

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

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XXXXXX – by E Mail

Date: 15th November 2022

Your ref: FOI

Our ref: FOI 2022 / 853

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 28th October 2022 concerning Training in Trauma.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and – having consulted our Learning & Development and Occupational Health Teams - I am now able to respond as follows.

You wrote (and Our Response) :

- 1) What, if any, training on trauma and its impacts is provided to newly recruited police officers and police staff?

Training is delivered to various student intakes via their Occupational Health Unit Training sessions. Other training sessions offered around the Force are as follows :

IPL - 3 x 1½ hours**PCSCO - 3 x 1½ hours****LCI' (Local Crime Investigators) - 1 ½ hours****Crime and Communication Centre staff - 1 x input****Specials – 2 hours****Detention Officers – 1 hour**

There are also ad-hoc Protected Learning Days (PLD's) given to nominated officers & staff of ½ day duration. The last one was in August/September of last year that covered Mental Health, which included an input on Trauma.



INVESTOR IN PEOPLE

Staff and officers are signposted to the Wellness SharePoint site where there is lots of guidance and materials for reference to support including TRiM (Trauma Risk Management).

Specific TRiM training is also undertaken by nominated officers and staff. A TRiM course is of two days duration and any following refresher courses can be anything up to a further additional day.

The University of South Wales also conduct sessions for PCSO's and IPL (Officers) students where support provided by them covers items such as safeguarding and trauma.

Our OHU (Occupational Health Unit) have confirmed that they give educational inputs on the psychoeducation of trauma (brief overview) throughout their training sessions spread across three 1.5 hr inputs. They also deliver 2 inputs of 1.5hr each to the CID undertaking their PIP 2 investigation qualification – these are on the impact of Trauma on memory and impact of trauma on staff.

In addition, in 2021 OHU delivered a 2hr input specifically on trauma across all frontline officers including PCSO's and LCI's.

They have also developed a mental health awareness programme that they are now trying to implement in leadership programmes across the Force. One of which is specifically surrounding trauma impact.

- 2) **At which stage during training is training on trauma and its impacts provided to newly recruited police officers and police staff**

Sessions are spaced throughout the training programme, both during the initial training phase and then also when officers and staff are operational.

All staff also undertake a number of mandatory on-line training modules provided by the Force or external providers, in which Trauma is one of the areas covered.

- 3) **What, if any, training, guidance, or counselling is offered to newly recruited police officers and police staff on a) understanding, and b) mitigating the impacts of any trauma that they may have received before joining the Police**

Officers and staff also have inputs from the Horizon witness support team which includes issues re trauma and ACE's (Adverse Childhood Experiences).

Counselling is available to both Officers and Staff through support networks and OHU.

All Officers and Staff are made aware of the EAP (Employee Assistance Program) services and other third-party agencies that are available should they require counselling or any form of trauma treatment – this is done by regular internal communication across the Force – this includes reminders

about the TRiM peer support network services, our specific Wellness Portal, together with other support agencies and services such as Oscar Kilo, Police Care UK, Federation and so on should anyone require any support.

The Force also funds a Be Mindful course which encourages the mitigation of trauma through reflective and grounding practices.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Nick Penny
Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original Fol request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk