

Police Traumatic Events Checklist

A GUIDE FOR FORCE SYSTEMS
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WHY THIS GUIDANCE

The 2020s have seen an abundance of new initiatives to try and meet the demands on police mental health, as revealed by extensive research and media coverage - and for good reason.

Yet, making evidence-based decisions on the safest and most effective interventions for trauma is not always straight forward.

PTEC offers forces the chance to pause before acting on need.

It is a tool that can be used at any time of year, at every level and in any department to gain genuine and thorough understanding of the lived experience of everyday trauma exposure *before* decisions are made by individuals, teams, services or whole forces to do something about it.

What is more, PTEC is flexible and 'growable'. It can be used manually or digitally, as a conversation starter, a tool for self-reflection, a digital monitoring system, a means of recording data, or a communication device to signpost those in need.

As it's up to you to decide when and how to use PTEC, it could be all of these and more.

"It'll show us what's already having an impact – the only difference will be we can *get at it*"

DATA MANAGER

PTEC IN PRACTICE

Here are some systems which will likely benefit from PTEC. *Specific PTEC guidance is also available for TRiM, recruitment, peer support and trauma triage for OH and EAPs.*

USE PTEC TO RECORD AND MONITOR TRAUMA LOAD

Individuals or managers monitor can record impact from (and resilience to) exposures

USE PTEC TO INFORM JOB ALLOCATION

Force Control Rooms and managers can make decisions based on streaks of exposure

INCLUDE PTEC IN SICKNESS ABSENCE RECORDING

Trauma impact disguised as stress or musculoskeletal issues cannot be fully addressed

APPLY PTEC TO ROLE RISK ASSESSMENTS

Mitigate against poor retention or untapped resilience skills by clarifying trauma by role

INTEGRATE PTEC INTO NATIONAL DECISION-MAKING MODEL

A trauma-informed culture mitigates against negative impact and enriches advocacy

"Processes don't help you understand the human condition, but this can"

FORMER COUNTER TERROR WELLBEING LEAD



PROCEEDING WITH COMMON SENSE

Risk in and misuse of PTEC is something to be aware of. Extensive consultation with several UK forces and work with PTEC's Steering Group over the last three years has done well to flag and mitigate against some areas of caution early and **full risk assessment guidance** for implementing PTEC (and choosing not to) are available to support forces.

Where do we start? The advice is to start small. Think about a discrete and specific area of business where managing trauma impact could benefit from a little more clarity. Use the relevant guidance, complete a risk assessment and take a look at some of the case studies of forces and initiatives who have gone through the process themselves
For more information, email "PTEC Case Studies" to hello@policecare.org.uk

- **What if individuals use PTEC but then don't have any support?**

PTEC isn't an end in itself and it needs to be integrated into what forces already have in place for those needing support. One way to do this is to ensure that PTEC is shared along with contact details to signpost officers and staff to EAPs, wellbeing champions, Occupational Health, TRiM etc. Another way is to ensure this series' *Guidance for Individuals* and *Guidance for Supervisors* is made readily available.

- **What if PTEC reveals new demand that the force can't meet?**

PTEC records only what's there already- and everyday trauma exposure is part of policing. PTEC cannot predict negative trauma impact, trauma resilience or traumatic growth. PTEC helps to capture and manage trauma impact more effectively. By empowering individuals to monitor their wellbeing (including realising their *resilience* to trauma too), it may better equip them to self-care and self-refer. *Guidance for Supervisors* and *Guidance for Peer Support* is also available to help boost natural confidence in trauma management, even if that means just starting a conversation that needs to be had.

- **What if PTEC just becomes another tick box exercise for some people?**

This is not an administrative exercise. Guidance is there to make the every most out of PTEC in many different contexts across policing, ranging from Command and Control systems and TRiM activation to providing structure to mental health assessments.

- **Can PTEC be exploited?**

There may be circumstances in which some individuals may take an opportunity to present trauma exposure data to either underplay or exaggerate need. Yet, this risk may be the case regardless of PTEC. Using all of the guidance series provided may go far to address this concern. Being clear about PTEC's intended purpose, functionality and value in any situation or process may help mitigate against any 'mission creep' or misuse.

- **What about GDPR and PTEC?**

As with all forms of personal data, completed PTECs need to be treated with confidentiality and in accordance with force policies regarding for data management.

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