



Creating a trauma focused peer support system for frontline colleagues

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Introductions

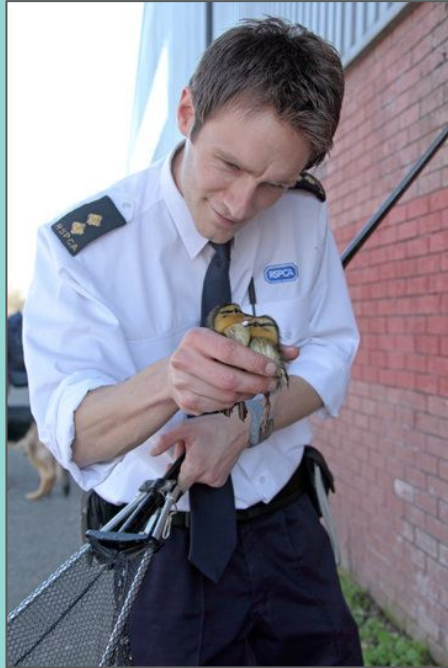


It all began 200 years ago in a coffee house...





Why does the RSPCA need a trauma focussed peer support system?



****Potentially distressing images on next slide****

Some of the things we deal with...



Assessing the need

- 2018 - Wellbeing Action Group
- Identify trauma support available
- Previous review recommended a defusing process
- Critical incident debriefing
- Support those individuals who have dealt with traumatic situations
- Help prevent lasting damage
- Help to reduce stigma of reporting mental ill health
- Aim to reduce sickness absence rates

Doing the research



HM Coastguard



Surrey
Police



Doing the research

- RNLI report on their TRiM pilot
- Many first-responder organisations have used critical incident management and debriefing
 - “brief, single-session interventions (often referred to as psychological debriefing) that focus on the traumatic incident are unlikely to be helpful and should not be routine practice when delivering services” (NICE, 2005)
- Instead, NICE recommend adopting a watchful waiting approach for the month after the incident, keeping an eye on all the individuals who might have been exposed to an event (Dunn et al, 2015)

TRiM (Trauma Risk Management)

NICE-compliant peer support system

Based on watchful waiting

Originated in the armed forces

Adopted by a number of non-military organisations where staff are exposed to potentially traumatic events (PTEs)

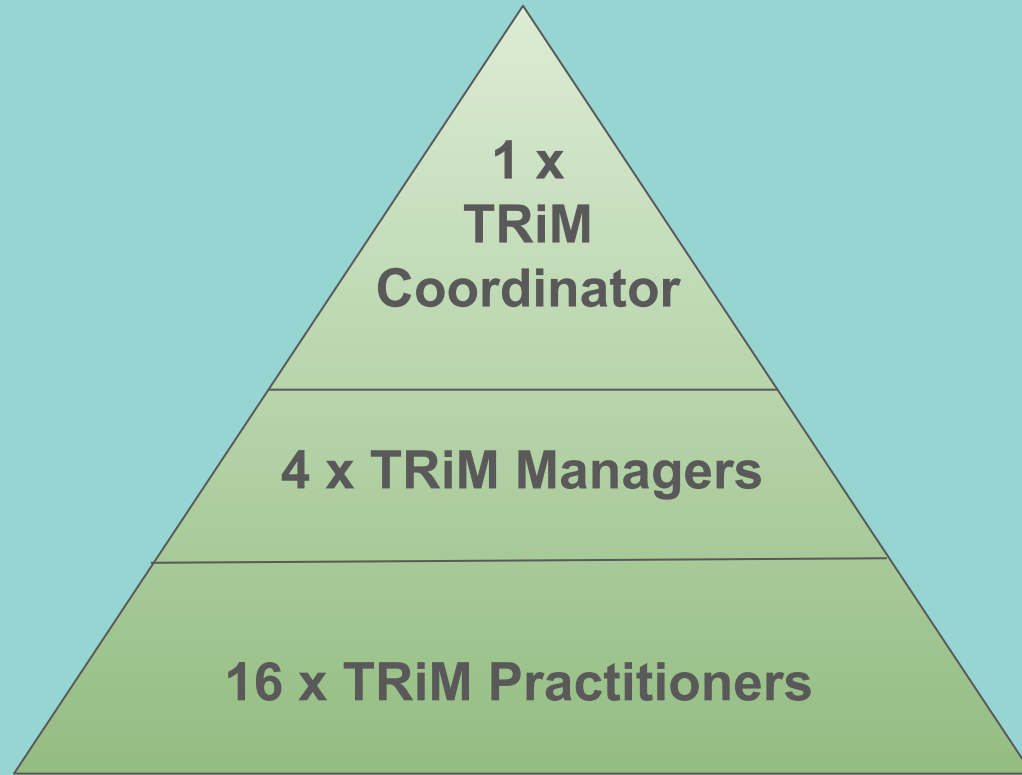
Structured with TRiM Managers and TRiM Practitioners

Business case and training provider

Finding a training provider



Building the team



Launching TRiM



TRiM Website

Home

Meet the Team

Policy & Procedure

Referrals

FAQs

Signposting



TRAUMA RISK MANAGEMENT



[TRiM Referral Form](#)

[Let's Talk webinar - What is TRiM? \(26/06/2023 - 35 mins\)](#)



TRiM being used

- After dealing with large scale animal rescues from neglect
- A cull of birds at one of our wildlife centres following a positive case of Avian Influenza
- Supporting a team following the death of a colleague
- When graphic video footage has had to be viewed by a team to assess allegations of cruelty
- Recent changes in dog legislation, meaning XL Bully dogs in our care would have to be euthanased

Feedback

The TRiM process was really useful for me and I would definitely recommend it to a colleague who finds themselves in a similar position of struggling after a difficult incident. Having a colleague's perspective really helps as they actually understand the situations we face and the grey areas we work in. The process gave me time to talk through the negative thoughts I was experiencing and helped me to move on from them.

TRiM user

From my perspective I think the offering of TRiM is a really positive step in the right direction. It's been needed for such a long time so I'm glad it's here. I think it will take time to bed in properly and employees feel confident in using the service as well as understand it. That said there does seem to be increased awareness of it since we first started. And my impression is that of those who I have worked with, they found the service helpful and appreciated the support it gave them.

TRiM Practitioner

Challenges

&

Rewards

Trust

Embedding

Part of our
bigger
wellbeing plan

Positive
feedback

Managers

Normalising

Having TRiM
members from
across the
RSPCA helps
raise awareness

Wellbeing
survey score:
37% up to 64%

Further support for challenging roles

REACTMH[®]

**Reflective
Practice**



Thank you for listening.
Any questions?