

APPENDIX 1: PILOT STUDY

1a Researcher A

Thematic categories of trauma exposure (<i>n</i> = 71)	Session Two	Session Three	Monthly Check-Ins	Totals
Death (Suicide, sudden death, first on scene, first type, decomposition, overdose, vulnerable – young/elderly, family)	34	15	31	90
Extreme Violence (Weapons, direct threat, actual harm, violence to public, mental health)	14	16	36	60
Suicide (Attempted, completed, bridges, hangings)	16	5	28	49
RTCs (Fatal, severe injury, person vs vehicle, near miss, drink driving, family in distress, medical conditions)	10	1	4	15
Total coded trauma exposures from sample of 158 incidents				214

Table: Manually coding police traumas (RCT 2017-19) *NB not all new recruits used policing examples in the training sessions and some and experience of work-related trauma from the military etc before joining the police.*

1b Researcher B

Event type	Situational context		
Children	Injury, death	Environmental conditions	Extreme deprivation
	Abuse		Extreme visceral factors such as body parts, blood
Colleagues	Injury, death	Working conditions	Extreme auditory factors e.g. parents' scream on death message of child
	Earlier loss		Being single crewed
Death Message	Delivering the message to relatives	Personal conditions	(Failed) Resuscitation in front of family
Infliction of suffering	Paedophiles text intention to harm vulnerable		Being unsupported at work
Being a "First"	First hanging, first fatal RTC, first child case	Personal conditions	Crisis at home or long term grief
Being targeted	Personal targeting eg PSNI		Events such as birthdays, anniversaries

Table: Generating event types and situational contexts *Policing: The Job & The Life survey (2018)*

1c Researcher C

Global themes	Emergent themes and general examples
1 Threat, risk and aggression	1.1 High threat situations Respondents described incidents with weapons, dangerous surroundings, high risk situations and being the target of extremely aggressive behaviour that did not necessarily result in injury or assault.
	1.2 Multiple aggressors, riots and public disorder Respondents described incidents with multiple attackers, policing riots or large-scale violent public order incidents.
	1.3 Single crewing or unavailability of back-up

	<p>Respondents described incidents where they were on their own, or where they know that back-up would not be able to assist immediately.</p>
2 Victim characteristics	<p>2.1 Children Respondents described incidents where children were the victims of homicide, abuse, sexual assault, or accidental injury and death.</p>
	<p>2.2 Vulnerable adults and mental health Respondents described incidents where vulnerable adults (learning disability, mental health difficulties etc) were the victims of, abuse, self-harm, suicide, attempted suicide.</p>
	<p>2.3 Self-harm and attempted suicide (without completion) Respondents described incidents of witnessing an individual self-harm or attempt suicide, or attending to them after they had self-harmed or attempted suicide.</p>
3 Unusual or poignant characteristics of incident	<p>3.1 Incidents involving fire or accelerants Respondents described incidents where they had witnessed serious physical injury or death caused by fire, attended to victims of fire, or were threatened with (or saw someone else) be threatened with being set alight.</p>
	<p>3.2 Retrieving bodily remains Respondents described incidents where they had to retrieve or move human or animal remains (often in fragments) from places such as: railway lines, roads, bodies of water, waste-management systems, crime scenes, domiciles.</p>
	<p>3.3 Other incidents that may invoke particular horror or disgust. Respondents described attending incidents that involved experiencing particularly bloody, gruesome, gory, violent, unpleasant, disgusting or distressing environment and/or tasks (often used vivid language to describe sights/smells/sounds etc). Examples include the crime scene of particularly violent homicides or accidents, bodies in an advanced state of decomposition, tasks involving faeces (e.g. sifting through prisoner faeces/waste management systems for evidence), situations of extreme deprivation, dog attacks, or particularly horrific injuries.</p>
4 Medical interventions and practices	<p>4.1 Unsuccessful attempts at saving life or limb Respondents described attending incidents where they had tried to apply first aid to save life or limb but were unsuccessful.</p>
	<p>4.2 Administering first aid Respondents described attending incidents where they had applied first aid to extreme injuries caused by assault, accident, or self-harm.</p>
	<p>4.3 Attending post mortems Respondents described attending the post-mortems of homicide, suicide and accidental death victims.</p>
5 Personal link or meaning attached to the incident	<p>5.1 Becoming under investigation post incident Respondents described incidents where they were under post-incident investigations by police conduct or IOPC etc.</p>
	<p>5.2 Children of similar age Respondents described incidents where the victim of homicide, abuse, assault, or accident, was a child of a similar age to their own children.</p>
	<p>5.3 Knew victim/injured/deceased Respondents described incidents where they knew the victim of homicide, abuse, assault, or accident.</p>
	<p>5.4 Other links to personal life Respondents described incidents where the associated circumstances were similar to incidents that they had experienced in their personal life.</p>
6 Indirect or secondary exposure	<p>6.1 Viewing particularly distressing crime scene photos/videos Respondents described incidents where they have had to watch violent or distressing video footage, listen to violent or distressing audio recordings or reading statements or descriptions of violent or distressing events.</p>

6.2 Secondary -trauma

Respondents described incidents where they have listened to detailed descriptions of violent or distressing events in order to support and help a colleague debrief after a violent or distressing incident, or interviewed a witness/victim about a particularly violent or distressing crime.

Table: Manual coding of event types and situational contexts in a sample of 373 'other' traumatic experiences (i.e. not yet listed as psychological hazards) in PFEW Demand, Capacity and Welfare Survey (2018).

APPENDIX 2: POLICE TRAUMATIC EVENTS TRAUMA CHECKLIST NVIVO CODEBOOK

Node	Description and exclusion criteria	Refs
AMBIGUOUS	Cannot determine if event or context. Unintelligible or reluctance to give detail.	69
Minimal detail from respondent		57
Nonsensical		9
CONTEXT OF EVENT	Situational or environmental factors or dimensions.	1044
FIRST EXPERIENCE	First experience of event	16
FIRST ON SCENE	Can be with others but one of first attending. Not to be confused with 'first responders'.	93
GRUESOME verbalised	Includes expressions like "disrupted bodies".	181
INVESTIGATION	Prolonged investigations	41
Being investigated	Being subject of an internal or external investigation (including Post-Incident Procedures, PIPs)	29
Protracted investigations	Prolonged and drawn-out investigations and waits (such as CSE, terror inquests, etc.)	7
OFF DUTY at the time	Being Off Duty has an influence over experience. This can include perception of risk to life and limb and sense of threat	12
ORGANISATIONAL Factors	Pressure and stress from organisation as an exacerbatory factor	176
Criticised decisions	Decisions or actions regarding the incident in question are criticised, open to scrutiny or judged by organisation, peers, public or family. Excludes being investigated.	13
Lack of equipment	Lack of equipment at the incident eg PPE	5
Lack of support	From the organisation (not as in incident response "back up")	71
Pressure or resources	Issues of high pressures and scarce resources.	67
PERSONAL LIFE STRESSORS	Home or personal life stressors	69
PERSONAL RESONANCE		103
Knowing the victim	Excludes cases where the victim is a colleague, unless personal relationship is expressed (e.g. "by colleague and best friend").	32
Location	Familiarity or proximity E.g. "it was close to my home or work".	8
Significant date	Eg. Birthdays, anniversaries, etc	11
Victim resemblance	Usually a loved one or someone for whom it is hard to see suffering	19
SENSE OF RESPONSIBILITY	Sense of agency, responsibility or helplessness. Can include sense of injustice.	71

TRAUMATIC LOAD	Accumulation must be directly expressed in the description by the respondent, not inferred by coders	203
Childhood	Childhood trauma (ie own trauma in childhood)	1
Cumulative exposure	EG "multiple", "several", "too many to count", "throughout my career", "constantly exposed", etc (rather than simply listing several different events).	170
Multi-event incident	When one incident escalates into more incidents, one to the next from the same job.	17
Other adult trauma	Non-police ie civilian, military, paramedic etc.	11
VICTIM VULNERABILITY	Verbalised sense of vulnerability or incidents involving obvious vulnerability	67
Animals		11
Deprivation	Including child neglect etc	9
Disability or age	Can include elderly and those with severe mental health issues	19
WORKING ALONE	Being alone is verbalised. Lone working or being single crewed. At an incident or at station e.g. watching BWV	12
EVENT TYPE		3562
CHILDREN & TEENS	All events relating to children	691
Child or teen fatalities		393
Child serious injury		33
Child Sexual Exploitation (CSE)	Being exposed to CSE digital material, including stills/ video footage/ audio/ scripts.	90
Dealing with child abuse	Cases, attending to or interviewing victims, safeguarding and public protection Excludes viewing CSE material	141
CPR general or Critical First Aid	Emergency First Aid for life and limb. Excludes failed CPR.	61
DEATH	Sudden and/ or unnatural death Excludes suicide and major incidents unless deaths are verbalised	1196
Dealing with family of deceased	Death message or body ID or dealing with family	144
Death in custody		12
Death of colleague		62
Failed resuscitation	Includes failed first aid or failed rescue. Must include death at scene despite CPR. Exclude cases where CPR is given and the victim 'died later on'.	42
Murder	Includes attempted murder.	263
Seen or recovered body	Including decomposition and DVI (Disaster Victim Identification)	186
Witnessed death		46
FIRE	Anything related to fire, including fires mentioned in RTCs	69
FIREARMS INCIDENTS	Includes guns, shootings, firearms, etc	64
MAJOR INCIDENTS	Includes public disorder or riots	153
Natural disasters	Including floods	1
Terrorism		89
Transport disasters	Mass fatalities or injuries. Eg aviation. Excludes regular RTCs.	21

PERCEIVED THREAT TO LIFE & LIMBS	Including hostage and captivity, riots, civil unrest, public order, target attack and near misses.	130
Colleagues threat	Threat to a colleague's life	29
Public threat		12
Self-threat	Includes targeted attack, threat to home.	82
PHYSICAL ASSAULT	Physical Assault a result of policing role	144
Attending to victim of physical assault		11
Being subject of physical assault	Committed by either a member of the public or the police (i.e. not personal)	82
Witnessing to physical assault	Committed by either a member of the public or the police (i.e. not personal)	13
RTC	(Road Traffic Collision), including accidents, investigations of them	369
Attended victim of RTC	At the scene	30
Directly involved in RTC	Physically involved in the RTC	20
Witness to RTC	Saw an RTC occur but was not directly involved	9
SERIOUS INJURY	Includes events where serious injury is inferred if death is not explicitly stated, eg "man hit by train"	168
To colleague		30
To public		64
To self		42
KNIFE CRIME	Any crime, assault or attack involving a blade of any nature.	134
SUICIDE	Suicide including hanging by suicide but excluding hanging with no suicidal intent	190
Actively involved in suicide attempt or completion	Active involvement in the live event eg negotiation or call-handling during event	33
Hanging	!Excludes non-suicides (eg rare accidental or murder)	83
Suicide attempt		31
Suicide ideation		13
Viewing body of suicide victim	Aftermath or passive or viewing.	28
TRAIN & RAILWAYS		80
VICARIOUS EXPOSURE	Excludes CSE. Includes: digital or images, evidence and investigations, court case material, call-handling, viewing CCTV, or indecent images of adults or animals.	113
BWV footage	Exposure to body worn video footage.	1
OTHER EVENTS		312
Accidental hanging	Not suicide, not murder	3
Bombs or explosions	Excludes Terrorism	53
Bullying	Workplace related bullying	34
Causing accidental injury or death	Respondent causes (or potentially causes) accidental injury as part of their policing role, eg to member of public, colleague, offender	8
Discharging Weapons	Respondent discharges weapon as part of their policing role	9
Firearm		1
Taser		6
Discrimination	Subject to discriminatory behaviours by public or police, including sexism among colleagues.	4

Domestic violence		46
Family Liaison Officer		27
Human trafficking	Includes human slavery	0
Sexual Assault or Abuse	Excludes CSE	68
Attending to victim of		13
Being subject of	Being the subject of sexual assault or abuse oneself	2
Dealing with	Generally dealing with cases of sexual assault	31
Witness to	Being a witness to an act of sexual abuse or assault	1
Sexual Harassment	Being subject of sexual harassment	1
In workplace	Harassment exerted within policing eg colleague or supervisor	1
By public	Harassment is exerted by a member of the public	0
Toxic or Infectious Exposure	Exposure to toxic or infectious substances or hazards (e.g. diseases)	14
Verbal abuse	Sustained or extreme verbal abuse	13

Table: NVivo Codebook for Q32 of the *Policing: The Job & The Life Survey* (University of Cambridge and Police Care UK, 2018; Brewin et al. *manuscript under review*)

APPENDIX 3: POLICE TRAUMATIC EVENTS CHECKLIST ITEM INCLUSION CRITERIA

	TRAUMATIC EVENTS	INCLUSION CRITERIA DETAIL (with examples)
1	Children, incl. child fatalities, abuse and sexual exploitation	Includes child serious injury. All references to children.
2	Sudden or unnatural death incl. murder, suicide & hanging	Includes suicide attempt, ideation and active involvement in completion or attempt. Excludes death in custody and dead bodies as these may be natural deaths.
3	Road Traffic Collisions & rail incidents (e.g. suicides)	Includes attending scene, direct involvement in RTCs, rail fatalities and rail suicides.
4	Dead bodies, seen or recovered	Includes Disaster Victim Identification and typically decomposition.
5	Dealing with families eg death message, FLO work	Includes delivering the death message, supporting families at mortuaries and emotional support to families through liaison work.
6	Serious injury to public, self or colleagues	Includes where death is not explicit (eg "man hit by train"). Includes being severely harmed and witnessing severe injuries.
7	Major incidents, including terrorism, transport disasters, etc	Includes incidents involving mass fatalities but excludes bomb explosion incidents that are not major or terror-related.
8	Physical assault incl. being the subject	Includes being assaulted in policing role, as well as witnessing assault to public and colleagues. Excludes perceived threat.
9	Knife crime	Ranging from blades to being attacked with a machete.
10	Vicarious trauma eg calls, images, case notes, cyber	Includes investigation and court files, indecent images of adults and animals, call handling. Excludes Child Sexual Exploitation (see #1)
	SITUATIONAL CONTEXT	
1	Gruesome experiences eg disrupted bodies, gory injuries and horror	Includes deliberately explicit descriptions of visceral gore. Excludes inferences of gore from the nature of the incident described.

2	Organisation pressure eg lacking resources, support	Includes when decisions have been criticised. Excludes being investigated or being involved protracted investigations.
3	Cumulative exposure to trauma	Also referred to as Trauma Load. Includes personal or military adult trauma only if described as part of an explicit list of repeated exposure over time (or within an escalating single incident).
4	Personal resonance eg victim is known or resembles someone	Includes special or personal dates and locations (proximity or familiarity).
5	Being first on scene	Includes being the first or one of the first to attend. Excludes first experience of that incident type or being single crewed or alone.

Table: Police Traumatic Events Checklist Inclusion Criteria for 15 event and situational context items.

APPENDIX 4: POLICE TRAUMA EXPOSURE CHECKLIST MATRIX WITH INSTRUCTIONS

Police Traumatic Event Checklist (PTEC) & Matrix by Police Care UK © 2020

Instructions

PTEC is a tool to support officers' and staff to manage the trauma exposure they experience in their work. You can use the matrix to help understand why a single incident may be difficult or to monitor your own exposure over time.

PTEC can support conversations with peers, supervisors, counsellors and health care advisers as well as in Occupation Health, TRiM and other wellbeing interventions.

This grid depicts the *most common* types of traumatic incidents UK police officers and staff report as their worst experience in the job.

The rows represent typical incidents and the columns typical contexts in which they arise.

You can also use the Other boxes to describe incidents and contexts that don't appear on the list.

Here are some examples of how you might choose to use PTEC.

Single incident example

You are asked to follow up on a vulnerable, elderly NHS patient who has not been seen by neighbours for some weeks. You discover her decomposing body in her home with signs of neglect and deprivation.

You mark 1D, Covid19 A and Victim Vulnerability to represent the incident

Seeing the different components what happened helps to recognise its impact.

Police Trauma Exposure Checklist		A	B	C	D	E	Covid19
This shows the most common 'worst' reported types of jobs in UK policing. How do your experiences compare?		Gruesome experiences eg disrupted bodies, injuries	Organisation pressure eg lacking resources, support	Cumulative exposure to trauma	Being first on scene	Personal resonance eg victim known or resembles someone	Victim vulnerability eg deprivation, elderly, animals
1	Children, incl. child fatalities, abuse & sexual exploitation				X		
2	Sudden or unnatural death incl. murder, suicide & hanging						
3	Road Traffic Collisions & rail incidents						
4	Dead bodies eg seen or recovered						
5	Serious injury to public, self or colleagues						
6	Major incidents, incl. terrorism, transport disasters and national emergencies						
7	Dealing with families eg death message, FLO work						
8	Physical assault incl. being the subject of assault						
9	Knife crime						
10	Vicarious trauma eg calls, images, case notes, cybercrime, CCTV, BWV						
Covid19	Toxic or Infectious exposure or hazardous material and substances	X					X

Police Trauma Exposure Checklist This shows the most common 'worst' reported types of jobs in UK policing. <i>How do your experiences compare?</i>		A	B	C	D	E	Co
		Gruesome experiences eg disrupted bodies, injuries	Organisation pressure eg lacking resources, support	Cumulative exposure to trauma	Being first on scene	Personal resonance eg victim known or resembles someone	Vulnerability eg elderly
1	Children, incl. child fatalities, abuse & sexual exploitation					I	
2	Sudden or unnatural death incl. murder, suicide & hanging						
3	Road Traffic Collisions & rail incidents						
4	Dead bodies eg seen or recovered						
5	Serious injury to public, self or colleagues						
6	Major incidents, incl. terrorism, transport disasters and national emergencies						I
7	Dealing with families eg death message, FLO work			I			
8	Physical assault incl. being the subject of assault						
9	Knife crime						

Cumulative trauma example

Over the past 4 weeks, you have attended 3 RTCs, a railway suicide, attended a cot death where the baby resembled your niece and after all of those experiences, had to deliver the death message to a family.

You tally the incidents in E1, A1 and C7.

You share the grid with your line manager when arranging rest days for the next month.

You are welcome to share PTEC with peers, family and friends.

If you would like more information on how to use the tool, contact hello@policecare.org.uk.

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