

## Organisational Support Checklist

### Recruitment

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- Consider appropriate ways to ensure applicants are aware of the roles they will be undertaking and the access to support to ensure their wellbeing
- Consider promoting the benefits of working within the force and the policing family, signposting to reward and recognition policies, CPD and career pathways
- Consider appropriate wellbeing questions in the interview process, to test personal resilience and understanding of coping mechanisms. For example, *The role of \*\*\*\* can sometimes mean exposure to distressing materials. Do you have any thoughts on how you would cope with the nature of your work?*

### Induction

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- Provide support to new starters to understand how they identify signs of burnout and secondary trauma, helping them to identify coping mechanisms and routes for additional support
- Provide new starters with a summary of support available in force and how they can access help when required.
- Identify peer support for new starters, as a mentor or buddy, to help them navigate their first few months in role.

### In Role

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- Create the right environment by ensuring staff and officers have the resources they need to work safely in the office and agile (where appropriate)
- Provide access to counselling and mental health services. It is recommended that forces offer periodic wellbeing checks for staff and officers.
- Provide staff and officers with appropriate resources and working environment when dealing with distressing and traumatic materials (privacy screens, work gadgets, private rooms to listen on headphones etc.)
- Create a caring culture by ensuring adequate supervision and mentoring to staff and creating an environment where they could openly express their needs.
- Ensure adequate supervision and mentoring is available to staff and increase awareness of the risks of secondary trauma and PTSD when undertaking roles that include dealing with distressing materials.
- Promote regular Continuous Professional Development opportunities and consider developing dedicated career pathway opportunities.
- Mandate regular 1-2-1s with supervisors to discuss wellbeing support. It is recommended that these are separate to performance and work-related issues but recognise that demand and resources may mean these need to be combined.
- Ensure supervisors are trained to recognise signs of secondary trauma and burnout early, able to signpost to support and provide compassionate supervision for those dealing with distressing and traumatic materials.

### When Leaving

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- Consider enhanced exit interview, including a session with force counselling services, to help understand the importance of decompression and how to identify any long term impacts upon colleagues leaving the role.