

TABLES

Table 9

Table showing demographics of each participant.

Participant Number	Sex	Service Length	Follow Up	Number of Agree/ Strongly Agree Items	Re- listened to Scenarios
1	Male	11-20 years	Yes	3	No
2	Male	NR	No		
3	Female	11-20 years	Yes	3	Yes
4	Female	Less than 10 years	No		
5	Female	11-20 years	No		
6	Female	Less than 10 years	Yes	6	Yes
7	Male	11-20 years	Yes	9	Yes
8	Male	NR	Yes	8	Yes
9	Female	11-20 years	Yes	9	Yes
10	Male	11-20 years	No		
11	Female	11-20 years	No		
12	Male	Less than 10 years	Yes	4	No
13	Female	NR	Yes	1	No
14	Male	Less than 10 years	Yes	3	No
15	Female	11-20 years	No		
16	Female	NR	Yes	9	No
17	Male	Less than 10 years	Yes	7	Yes
18	Male	Less than 10 years	Yes	7	Neutral
19	Female	11-20 years	No		
20	Female	11-20 years	No		

21	Male	11-20 years	Yes	6	Yes
22	Male	11-20 years	No		
23	Male	NR	Yes	6	No
24	Male	NR	No		
25	Female	NR	Yes	9	Yes
26	Male	Over 21 years	Yes	7	Yes
27	Female	11-20 years	Yes	13	Yes
28	Female	Less than 10 years	No		
29	Female	Less than 10 years	Yes	5	No
30	Female	11-20 years	No		
31	Male	11-20 years	No		
32	Female	Less than 10 years	Yes	7	Neutral
33	Male	11-20 years	Yes	8	Yes
34	Female	Less than 10 years	No		
35	Male	11-20 years	Yes	7	Yes
36	Female	11-20 years	Yes	11	No
37	Male	Over 21 years	No		
38	Male	11-20 years	Yes	3	No
39	Male	11-20 years	Yes	1	No
40	Male	Over 21 years	No		
41	Male	Over 21 years	Yes	0	No
42	Male	11-20 years	Yes	7	Neutral
43	Male	NR	No		
44	Male	11-20 years	Yes	8	Yes
45	Female	11-20 years	No		

APPENDICES

Appendix A

ReTraIn Evaluation Measure

ReTraIn Evaluation Measure

Name: _____ Participant code:

Course Date: _____

Thank you for your participation in the ReTraIn Programme. Now that you have completed the training, I would like to request your feedback. To take the next steps in understanding effective ways to handle trauma, I would like to know more about how you experienced this training and the ways it may have influenced your views and behaviour. Each question has a five-point scale ranging from (1) 'strongly disagree' to (5) 'strongly agree' and each is combined with open-ended inquiries. Please rate each item and include comments. Thank you.

Q 1. *Since ReTraIn I have drawn on my knowledge of psychological trauma*

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

Please comment on whether or not you think this knowledge would help you cope better following a traumatic incident.

Q 2. *Since attending the ReTraIn Programme I feel more psychologically prepared to cope with traumatic incidents*

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

Please indicate how the mental imagery element of the Programme has or would affect your behaviour during a critical incident.

Q 3. *I have re-listened to the trauma scenarios.*

Strongly disagree Disagree Neutral Agree Strongly agree
1 2 3 4 5

Please describe the reason for your answer.

Q 4. *Since attending the ReTraIn Programme, I have practiced the mindfulness techniques.*

Strongly disagree Disagree Neutral Agree Strongly agree
1 2 3 4 5

Please describe the reason for your answer.

Q 5. *I have used the adaptive (helpful) coping strategies that that were identified during the course.*

Strongly disagree Disagree Neutral Agree Strongly agree
1 2 3 4 5

Please outline whether or not this has changed your behaviour.

Q 6. *I have used the mindfulness exercise 'be where your feet are'.*

Strongly disagree Disagree Neutral Agree Strongly agree
1 2 3 4 5

Please describe the reason for your answer.

Q 7. *Since attending the ReTraIn Programme, I have used the relaxation techniques.*

Strongly disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly agree 5

Please describe the reason for your answer.

Q 8. *Since attending the ReTraIn Programme I have been more able to share with others when I have experienced a stressful or traumatic incident.*

Strongly disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly agree 5

Please describe whether or not this has changed since attending the ReTraIn Programme.

Q 9. *Since attending the ReTraIn Programme I have used the ‘processing in dyads’ exercise, being present whilst hearing about or sharing a traumatic or stressful experience.*

Strongly disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly agree 5

Please describe the reason for your answer.

Q 10. *Since attending the ReTraIn Programme I have used the ‘journaling’ exercise to process traumatic and/or stressful incidents.*

Strongly disagree 1 Disagree 2 Neutral 3 Agree 4 Strongly agree 5

Please describe the reason for your answer.

Q 11. *Since attending the ReTraIn Programme I have identified and challenged unhelpful patterns of thinking.*

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

Please describe the reason for your answer.

Q 12. *Since attending the ReTraIn Programme I have drawn on my knowledge of the PIM process.*

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

Please outline how this might affect your behaviour following a traumatic incident.

Q 13. *Since attending the ReTraIn Programme I have drawn on my knowledge of the IOPC investigation process.*

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1	2	3	4	5

Please outline how this might affect your behaviour following a traumatic incident.

Please use the space below to provide any further comments or feedback.

Thank you

Appendix B
Demographic form



University of the
West of England

**Demographic Information –Resilience to traumatic incidents
(ReTrain) Programme for Police Constables: A Feasibility study.**

Participant code: _____

Title of project: A pilot study of a two-tiered trauma
resilience programme in a Welsh police
force
Name of researcher: Paula Riella

Instructions: Please provide a response for each of the following questions:

1. What is your age?

Less than 30 years 31 – 41 years 42 – 49 years 50 years and
over

2. What is your sex?

Female Male

3. What is your marital status?

Single Cohabiting Married Separated Divorced
Widowed

4. How long have you been in service?

Less than 10 years 11- 20 years Over 21 years

5. I would like to receive a copy of the published data of this study

Yes No

Thank you for your participation

Appendix C

Participant information sheet



University of the
West of England

Participant Information Sheet

Study Title: Resilience to Traumatic Incidents (ReTrain) Programme for Police Constables: A Feasibility study

I would like to invite you to participate in my research study which forms part of the Professional Doctorate in Counselling Psychology at the University of the West of England. Before you decide to take part, it is important for you to understand why the research is being done and what it will involve.

Please take time to read the following information carefully and discuss it with others if you wish. Take time to decide whether or not you wish to take part and contact me if there is anything that is not clear or if you would like more information.

Your participation in this research is entirely voluntary. If you decide to take part you are still free to withdraw at any time and without giving a reason. Withdrawing from the research will not affect your career progression or any future counselling treatment.

Thank you for reading this.

Why am I doing this research?

Police officers are frequently exposed to work related trauma through critical incidents. As a result of this, police officers and other first responders have an increased risk of adverse mental health outcomes including post-traumatic stress.

Traditionally, officers access support when they have already experienced distress following a critical incident. However, research has demonstrated that psychological preparation can render critical incidents less traumatic in the first instance. The aim of this study is to carry out a pilot study to investigate the effectiveness of a trauma resilience programme for officers and sergeants in building psychological resilience for dealing with critical incidents.

Who is this study suitable for?

This study has been open to all response officers. However, due to the subject matter of the trauma resilience programme, officers for whom the following applies may not benefit from the training:

- experienced a critical incident during the last month;
- are currently experiencing any physical or psychological symptoms from a critical incident or traumatic event; or
- are currently receiving psychological support at the Occupational Health Unit or with an external provider.

If any of the above relate to you, please complete and return the screening form. You will then be contacted to discuss whether this training is right for you at this time.

If you have concerns regarding the research, you can contact Professor Richard Cheston who is supervising this research. Contact details are at the end of this form.

Why have I been invited to take part?

Trauma resilience is particularly important for officers who are first to respond to critical incidents. Therefore, approximately 50 response and officers have been prioritised to take part in this pilot study. If this pilot is successful, the programme may be rolled out across Gwent Police.

What would taking part involve?

Taking part in the study would involve you completing questionnaires before, at the end of and six-months after attending a two-day trauma resilience training programme. Completing the questionnaires should take no longer than 30 minutes.

Six months following the training, a small number of participants will also be invited to provide face-to-face feedback. These sessions will last approximately one-hour and will be audio-recorded to help me to accurately capture your insights in your own words. However, if you feel uncomfortable with being recorded, you may ask that it be turned off at any time.

What are the possible benefits of taking part?

The aim of the training is to equip you to deal with critical incidents that may result in trauma related symptoms. The findings of similar training in the USA demonstrated improved job performance, well-being and stress resilience¹.

¹ Arnetz, B. B., Nevedal, D. C., Lumley, M. A., Backman, L., & Lublin, A. (2008). Trauma Resilience Training for Police: Psychophysiological and Performance Effects. *Journal of Police and Criminal Psychology*, 24(1), 1–9. doi:10.1007/s11896-008-9030-y

During the training programme you will learn a range of strategies that have been shown to increase resilience to trauma. These include mindfulness, visual imagery, cued-relaxation, problem solving and cognitive restructuring of thinking errors. These strategies may lessen the impact of the fear response in the brain, allowing critical incidents to be more readily processed.

In addition, by taking part in the research programme, you will be adding to knowledge about trauma and resilience in the police service. This will help identify the value of a Force-wide trauma resilience initiative and help to shape policy and procedure. Therefore, your participation and contribution is invaluable as this research would not be possible without volunteers like you.

What are the possible disadvantages of taking part?

It is unlikely that there will be disadvantages to participating. You may find discussing your experiences or hearing about other traumatic incidents during the training upsetting. If you do feel emotional during the training, please speak to the researcher or let one of the support team know and you will receive support.

What will happen to my data?

Your participation in this study will be confidential. However, if you disclose information that relates to a significant risk of harm to yourself or another, or if there is evidence of a criminal offence or professional misconduct then I may need to share my concerns with someone else. Any necessary disclosures would be made with your knowledge and any concerns would be discussed with you in the first instance.

The research will be used for my doctoral thesis which is likely to be submitted in 2017. The results of this study may be published in academic journals or at conferences and will be presented to the Chief Constable and other interested parties. However, all information collected during the study will be anonymised before being published and you will not be identified in any report, publication or presentation. Any details that might identify you, such as your name or age will be altered.

All information about you will be stored in a password-protected file which will not be accessed by anyone else.

I will have sole access to the research data including audio-recordings which will be anonymised and securely stored. I will only share anonymised data with my research supervisors during analyses. If you would like to receive a copy of the published results, please let me know.

Further information

Your participation in this research is entirely voluntary, and the decision that you make about whether or not to take part will not affect your career in the police force. If you do decide to take part you will be given this

information sheet to keep and be asked to sign a consent form. If you decide not to take part or would like to withdraw, you do not have to give a reason for doing so.

If you would like more information on the study, please contact me (01633 647046 / 710 5046) paula.riella@gwent.pnn.police.uk

Contact information

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BS16 1DD

Thank you very much for your time

Appendix D

Consent form

Consent form version 3: 08-06-2015



Consent Form

Participant code: _____

Title of project: Resilience to Traumatic Incidents (ReTrain)
Programme: A feasibility study

Name of researcher: Paula Riella

Research Supervisors: Prof. Richard Cheston, Liz Maliphant.

Please initial
box

1. I confirm that I have read and understood the participant information sheet dated 08-06-2015 (version 3) for the above study. I have had the opportunity to consider the information, ask questions and have these answered to my satisfaction.
2. I understand that my participation is voluntary and that I am free to withdraw at any time without giving a reason. I understand that this will not affect my career progression or future counselling treatment.
3. I am aware that the results of this study will be included in a doctoral thesis and may be presented in research reports, scientific conferences and/ or journals. The findings of the study will also be presented to the Chief Constable of Gwent Police. However, the information that I provide for the study will remain confidential.
4. I agree for my data to be stored anonymously and that any published data, extracts or quotations will maintain my confidentiality.
5. I understand that my contact details will be retained so that I can be updated about the outcome of the study.
6. I agree to take part in the above study.

Name of participant (BLOCK CAPITALS) Date Signature

Name of researcher Date Signature

Appendix E

Screening form

Self-report screening form version 2: 10-06-2015



Self-Report Screening Form

Participant code: _____

Title of project: Resilience to Traumatic Incidents (ReTrain)
Programme for Police Constables: A Feasibility study.

Name of researcher: Paula Riella

A traumatic event is an experience that causes physical, emotional, psychological distress, or harm. It is an event that is perceived and experienced as a threat to one's safety or has a powerful effect on how we think, feel, or view the world.

- | | Please indicate
Y/N |
|---|--------------------------|
| 1. Have you experienced a traumatic event within the last month? | <input type="checkbox"/> |
| 2. Are you currently experiencing any psychological or physical symptoms relating to any previous traumatic events? | <input type="checkbox"/> |
| 3. Are you currently receiving counselling support at the Occupational Health Unit or through an external provider? | <input type="checkbox"/> |

If you have answered YES to any of the questions above, please contact me to discuss your suitability to participate in the study (01833 647046 / 710 5046) paula.riella@gwent.pnn.police.uk. If you answered NO to all of the questions above, please bring this form with you to on the first day of training, where you will be given a participant code.

Thank you.

Appendix F

Précis of ReTraIn coping strategies

Précis of ReTraIn coping strategies

The aim of the training is to equip police officers to deal with critical incidents that may result in trauma related symptoms. The findings of similar training in other countries demonstrated improved job performance, well-being and stress resilience.

During the training programme you learned a range of strategies that have been shown to increase resilience to trauma. These included mindfulness, visual imagery, cued-relaxation, problem solving and cognitive restructuring of thinking errors. These strategies may lessen the impact of the fear response in the brain, allowing critical incidents to be more readily processed.

By taking part in this research programme, you have helped add to the knowledge about trauma and resilience in the police service. This has helped identify the value of a force-wide trauma resilience initiative and shaped policy and procedure. Thanks to your participation, I have secured funding from the organisation and Police Dependants' Trust to undertake further research and deliver force-wide training. The next stage of the research is to identify the feasibility of the trauma resilience strategies. Therefore, your participation and contribution is invaluable in shaping the future of trauma resilience within the police service.

This research would not be possible without you.

Thank you.

Content of the Resilience to Trauma Incidents Programme

Psycho education	PIM Process	IPCC input	Relaxation technique and visualisation - Trauma Scenarios	Mindfulness 'be where your feet are'	Processing in Dyads	journaling	Negative thoughts diary
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Psychoeducation

Knowledge about trauma, incorporating current scientific findings relating to police work, the impact of trauma on the brain and the consequences to mental and physical health.

An awareness of maladaptive coping strategies and their maintenance of trauma symptomology.

Information on adaptive strategies and skills as protective factors for coping with police.

PIM Process and IPCC Investigations

An input to demystify the processes of Post Incident Management (PIM) Procedure and Independent Police Complaints Commission (IPCC) investigations. Mindfulness/awareness.

Relaxation techniques and visual imagery – trauma scenarios

Learn and practice progressive and cue-controlled relaxation techniques to help induce relaxation regardless of the situation. Imagery training will be taught using audio scripts of various trauma scenarios. This was to enable creation of mental images of stressors relevant to police work and to mentally rehearse appropriate responses.

‘Be where your feet are’

The mindfulness exercise called ‘be where your feet are’ to help interrupt the ‘vicious cycle’ of negative emotions and increasing muscular tension in stressful and traumatic situations.

Journaling

Journal writing and re-reading to cognitively process traumatic incidents.

Processing in Dyads

Being present and aware (where your feet are) whilst discussing a traumatic event with another.

Thought Record

Identifying and challenging negative patterns of thinking and behaviour.

Appendix G
Semi structured interview

Semi-structured Interview Questions

- 1) What strategies have you used?
- 2) Of the strategies you've used, which ones proved useful?
- 3) ... Why?
- 4) ... After what circumstances / type of incident did you use them?
- 5) .. and how useful they were in that context?
- 6) How easy to implement were the strategies you used?

- 7) Did you try some strategies that you didn't find useful (what would you not recommend)
- 8) In what context did you try them?
- 9) Why did you try that strategy under that circumstance?
- 10) ... Were others strategies available or tried?
- 11) Why didn't you find them useful

- 12) What strategies didn't you use?
- 13) ... Why?
- 14) Did you try to implement them at all?
- 15) ... If so, why do you think they were unsuccessful?
- 16) Did you experience any barriers to using certain strategies?
- 17) Is there anything that could have been put in place that would have helped you use specific strategies?

- 18) Did you find it useful to have a full two day session or would an alternative be better? (I.e. shorter sessions over a longer period of time?)
- 19) Since the training, have you referred to the participant pack?
- 20) ... Would you prefer a hard copy or an electronic version?
- 21) How user friendly were the discs?

- 22) ...Would a different format be preferable?

- 23) Did the scenarios presented during the training represent the traumatic incidents you have experienced as a police officer?
- 24) ...would you like different themes included?

- 25) Have the inputs relating to the PIM process reduced anxiety following a traumatic incident?
- 26) Have the inputs relating to the IPCC process reduced anxiety following a traumatic incident?

- 27) Are there any other ways that you would shape this training in the future?

Appendix H

General risk assessment form for ReTraIn



University of the
West of England

GENERAL RISK ASSESSMENT FORM

Describe the activity being assessed: Trauma resilience training programme - Resilience to Traumatic Incidents (Retrain)	Assessed by: Paula Riella	Endorsed by:
Who might be harmed: police officers and sergeants	Date of Assessment: 09/06/15	Review date(s): 09/06/16
How many exposed to risk: approx	50	

Hazards Identified <i>(state the potential harm)</i>	Existing Control Measures	S	L	Risk Level	Additional Control Measures	S	L	Risk Level	By whom and by when	Date completed
Re-traumatisation after discussing or hearing others' experiences of traumatic incidents	The police service offers counselling to officers in need of psychological support	3	2	6	I will use a two stage process to screen out individuals whom I consider to be at risk. Firstly, officers who wish to attend the training will be required to complete a self-report screening checklist if they: <ul style="list-style-type: none"> • experienced a critical incident within the last month; • are currently 	1	2	2		

Threat to therapeutic relationship	Individuals with whom I work therapeutically can currently sign up for other training courses I run within Gwent police.	1	3	3	<p>experiencing psychological or physical symptoms relating to a traumatic event;</p> <ul style="list-style-type: none"> • are currently receiving counselling support by an external provider. <p>I will arrange to discuss further with the officer and use clinical judgement to identify their appropriateness for the training.</p> <p>Secondly, any individual who meets these criteria will complete the Posttraumatic Stress Disorder Checklist (PCL) (Weathers, et al., 1993).</p> <p>Any individual with a moderate to high score will be screened out and offered therapeutic support.</p> <p>Individuals that I am currently counselling will be excluded from the study to maintain researcher /</p>	1	1	1		
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				therapist boundaries.					

RISK MATRIX: (To generate the risk level).

Very likely 5	5	10	15	20	25
Likely 4	4	8	12	16	20
Possible 3	3	6	9	12	15
Unlikely 2	2	4	6	8	10
Extremely unlikely 1	1	2	3	4	5
Likelihood (L)	Minor injury – No first aid treatment required	Minor injury – Requires First Aid Treatment	Injury - requires GP treatment or Hospital attendance	Major Injury	Fatality
Severity (S)	1	2	3	4	5

ACTION LEVEL: (To identify what action needs to be taken).

POINTS:	RISK LEVEL:	ACTION:
1 – 2	NEGLIGIBLE	No further action is necessary.
3 – 5	TOLERABLE	Where possible, reduce the risk further
6 - 12	MODERATE	Additional control measures are required
15 – 16	HIGH	Immediate action is necessary
20 - 25	INTOLERABLE	Stop the activity/ do not start the activity