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‘Evaluating Evaluation’:

Proposing effective and efficient evaluation packages for the potential national roll out of the ‘1TeamActive’ programme within UK Policing

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EXECUTIVE SUMMARY

1TeamActive was a pilot programme that aimed to improve the wellbeing of police workers and their families through increased physical activity. This executive summary synthesises an evaluation of the previous processes used to evaluate the 1TeamActive pilot. The full report of evaluation processes provided a background to the project thus far and outlined the need to create a simpler, more efficient and standard programme of evaluation options that can be applied across police forces for the future of 1TeamActive. This report responds to that aim.

A focus group of key stakeholders reflected on the 1TeamActive evaluation processes. It was identified that:

- The programme needs to evidence change on physical activity and mental wellbeing to meet its' objectives and help justify police spend;
- The programme will continue to welcome the wider policing family to participate; however, evaluation data will only be collected from police participants (i.e., not family members) to reduce survey burden;
- Shorter 'application' and 'feedback' forms might be more user-friendly than 'surveys';
- Video footage and participant testimonials capture effective feedback from event days;
- Some evaluation team roles could be conducted by TeamPolice to reduce costs – options for evaluation packages with/without evaluation team support can enable police forces to deliver the programme with an evaluation that suits their budget and requirements;
- Video clips (vlogs), infographics and executive summaries are short, shareable ways to effectively disseminate evaluation findings.

A review of quantitative measures was completed to identify the most effective and efficient questions to assess 1TeamActive against the following key variables: physical activity, mental wellbeing, mental health, physical wellbeing, performance, morale, support and nutrition.

Four options for evaluation that were incremental in their thoroughness were recommended:

- Bronze – basic package, no evaluation team but simple registration and feedback forms delivered through TeamPolice;
- Silver – basic measures of physical activity and mental wellbeing, delivered through TeamPolice with some evaluation team support to conduct a pre-post analysis and produce a vlog and executive summary to report basic findings for each 'Silver' force;
- Gold – full evaluation team support to measure a variable set that evaluates the programme against its' objectives, aligns to the Oscar Kilo objective and responds to the requirements of the Police Covenant. The evaluation team attend event days to capture video footage and participant testimonials, also conducting interviews with participants at the end of the programme to gain feedback on their experiences. This will be combined with pre-post analysis to produce a vlog, infographic and executive summary to report findings for each force. Further, a six-month follow-up analysis will be conducted to demonstrate longer-term benefits of participating in 1TeamActive;
- Platinum – as per the 'Gold' evaluation but more comprehensive by including a wider variable set, midpoint interviews to gain rich understanding of participant journeys and a full final report for each force produced by the evaluation team.

The information in this report provides detail on the focus group, review of measures and evaluation packages that have been proposed to take the 1TeamActive programme forward.

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1.0 Background

1.1 Context

Police work in the UK is stressful (Police Federation, 2021¹). This workplace stress can negatively influence police workers mental health and well-being (e.g., Oliver et al., 2022²; Police Federation, 2021¹). Common types of demands experienced by police officers and staff include operational (e.g., job-related violence, exposure to danger, shift work) and organizational factors (e.g., administrative processes, inadequate resources, co-worker and supervisor relations; McCreary & Thompson, 2006). The National Police Wellbeing Service (NPWS) and Oscar Kilo (OK)³ provide a policy through which police forces should seek to support police workers' physical and psychological well-being. The Police Covenant⁴ extends this, with a pledge to provide support to the wider policing family in terms of their wellbeing.

One area of support that has been found to help police workers improve their physical and psychological well-being is the engagement and provision of physical activity (e.g., Acquaro Maran et al., 2018⁵; Oliver et al., 2021⁶). Building on such research findings, TeamPolice were granted funding by Sport England Families Fund and the National Lottery to deliver 1TeamActive, a pilot physical activity programme for police forces that aimed to improve the well-being of police workers and their families through increased physical activity⁷. Helen Oliver and Professor Owen Thomas (Cardiff Metropolitan University) were appointed to evaluate 1TeamActive (evaluation team), producing an interim and final evaluation report that evidenced a statistically significant positive impact on physical activity and wellbeing for 1TeamActive participants⁸. Following the pilot, there was a need to review the evaluation processes so that a standardised and sustainable 1TeamActive evaluation product could be offered to police forces and fulfil the Police Covenant moving forward.

1.2 1TeamActive

1TeamActive aimed to improve the health, lifestyle and well-being of the policing family, through seven objectives. Following the 1TeamActive pilot, the objectives were reviewed to align to Oscar Kilo:

1. Embed a sustainable grass roots sports and activity programme within the Police Service;
2. Ensure the programme has maximum reach and particularly to those who would experience the greatest benefit;
3. Provide opportunity, support and education to individuals that will have a lasting effect with changes to lifestyle practices for the individual and their family;

¹ See [Demand, capacity & welfare \(polfed.org\)](https://www.polfed.org.uk/demand-capacity-welfare/)

² [Stress and psychological wellbeing in british police force officers and staff | SpringerLink](#)

³ See [About us | Oscar Kilo](#)

⁴ See [Police Covenant - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/policies/police-covenant)

⁵ [IJERPH | Free Full-Text | Physical Practice and Wellness Courses Reduce Distress and Improve Wellbeing in Police Officers \(mdpi.com\)](#)

⁶ [Proof of concept and feasibility of the app-based '#SWPMoveMore Challenge': Impacts on physical activity and well-being in a police population \(sagepub.com\)](#)

⁷ See [1TeamActive - Team Police](#)

⁸ See [1TeamActive Pilot Evaluation Final Report and Executive Summary Sept 2022 \(cardiffmet.ac.uk\)](#)

4. Deliver improved work performance by inspiring and supporting happier and healthier lifestyles amongst staff;
5. Provide options of evaluation to demonstrate the association between the improved mental and physical well-being of participants and their families and enhanced performance and morale;
6. Develop effective collaborative working relationships with all police forces involved with the programme;
7. Ensure the programme is sustainable within the organisation delivering a continued healthy workforce.

Four police forces piloted the 1TeamActive programme; Northumbria, Humberside, West Midlands and Wiltshire. The programme delivery centred around 8 'event days' (in total), at which participants attended individually or alongside their families. At the event day police workers and their families tried out a range of fun, physical activities and were introduced to a physical activity instructor, who they then engaged with for an 11-week programme of activity. The 11 weeks of activity were supplemented by online support (Facebook group, online physical activity sessions, and an app) and support champions, who called participants during the programme to encourage attendance, offer support and capture participant journeys.

The delivery of the 1TeamActive pilot was impacted by the Covid-19 pandemic, yet two iterations of the programme were successfully delivered. The first event days took place in September 2021 and a second set of event days took place in March/April 2022, benefitting a total of 147 police force employees and a further 153 family members (N=300). The final report gave a detailed background to the project, information on participants, evaluation and recommendation to take the 1TeamActive programme forward⁹.

1.3 This Report

This evaluation report follows a request from the 1TeamActive team to evaluate the methods Cardiff Metropolitan University used within the pilot of the programme – the intended aim being to create simpler, effective and more efficient evaluation for future roll-outs. It reports on four recommended evaluation options (packages) that are incremental in their thoroughness and complexity, so that police forces adopting 1TeamActive can choose the option that meets their needs and requirements. To reach the four recommended evaluation options, a review of evaluation processes was conducted and is summarised in this report. Specifically, it reports on:

- A focus group with key stakeholders in the 1TeamActive project team on the content, effectiveness and approach to evaluation;
- A review of quantitative measures for a standard (simpler and more efficient) quantitative evaluation approach;
- A recommendation of four evaluation package options, with proposed schematics of the timeline and activities for each package.

⁹ See [1TeamActive Pilot Evaluation Final Report and Executive Summary Sept 2022 \(cardiffmet.ac.uk\)](https://cardiffmet.ac.uk/1TeamActive-Pilot-Evaluation-Final-Report-and-Executive-Summary-Sept-2022)

The evaluation of processes was approved by the Cardiff School of Sport and Health Sciences Research Ethics Committee (Sta-4138).

2.0 Key stakeholder focus group

2.1 Who took part

A focus group was conducted with the evaluation team and the TeamPolice 1TeamActive programme team. In the focus group, participants reflected on the evaluation process across all stages of the evaluation (key points summarised in 2.2). The focus group ended by agreeing an overview of four evaluation packages (bronze, silver, gold, platinum) that increase in scope and could be offered to police forces moving forward. For example, 'Bronze' is the most basic package, while the 'Platinum' package offers police forces a complete evaluation on 1TeamActive (see 4.0).

2.2 Stages of evaluation

2.2.1 Objectives

Participants agreed that the main variables which 1TeamActive needs to demonstrate change on are physical activity and mental health. To align to the Police Covenant and OK objectives, performance, effectiveness and morale are also variables of interest. Accessing absence management data to measure performance will add resource for police forces running the scheme and so self-report measures are preferred. A key change from the 1TeamActive pilot to future iterations is that police forces will now be paying for the programme, and so wanting to justify their spend. This factor might also influence how valued staff feel, and so measures of perceived and received organisational support should also be considered.

2.2.2 Sign up process

The application form process was effective in capturing participants' baseline data, and some screening should remain in place to ensure that the participants who will benefit most are reached (i.e., participants who are not physically active; objective 2). However, a reduced application form with less formal wording is needed as the sign-up survey in the pilot was off-putting to participants. The programme can now have a broader scope, welcoming the wider policing family onto the programme (e.g., leavers, special constables). Children can come onto the programme, but their data will not be required.

2.2.3 Event day

The evaluation team placed value on attending the event day to collect any missing baseline data, gain understanding of the programme for a particular force, and capture participant testimonials on video. Having the video footage was effective in recruiting more participants onto the scheme. Such footage needs to be kept current and topical, so will be needed from all event days. Standardising questions could enable other 1TeamActive members (not from the evaluation team) to capture this content for lower-level package options.

2.2.4 Delivery

Learning from the pilot indicated that the support champion role was valuable in removing some participant barriers to engaging with the scheme. However, the role could be improved to reduce police force resource commitments to the evaluation programme (e.g., reducing volume to two calls, no requirement for logbooks). The police force wellbeing teams and 1TeamActive can liaise about such aspects of delivery and the support champion roles moving forward. During the delivery stage, the evaluation team only need attendance data from the instructors to demonstrate value for money and to consider impact of attendance on outcomes. Simpler registration processes are required to capture this more effectively.

2.2.5 Evaluation at the end of 12 weeks

To gain qualitative feedback for lower-level packages, open-ended standardised questions could be used to gather participant quotes (captured by 1TeamActive over the phone or on a form). Higher-level packages could benefit from richer, in-depth interviews conducted by the evaluation team – who are fully trained in qualitative data capture and analysis procedures. In the pilot, there were low survey returns at the end of the activity weeks, possibly due to the survey complexity. Referring to surveys as a registration form or a feedback form might be less intimidating to participants than a ‘survey’. To further encourage returns, instructors could ‘celebrate’ the last 1TeamActive session, perhaps giving out medals / certificates and the link to a form to provide feedback.

2.2.6 Reports

Creating vlogs and infographics are effective to report feedback. These can be easily shared (e.g., on twitter, LinkedIn) and can link people to the full report which will be made publicly available on Figshare. Moving forward, not all packages will have a report. Lower-level packages will have data from the registration form and feedback form and having consistent measures with higher level packages will mean that if no evaluation team is involved for one police force, then their data can still be integrated (the evaluation team needs access to all data). The aim eventually is to have a published research report on 1TeamActive.

3.0 Quantitative survey measures

3.1 Variables measured in the pilot

The stakeholder focus group suggested that the survey length and complexity was off-putting to participants. To reduce participant load, the variables in the survey, and measures used to assess them were reviewed considering the programme objectives, pilot evaluation and other relevant police wellbeing research.

The pilot evaluation of 1TeamActive found statistically significant positive changes on physical activity, mental wellbeing, attitudes to physical activity, self-efficacy, motivation and work performance. There was no statistically significant change on anxiety or perceived family support. Physical activity and mental wellbeing were central to the programme objectives and used to screen participants in the pilot (objectives 2 and 5; see 2.2) so will be retained. The measures for attitudes to physical activity and self-efficacy were informed by Sport England questions. Although the 1TeamActive pilot demonstrated change on these variables, the questions were not validated and so it is not recommended to use them in future evaluation.

The anxiety question also came from Sport England. Although there was no statistically significant change on this variable in the 1TeamActive pilot, a validated measure of mental health might detect change and could be considered (see 2.2.1). The motivation measure used in the pilot comprised a lot of questions (N=12), and as it is not central to the 1TeamActive aims it is recommended to remove this variable from future evaluation. The work performance variable showed positive change in the pilot and is aligned to the programme (objective 4) and OK objectives. The perceived family support variable demonstrated no statistically significant change in the pilot; a measure of perceived organisational support should be considered instead moving forwards (see 2.2.1). Additional variables to review are morale (OK objective) and nutrition (objective 4), as participants in the 1TeamActive pilot suggested the programme positively impacted their diet.

3.2 Recommended measures

To provide police forces adopting 1TeamActive with the scope to focus on only key variables, or include all variables of interest in their evaluation, four options of evaluation package were realised. The four recommended evaluation options (packages) are incremental in their thoroughness and complexity (see Table 1). For example, in the lowest level 'Bronze' package only physical activity is measured, whereas in the highest level 'Platinum' package, eight variables are included to demonstrate the potential impact of 1TeamActive against all of its' objectives.

For all packages it is recommended that demographic variables of participants are captured (e.g., age, gender, people they are joining the 1TeamActive programme with). Table 1 displays the other variables included with each evaluation package (and recommended measures that can be used to accurately assess each variable).

Table 1. Recommended variables and measures across evaluation packages

Outcome variable	Package			
	Bronze	Silver	Gold	Platinum
Physical activity	Single item physical activity questionnaire (Milton et al., 2011)	Single item physical activity questionnaire (Milton et al., 2011)	IPAQ (Booth et al., 2000)	IPAQ (Booth et al., 2000)
Mental health	-	Single item anxiety question (NPWS)	SF-12 subscales (Ware et al., 1996)	SF-12 subscales (Ware et al., 1996)
Physical wellbeing	-	-	SF-12 subscales (Ware et al., 1996)	SF-12 subscales (Ware et al., 1996)
Mental wellbeing	-	-	SWEMWBS (Tennant et al., 2007)	SWEMWBS (Tennant et al., 2007)
Performance and effectiveness	-	-	WLQ (Lerner et al., 2003)	WLQ (Lerner et al., 2003)
Morale	-	-	-	PFEW single question (Houdmont & Elliot-Davies, 2016)

Organizational support	-	-	-	SPOS (Eisenberger et al., 2002) and SSI (Timmerman et al., 2000)
Nutrition	-	-	-	PFEW single question (Houdmont & Elliot-Davies, 2016)
TOTAL ITEMS	1	2	33	42

3.2.1 Physical activity

Physical activity can be most simply measured using the single item physical activity questionnaire (Milton et al., 2011). Reliability and concurrent validity have been demonstrated (Milton et al., 2013). However, for the 'Gold' and 'Platinum' packages, it is recommended that a slightly more in-depth measure of physical activity is provided. Over seven questions, the International Physical Activity Questionnaire Short Form (IPAQ; Booth et al., 2000) measures frequency, intensity and duration of physical activity and sedentary behaviour. It has been used to collect reliable and valid physical activity data across many countries and is used in the World Health Organisation (WHO) physical activity monitoring projects (Craig et al., 2003). In the 1TeamActive pilot evaluation, a statistically significant positive change was demonstrated on physical activity using this measure; participants reported engaging in less physical activity than recommended by WHO at the start of 1TeamActive, and at the end of 1TeamActive they were meeting the recommended guidelines (Bull et al., 2020).

3.2.2 Mental health

In the National Police Wellbeing Survey (NPWS; Durham University, 2022), mental health has been measured through assessing anxiety and depression symptoms. The 1TeamActive pilot measured anxiety symptoms and did not demonstrate statistically significant change. Therefore, it is recommended that higher level packages use multi-item measures to provide a more robust measure of mental health. For example, Buckingham et al. (2020) demonstrated a significant improvement in mental health following a physical activity intervention in a UK police force using the relevant subscales of the Short-Form Health Survey (SF-12; Ware et al., 1996).

3.2.3 Physical wellbeing

Physical wellbeing refers to the overall condition and functioning of the body and is linked to physical exercise (NPWS, 2022). In the NPWS, and Police Federation of England and Wales (PFEW) officer demand, capacity and welfare survey (Houdmont & Elliott-Davies, 2016), respondents rated their general physical health to indicate physical wellbeing. Buckingham et al. (2020) used subscales of the SF-12 to measure physical health in their physical activity interventions in police populations, and, as national norms, reliability, validity and ability to detect change have all been reported for this measure (Busija et al., 2011), its use is recommended.

3.2.4 Mental wellbeing

The Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS; Tennant et al., 2007) is frequently used to measure mental wellbeing. Tennant et al. (2007) demonstrated test-retest reliability and internal consistency for this measure, and Fat et al. (2017) reported national norms for mental wellbeing across England using the SWEMWBS. In the 1TeamActive pilot evaluation, a statistically significant positive change was demonstrated on mental wellbeing using this measure; participants reported below norm mental wellbeing at the start of 1TeamActive, and at the end of 1TeamActive their mental wellbeing was above norm.

3.2.5 Morale

The PFEW survey measured morale using a single item. The measure was adapted from the Armed Forces Continuous Attitude Survey (see Houdmont & Elliott-Davies, 2016), and is recommended to enable direct comparison with the PFEW surveys and benchmarking data.

3.2.6 Performance and effectiveness

Self-perceived productivity has been measured in police populations (e.g., Buckingham et al., 2020) using the absenteeism and presenteeism questions from the WHO Health and Work Performance Questionnaire (HPQ; Kessler et al., 2003). Presenteeism is when an individual comes to work despite being unwell and so performing below their usual (Brown et al., 2014). The PFEW measured presenteeism using two items from Aronson et al.'s (2000) early measure (see Houdmont & Elliott-Davies, 2016). However, in relation to physical activity, the HPQ and WLQ are recommended (Brown et al., 2014). The WLQ has been used in police samples (e.g., Fox et al., 2012), was used in the 1TeamActive pilot evaluation and detected a statistically significant positivity change and is therefore appropriate to measure work performance and effectiveness.

3.2.7 Organizational support

The Survey of Perceived Organisational Support (SPOS) is commonly used to measure whether an employee believes that their organisation values them and is concerned about their wellbeing (Worley et al., 2009). In its shortest form, the SPOS has three items (Eisenberger et al., 2002), and is measured in the NPWS – indicating that it is appropriate for use in police populations. In addition, it is recommended that an adapted Social Support Inventory (SSI; Timmerman et al., 2000) is included to assess whether participants received support over the 1TeamActive programme. In a UK police force, Jackman et al. (2020) found that both perceived support and received support were significant positive predictors of psychological wellbeing, and it is possible that over the 1TeamActive programme, the support *received* will demonstrate change.

3.2.8 Nutrition

The PFEW survey measured diet using a single item, and it is recommended to use this measure to assess nutrition generally and enable direct comparison with the PFEW surveys and benchmarking data.

4.0 Schematic process

As the amount of variables considered in each evaluation package increases across the options, the four packages are incremental in thoroughness and complexity. For example, in the lowest level 'Bronze' package, the single item physical activity question can be assessed by TeamPolice. However, in the higher level 'Gold' and 'Platinum' packages, the multi-item measures need to be scored and analysed by the evaluation team who are trained in statistics. Further, to capture the necessary data to assess the impact of interventions, researchers recommend using quantitative and qualitative methods, at the end of interventions as well as at a longer-term follow-up (MacDonald et al., 2018). The evaluation team involvement therefore increases for the higher level 'Gold' and 'Platinum' packages to capture all of these data types. Table 2 provides an overview of the evaluation team involvement and stages of evaluation across the four package options.

Table 2. Overview of four evaluation packages

Stage of evaluation	Package			
	Bronze	Silver	Gold	Platinum
Data handling	Data handled by TP* (research ethics and/or data compliance held by TP or force)	Data handled by TP* (research ethics and/or data compliance held by TP or force)	Data handled by ET (research ethics and data compliance held by CMET)	Data handled by ET (research ethics and data compliance held by CMET)
Application/Registration	Simple registration form (TP) which includes a physical activity question	Application form (TP) with single physical activity screening question, and mental health question (ET)	Application form with physical activity and mental wellbeing screening (ET), and open-ended paragraph (TP). Further measures include mental health, physical wellbeing, performance (ET)	Application form with physical activity and mental wellbeing screening (ET), and open-ended paragraph (TP). Further measures include mental health, physical wellbeing, performance, morale, support and nutrition (ET)
Feedback	Simple feedback form	Form (TP) with the two questions as above and open-ended feedback (ET)	Form with measures as above. ET at event day videoing and collecting testimonials	Form with measures as above. ET at event day videoing and collecting testimonials. ET conducting midpoint interviews
Evaluation	Attendance data from instructors. No ET	Attendance data from instructors. Pre – post analysis by ET	Attendance data from instructors. Pre – post – 6 month follow up	Attendance data from instructors. Pre – post – 6 month follow up

			analysis, and post interviews by ET	analysis, and post interviews by ET
Report	Skeleton report by TP	Vlog and executive summary by ET	Vlog, infographic, and executive summary by ET	Vlog, infographic, executive summary and full report by ET

TP = TeamPolice. ET = Evaluation Team. CMET = Cardiff Metropolitan University.

*Evaluation team still require access to all data to integrate it across forces and determine results, best practice etc.

More detail for each package is provided below, along with a screenshot of a Gantt chart to indicate the timeline. There is a full interactive version of each Gantt chart to track progress. Numbers in the columns 'plan duration' and 'start duration' indicate how many weeks each activity is anticipated to require. There might be some overlap between activities on the Gantt charts and as they happen in reality. The Gantt charts can be developed and refined over time in relation to the managed requirements of each force.

4.1 Bronze package

The 'Bronze' package is the most basic level evaluation package, as there is no involvement from the evaluation team. TeamPolice produce and handle all forms (although the evaluation team have provided a physical activity screening question that can be included and used as appropriate). The 'Bronze' package has a duration of 28 weeks from advertising the 1TeamActive scheme to a concluding report (see Figure 1). The 1TeamActive event day takes place in Week 12, with the instructor-led activity running Weeks 13 – 24.

4.2 Silver package

The 'Silver' package builds on 'Bronze' with a slightly wider variable set, and minor support from the evaluation team. TeamPolice still produce and handle all forms, however the evaluation team will support with information to screen participants via the physical activity question, provide a mental health question that can also be used in pre-post analysis of the programme, and, suggested feedback questions. The evaluation team will produce a vlog and executive summary based on the pre-post analysis and feedback questions. The 'Silver' package has a duration of 30 weeks from advertising the 1TeamActive scheme to the evaluation team producing the vlog and executive summary (see Figure 2). The 1TeamActive event day takes place in Week 13, with the instructor-led activity in Weeks 14 – 25.

4.3 Gold package

In the 'Gold' package, the evaluation team will seek and be responsible for ethical approval and data compliance within the University's governance framework to enable a more comprehensive evaluation of 1TeamActive. They will create and handle all forms in line with GDPR regulations to capture a larger data set that will enable; screening participants based on physical activity and mental wellbeing, conducting a pre-post analysis on these variables in addition to physical wellbeing, mental health, and work performance. Doing so enables the 'Gold' evaluation to align to part of the OK objective. The evaluation team will also attend 1TeamActive event days to capture participants' testimonials and video footage. Following the 12 weeks of activity, the evaluation team will interview participants to gain a rich

understanding of their experience, and produce a vlog, infographic and executive summary of the evaluation findings for each 'Gold' police force. The 'Gold' package has a duration of 33 weeks from advertising 1TeamActive to producing findings and evidence (see Figure 3). The 1TeamActive event day takes place in Week 14, with the instructor-led activity running Weeks 15 – 26. After six months, a follow-up form will be produced to capture any long-term behaviour change attributed to 1TeamActive (beyond Figure 3 timeline).

4.4 Platinum package

The 'Platinum' package is the most comprehensive evaluation of 1TeamActive. Building on from 'Gold', a more comprehensive variable set is included (see Table 2), enabling 1TeamActive to be evaluated against all of its objectives, and the OK objective. In addition to interviewing participants at the end of 1TeamActive, the evaluation team will also interview participants halfway through to capture more of their journey. Further, a full evaluation report will be produced by the evaluation team for each 'Platinum' police force. The 'Platinum' package has a duration of 35 weeks from advertising the scheme to producing the final report (see Figure 4). The 1TeamActive event day takes place in Week 14, with the instructor-led activity running Weeks 15 – 26. After six months, a follow-up form will be produced to capture any long-term behaviour change attributed to 1TeamActive (beyond Figure 4 timeline).

5.0 Summary

This report has reviewed the content, effectiveness and approach of the evaluation of 1TeamActive. A focus group of key stakeholders reflected on the learning from the pilot across all stages of the evaluation to provide recommendations for a streamlined and standardised programme of evaluation moving forward. Part of the learning was that the surveys used in the pilot were off-putting to participants, and so a review of quantitative measures was also conducted. The focus group and quantitative review exercise informed four evaluation packages that can be offered to police forces to deliver future 1TeamActive rollouts. 1TeamActive has been evidenced to improve physical activity and wellbeing in the pilot, but further evidence is needed as the programme develops to justify police spend, demonstrate that 1TeamActive is effective, and, that investing in physical activity supports the wellbeing of police force workers and the wider policing family.

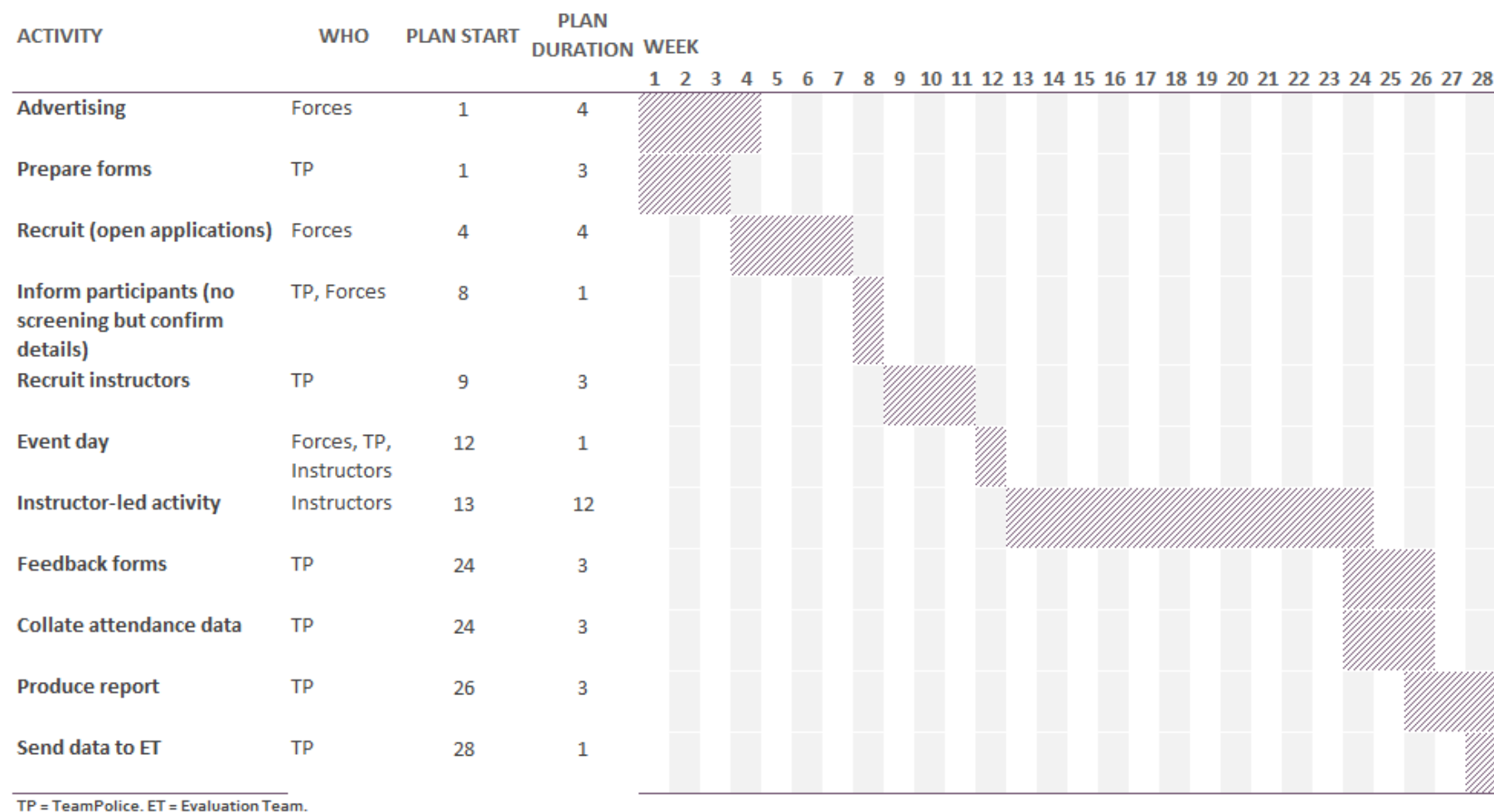


Figure 1. Bronze package timeline.

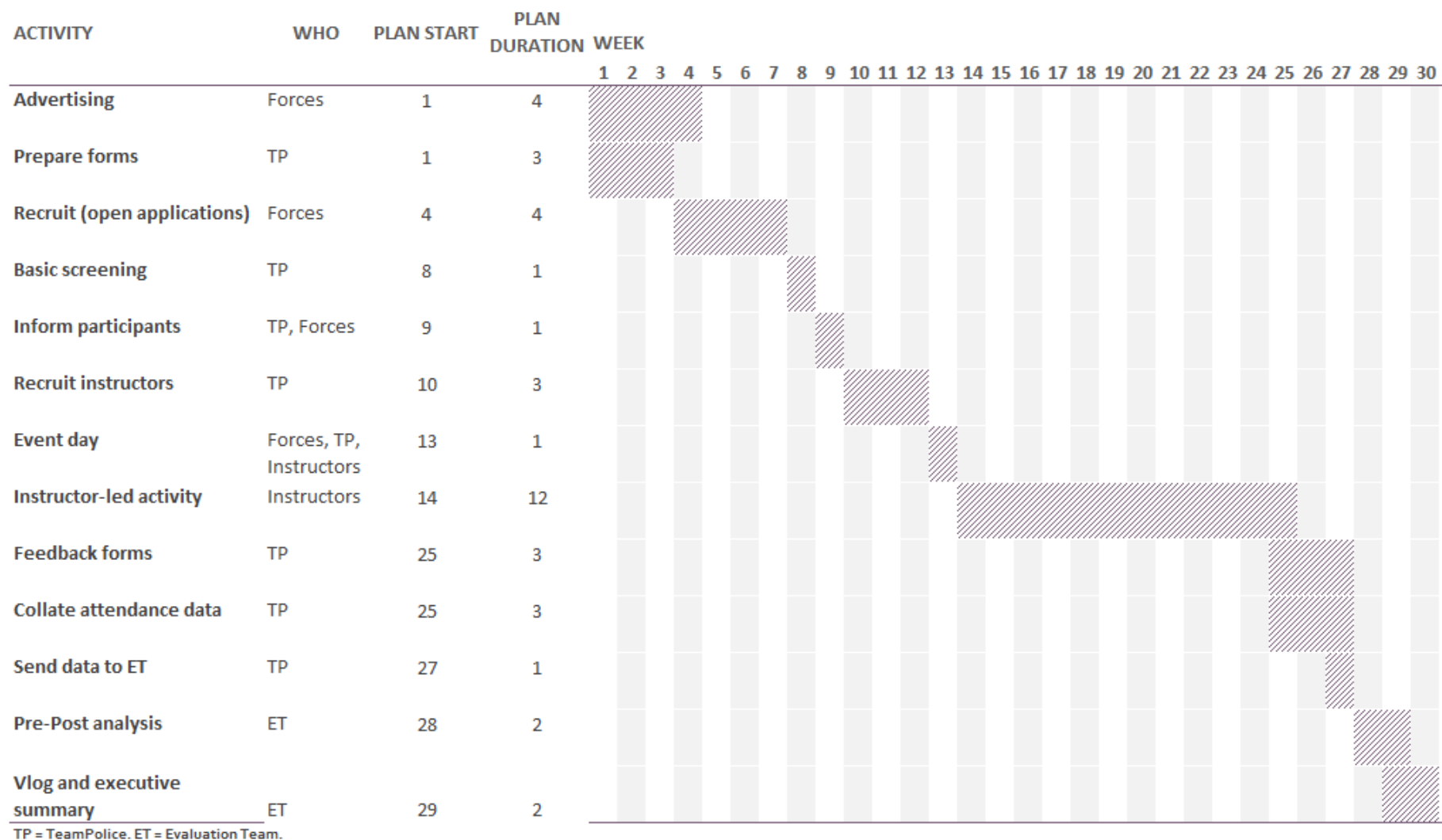


Figure 2. Silver package timeline.

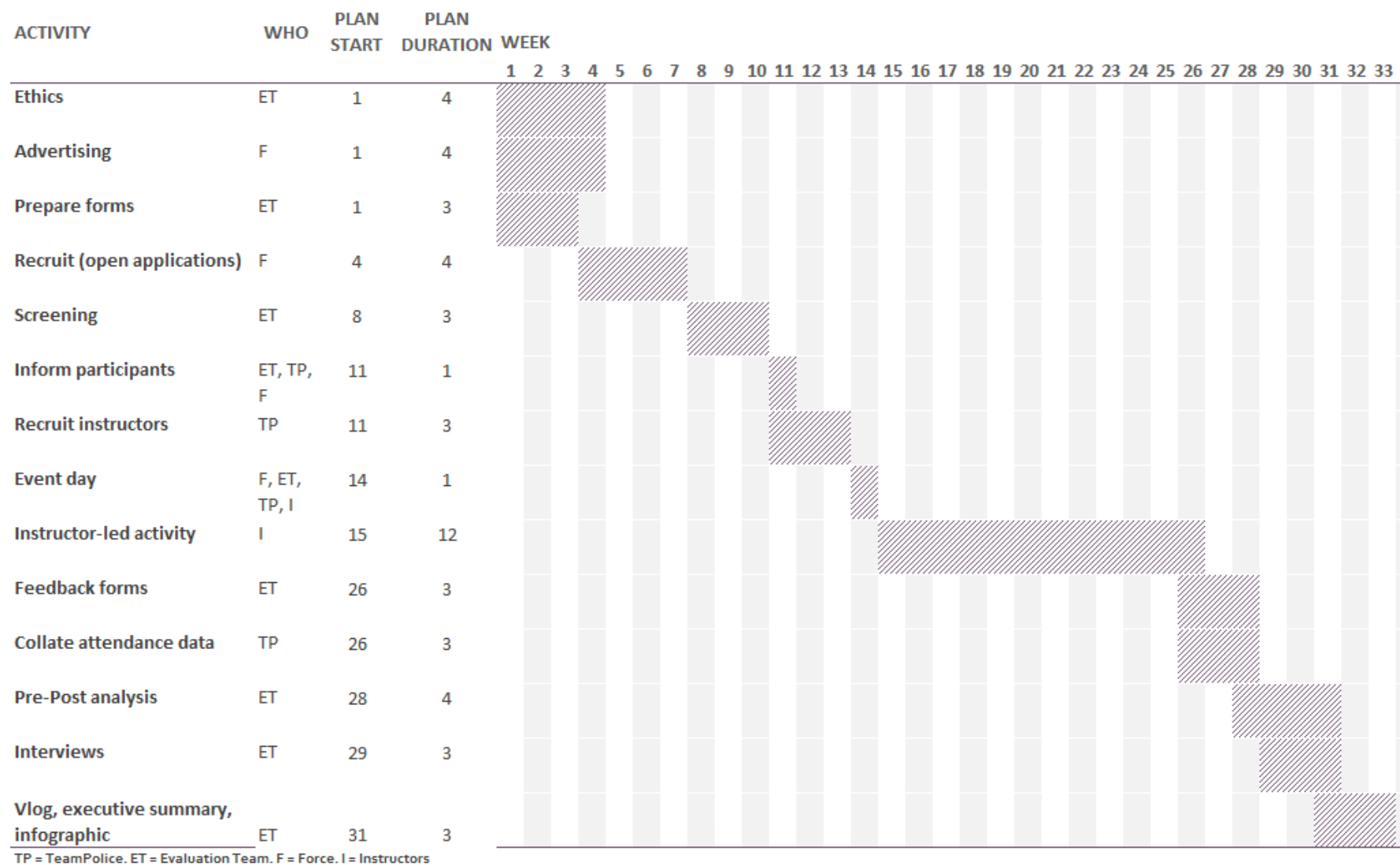


Figure 3. Gold package timeline.

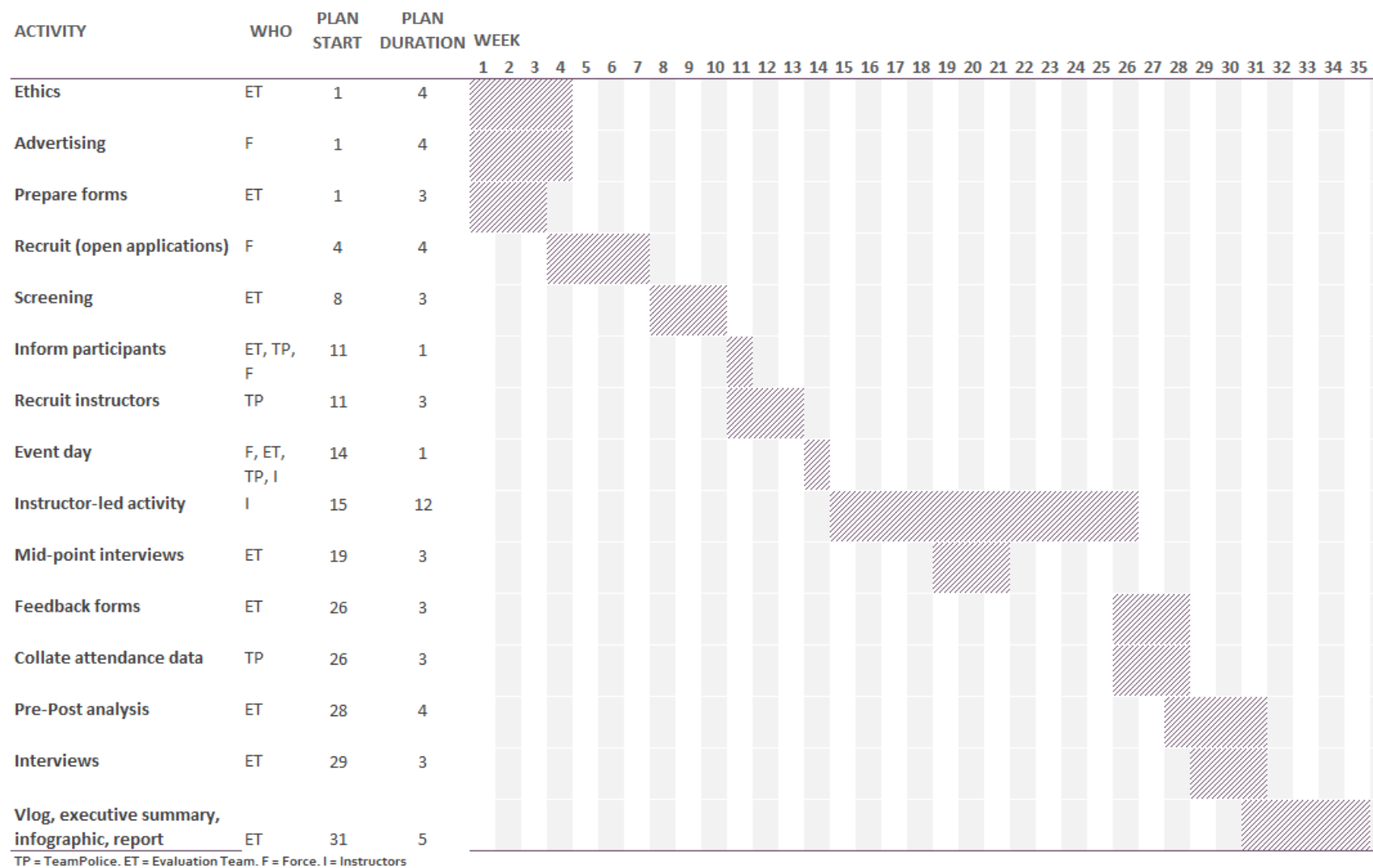


Figure 4. Platinum package timeline.

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