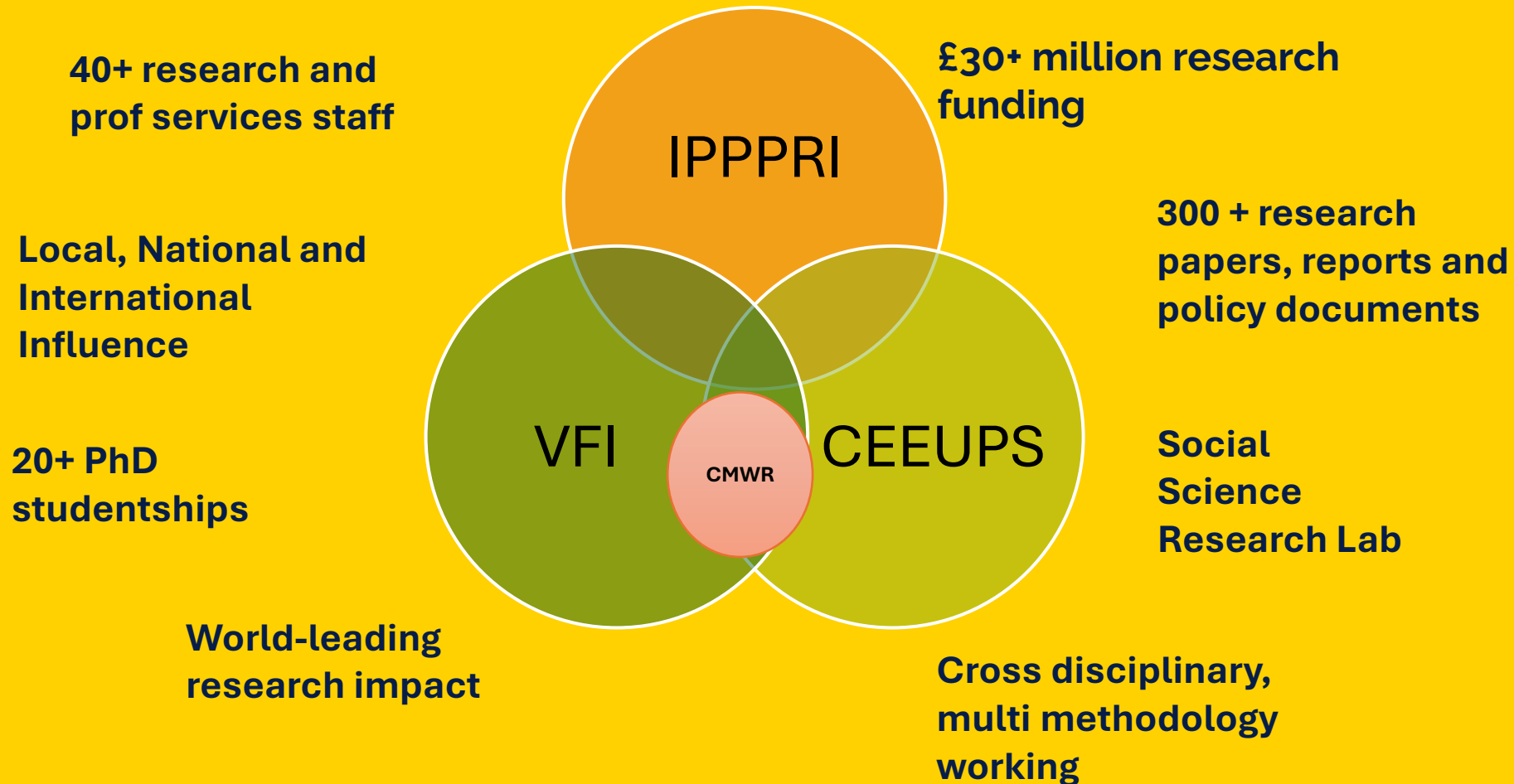
**3rd in the
country**

for the proportion of
international postgraduates
who were employed as
managers, directors, or senior
officials 15 months after
graduation. (GOS 2024)

Background to CEEUPS

- UKRI Enhancing Excellence in England (E3) funding
 - Prestigious funding focused on enhancing **existing** areas of research excellence
- £11.3 million to grow research capacity
- £1 million capital
 - New state-of-the-art facilities
- £6.7 million direct staffing costs
 - 9 academic roles; 6 PhD studentships; 5 professional services roles
- £3.5 million indirect costs

Bringing research together



Opportunities

- Cross-fertilisation of knowledge between services
- Intersection between social research, the natural and lived environments
- Applied research and a purpose-built social sciences research laboratory facility
- The positive impact on health and wellbeing – including research into health outcomes in primary care/family medicine
- Developing new and innovate programmes of work
- Bringing together international collaborators

Professor Emma Williams

Director of The Centre of Excellence for Equity in Uniformed Public Services

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Operation Soteria

Professor Samantha Lundrigan

Director of International Policing and Public Protection Research Institute &
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Public Protection & Workforce Wellbeing



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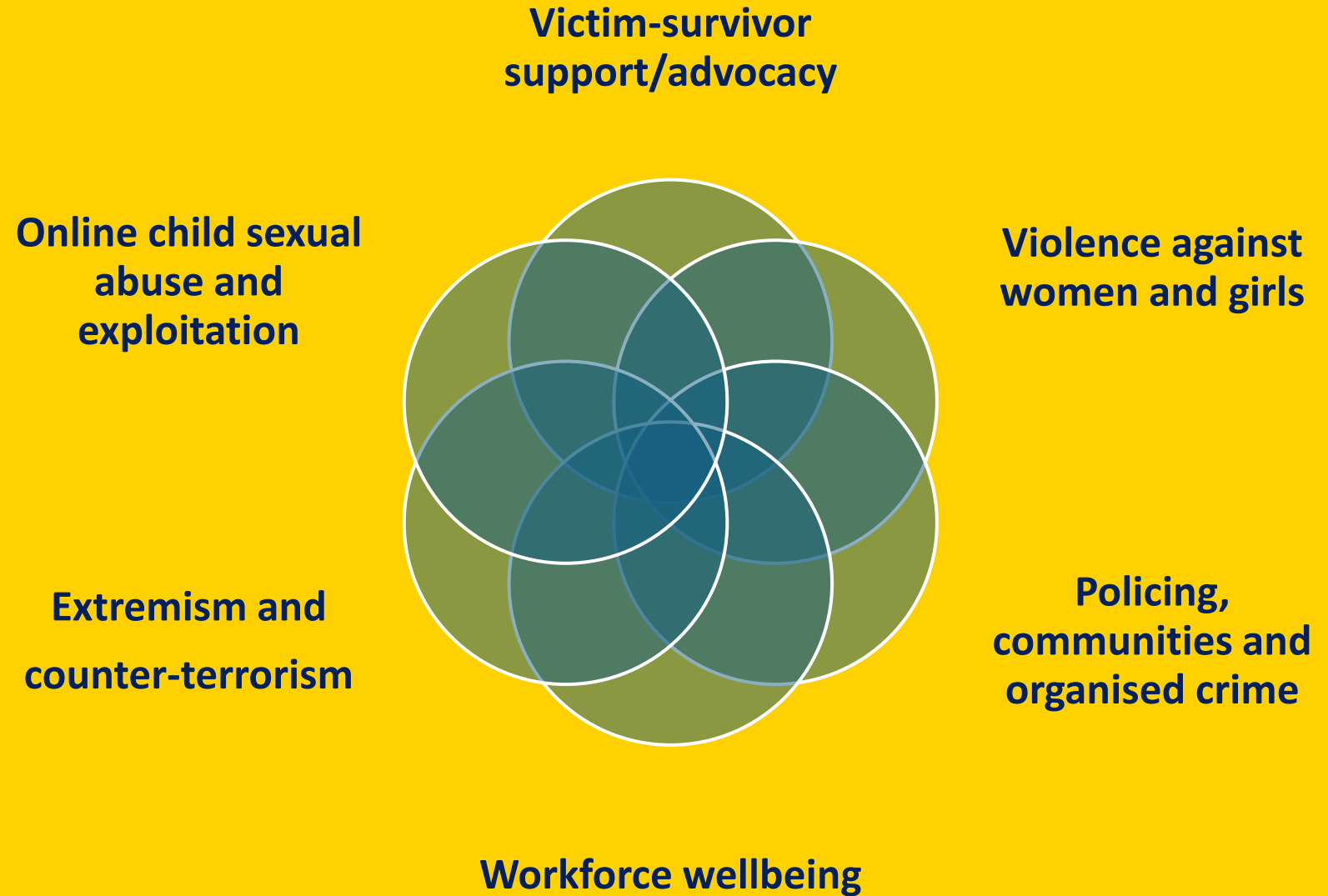
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Through applied research we support the global response to exploitation and abuse in all its forms

Our work





A silhouette of a hand holding the letter 'G' of the word 'WELLBEING' against a sunset sky. The hand is positioned on the right side of the frame, with the thumb and index finger forming a circle around the 'G'. The sky is a mix of blue and orange, with scattered clouds. The word 'WELLBEING' is written in a bold, black, sans-serif font across the middle of the image.

WELLBEING

Workforce Wellbeing Workstream

Our workforce wellbeing work

- Building an evidence base to fully understand the emotional health and wellbeing of those who routinely work in child sexual abuse investigations, and third and private sector personnel who are exposed to potentially traumatic materials as part of their job, nationally and internationally.
- Working with policing partners to develop and share best-practice in relation to proactively protecting and maintaining good emotional health and wellbeing, utilising trauma-informed practices.

Police Investigator Wellbeing

'The Knock'



Global progressive policing - To activate your weekly newsletter Click here

Follow Policing Insight

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Hello, your access is SUBSCRIBER via Lincolnshire OPCO

HOME MEDIA MONITOR FEATURES REGIONS REPORTS EVENTS POLICINGTV

CRIME CRIMINAL JUSTICE FINANCE GOVERNANCE OPERATIONAL POLICING PEOPLE DEVELOPMENT POLICY AND PRACTICE RESEARCH TECHNOLOGY

POLICING INSIGHT / FEATURES / INNOVATION / SUPPORT FOR FAMILIES OF CSAM OFFENDERS AFTER THE 'KNOCK' DELIVERS DUTY OF CARE AND POLICING BENEFITS

INNOVATION: PDF Media Monitor > OPEN

Support for families of CSAM offenders after the 'knock' delivers duty of care and policing benefits

> OPEN 12th May 2023 Keith Potter, Editor, Policing Insight

Latest Links

- Lawyers boycott threatens juryless rape trials pilot in Scotland
Police Oracle - Subscription at source
- National police wellbeing survey launches this week
Police Professional
- Britain's most senior black police officer who was responsible for stamping out racism in the ...
Mail Online
- GMP officer tackles men with machete whilst off-duty
Police Oracle - Subscription at source
- Police Minister defends response to damning domestic violence report
Brisbane Times (Australia)

View more >

EVERYTHING VOLUNTEER IN AN

Dr. Faye Acton

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Military Connected Children and Young People in the UK



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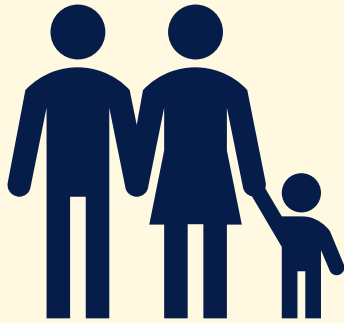


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The UK Context

‘A person whose parent, or carer, serves in the regular armed forces, or as a reservist, or has done at any point during the first 25 years of that person’s life.’



79% of service families have children

55% have at least one child of school age

31% have at least one child aged under 5

Military connected children and young people (MCCYP) experience unique challenges due to military life including:

- Frequent relocations
- Parental deployment and separation
- Education continuity
- Social and emotional disruption
- Increased levels of anxiety, stress, and depression

What are the research issues?

- MCCYP are often seen through a militarised lens
- Seen as part of a military family
- Differing needs are lost
- Tension between welfare and warfare
- MCCYP rarely centred in significant, sustained and meaningful ways in research



What are we doing/What do we want to do?




- Inductive and exploratory research using principles of co-production
- Contribute a nuanced, critical understanding of the complexities of MCCYP's lives
- Understand children and young people as meaning-makers, exploring how they make sense of and present their own worlds
- Practice-based evidence rather than evidence-based practice
- Learn and share across the uniformed public services sector

Dr. Sarah McLachlan

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Psychological Safety in Uniformed Public Services



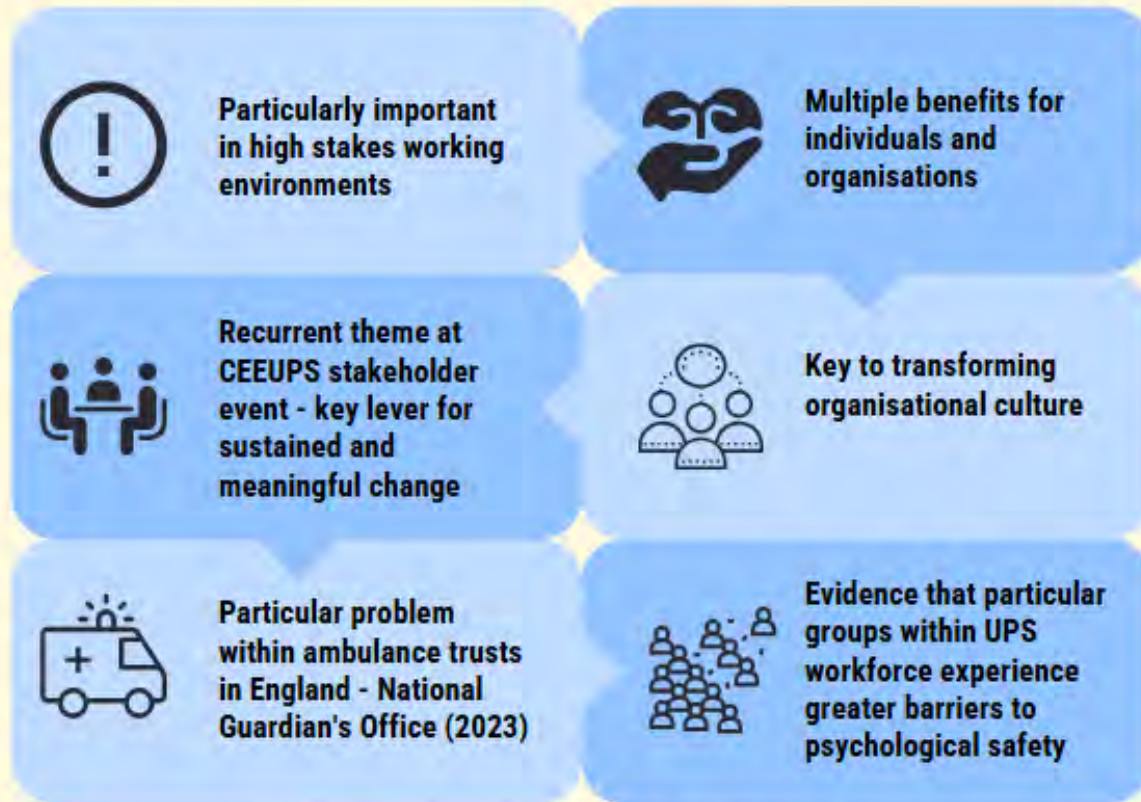
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Why is psychological safety important?



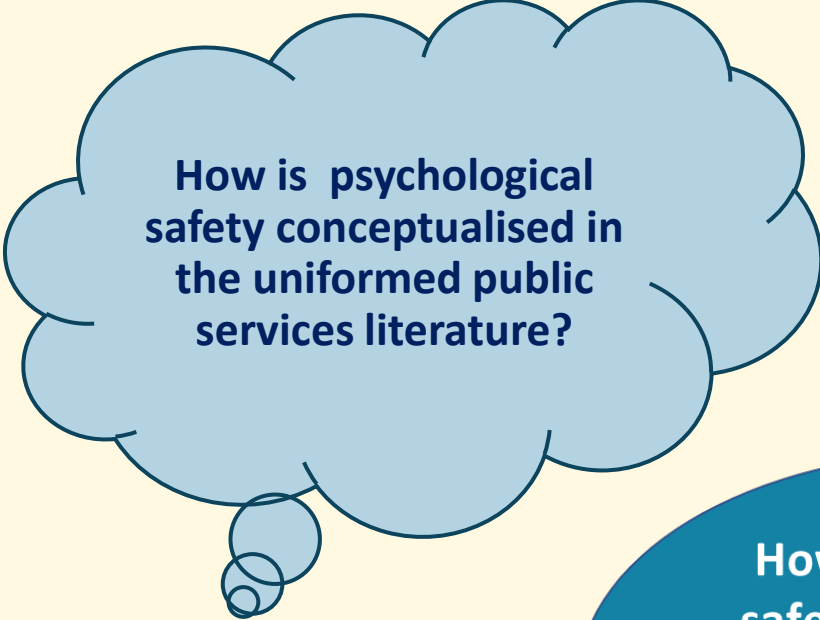
“Once the foundation for psychological safety is in place, staff will begin to speak on injustices, equity, and bias and advocate for their needs to continue to be present at work and thrive in their roles.”

McCoy (2024)

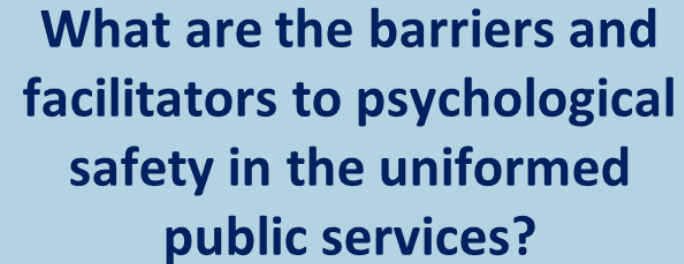


How are we beginning to address this?


Ongoing literature review (international)




How is psychological safety conceptualised in the uniformed public services literature?



What are the barriers and facilitators to psychological safety in the uniformed public services?



How is psychological safety experienced by staff working in uniformed public services?



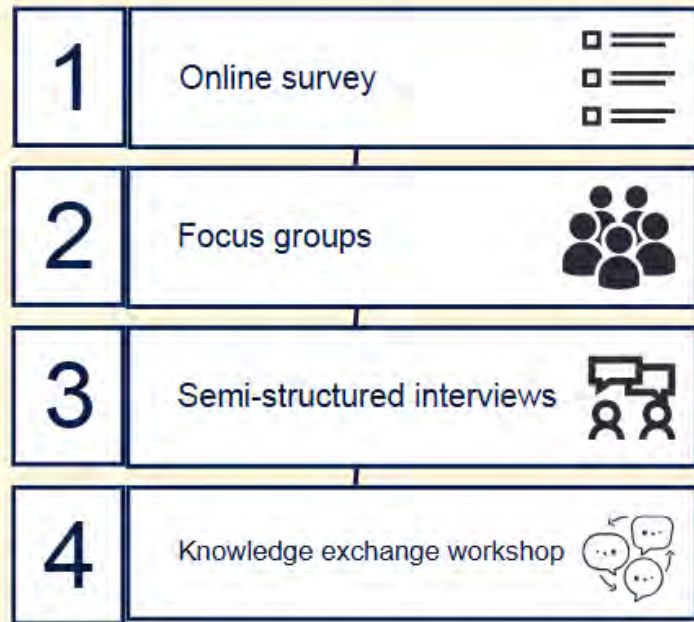
Are these barriers and facilitators experienced differently by different groups within the workforce?

How are we beginning to address this?

Mixed-methods exploratory study in Helicopter Emergency Medical Services (HEMS)

Objectives:

- Understand how psychological safety is conceptualised and experienced in HEMS clinical teams
- Identify perceived barriers and facilitators to psychological safety
- Explore potential differences in experiences between male and female clinicians




Dr. Chris Webber

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Understanding the Departure of On- Call Firefighters in England



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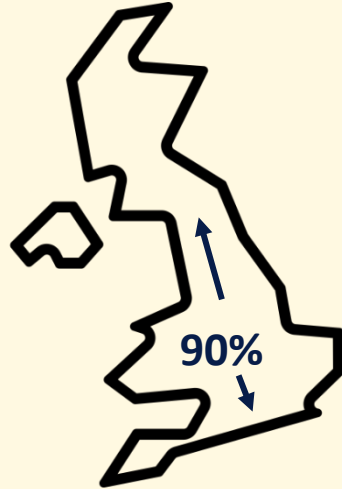
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What is the current situation?



**On-Call
Firefighters**



**Service
Provision**



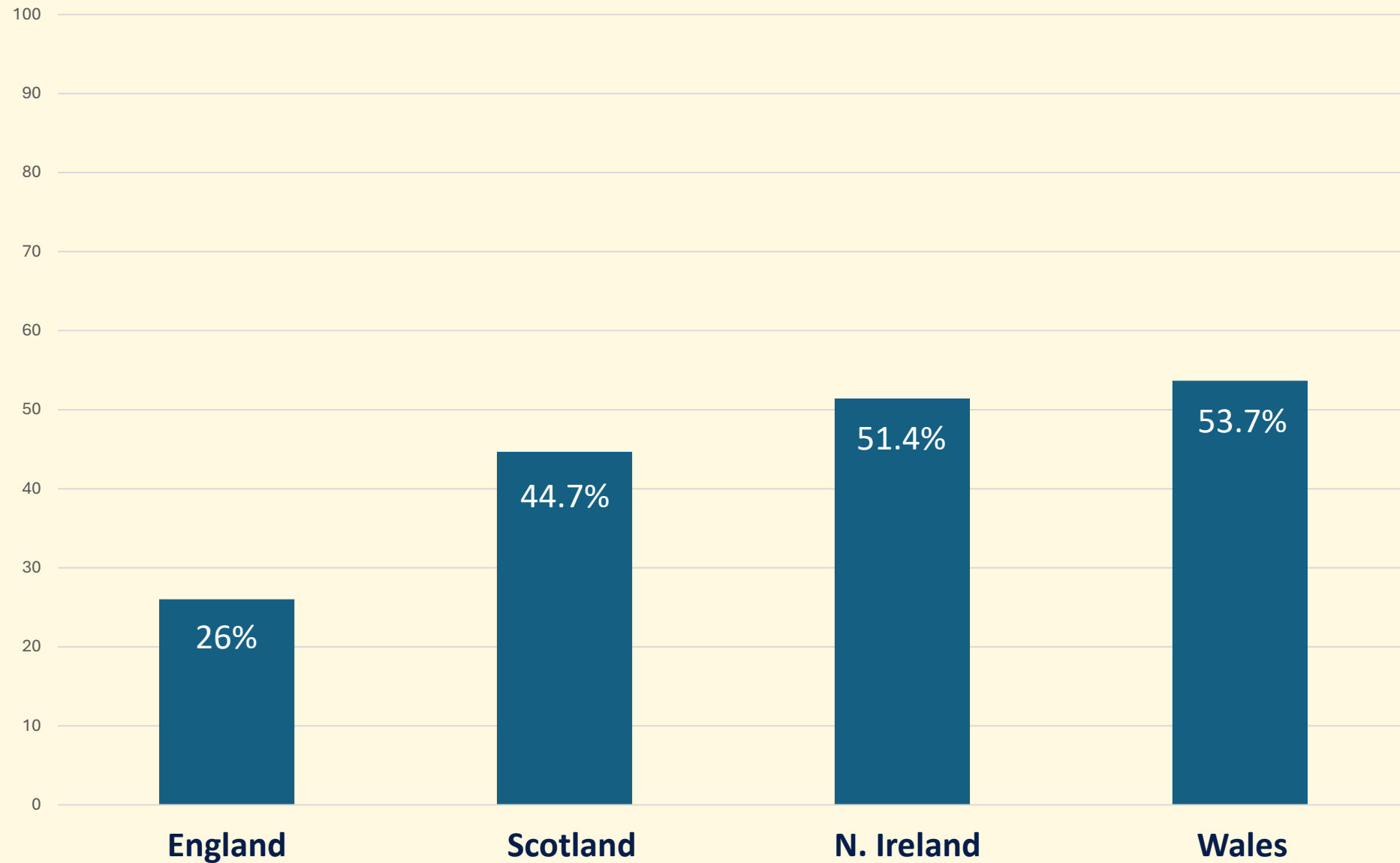
**Common
Model**



**International
Alignment**



What is the current situation?



Why is this a problem?



Recruitment



Tenure &
Retention



Declining
Sustainability



Costs



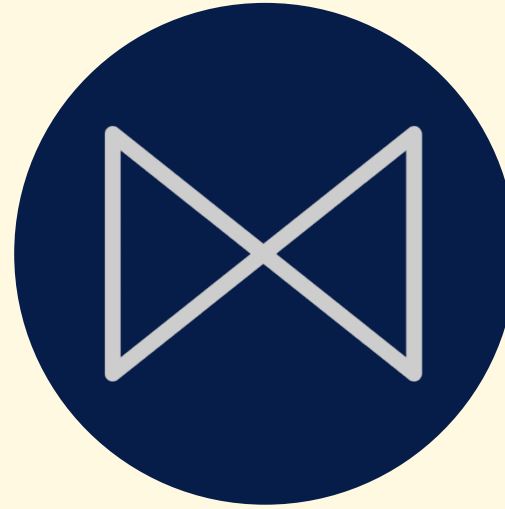
What are the barriers to progress?



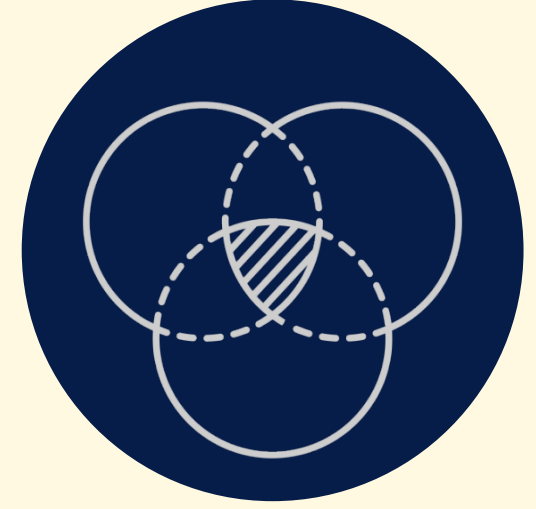
UK Research



Service
Journeys



Transition



Intersectionality



What are the barriers to progress?



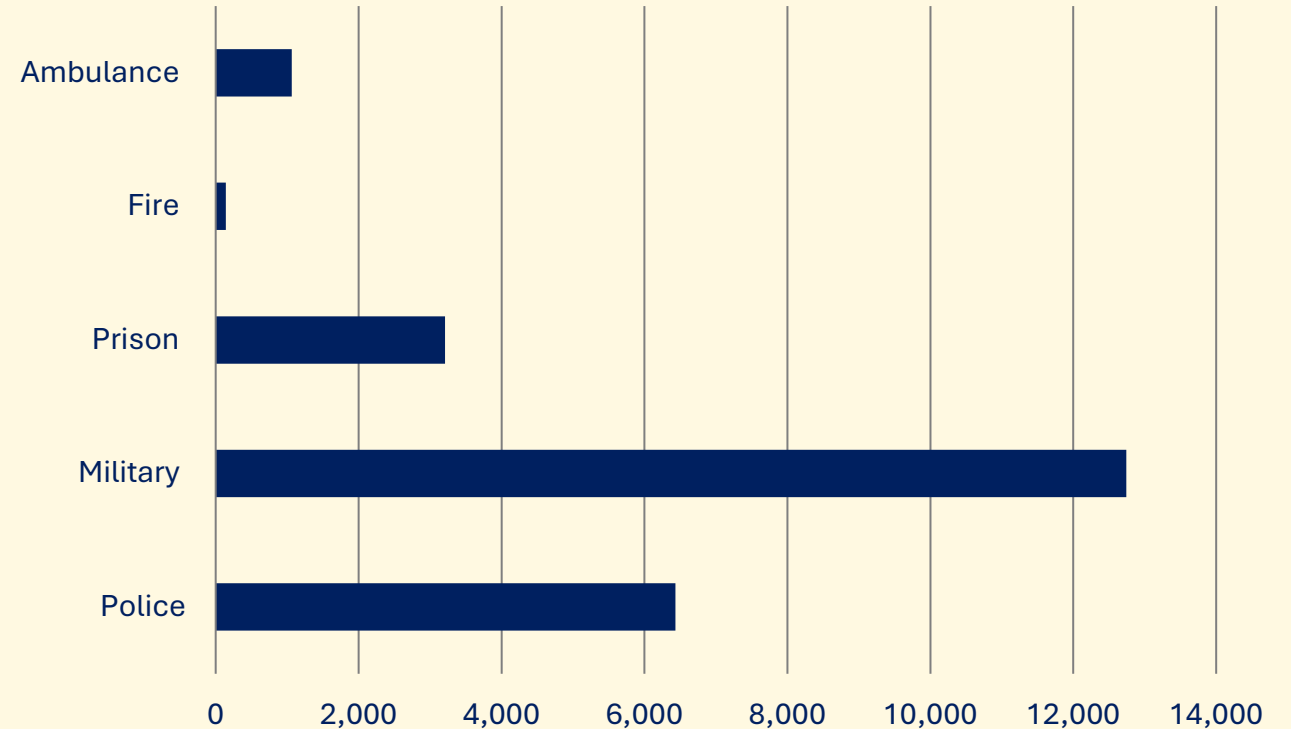
“Fire Service” ... “Fire and Rescue”

‘Engage*’ ... ‘Commit*’ ... ‘Retain’

... ‘Quit’ ... ‘Leave’ ... ‘Turnover’ ...

‘Dismiss’ ... ‘Resign’ ... ‘Retire’ ...

‘Transition’

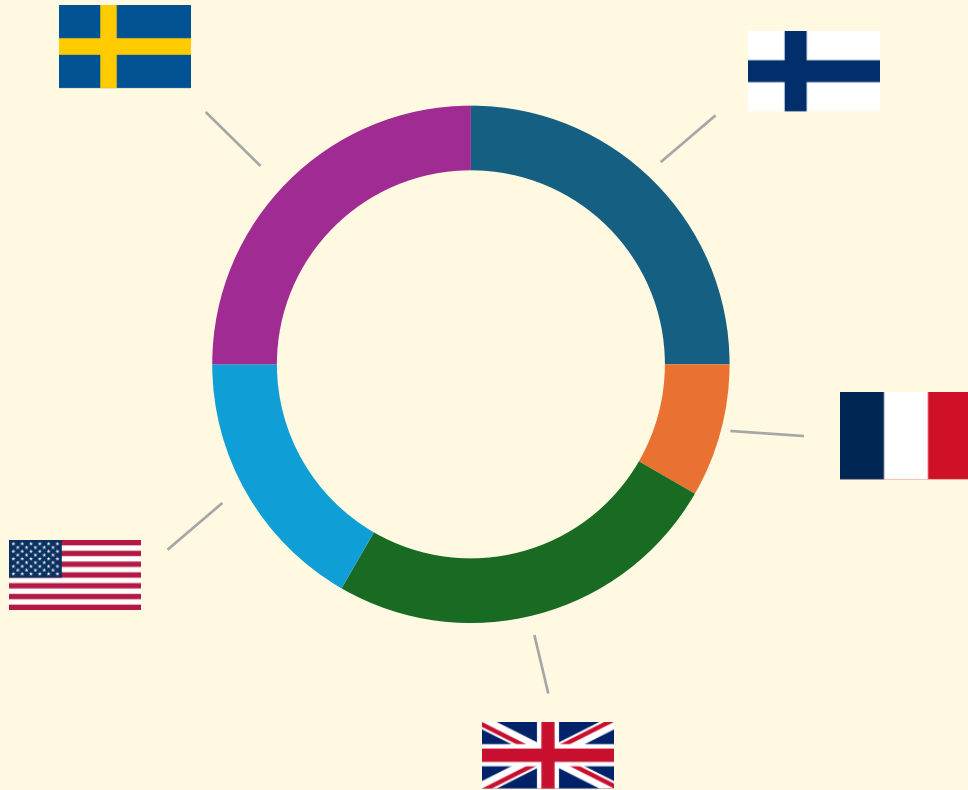


Web of Science Articles

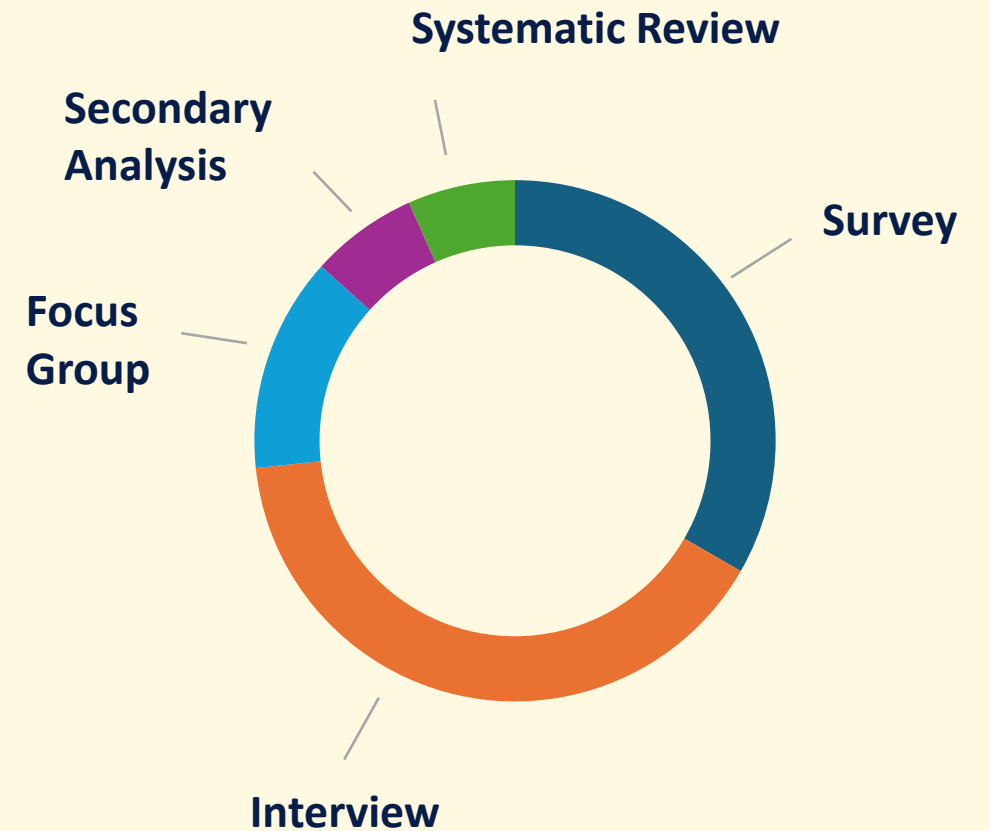
What do we already know?

n=12
Studies

Nations
'WEIRD'



Methods





Thanks for Your Attention

Dr. Chris Webber

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