

Police Traumatic Events Checklist

A GUIDE FOR RECRUITMENT
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"Everyone says the same: 'I wish we'd had this earlier'"

TRAFFIC OFFICER, TRAINER AND MENTAL HEALTH FIRST AIDER



WHY THIS GUIDANCE

With the promise of thousands of new officers joining UK forces, now is a critical time to invest well in incoming recruits, to build their resilience and to look forward to a fresh policing culture of being more trauma-informed, honest and confident about the reality of life on the job. PTEC illustrates clearly what lies ahead for the vast majority of officers and staff. It is a simple demonstration that the impact of the job is not all about major incidents and blue lights, but is also about the subtle influences and personal sensitivities that some and go over time.

Introducing PTEC guidance to all new recruits gives everyone a chance at managing inevitable trauma and cultivating resilience, **right from the start**.

"Many will put 'wellbeing' down as nonsense –but you won't get through your career without needing some kind of support"

DETECTIVE, FAMILY LIAISON OFFICER AND WELLBEING LEAD

PTEC IN PRACTICE

Suggestions for delivering PTEC sustainably

- Integrating PTEC into Basic Training and Officer Safety Training
- Including PTEC check-ins with supervisors during probation
- Including a question about PTEC in first year exams to gauge trauma literacy
- Using PTEC in communications (in recruitment packs and at training locations)
- Extending existing advice to include PTEC, such as Stress Awareness worksheets

Advantages of delivering PTEC as standard to new recruits:

Trauma management becomes part of the culture, allowing stigma to gradually fade. Managing load starts early, reducing risks of unprocessed cumulative trauma over time. Developing understanding of situational contexts takes the attention away from just 'tough jobs' and enables recruits to gain a hold on their own sensitivities and strengths. Highlighting situations that new recruits might not have experienced before (such as witnessing vulnerability and deprivation) enables them to prepare for that in advance.

GETTING IT RIGHT

There is little to 'get wrong' when it comes to using PTEC, especially with new recruits. By introducing new recruits to PTEC early, trauma management can begin to take (more) *care of itself*. Officers and staff can start positively in their careers by:

- Having a common language
- Being less inclined to hide trauma (with presenteeism or misreporting sickness)
- Engaging better with peer support and wellbeing interventions

Used well in early sessions with new recruits, PTEC can help familiarise recruits without much experience of trauma with difficult scenarios they've had little life experience of. This is because PTEC spells out that trauma exposure is going to be common ground. The challenge is for individuals, whole forces and the institution itself to work with it.

PTEC FOR RECRUITMENT