

# Suicide Postvention Planning and Practice

## Programme Overview

### Purpose

- Assess current prevention training needs and postvention policies and procedures
- Review & revise existing plans; ensuring fitness for purpose from the practitioner's perspective
- Test through the review of previous incidents (involving third parties where appropriate)
- Evaluate post incident process for all affected parties utilizing the TRIM model (Trauma Incident Management)
- Provide recommendations to ensure alignment with recognised best practice frameworks and national recommendations

## Methodology & Content

### Methodology:

Practitioner led by experienced, national trainer. This will include:

- Scenario planning
- One-to-one, group coaching
- Review of past incidents and recommendations
- Focus on experience and skills base of organization and its' people

### Content:

The programme will review the three key phases of any self-inflicted death (pre-inquest verdict)/suicide

#### 1. Pre-Planning

Maintenance of plans for:

- preventing an incident in the first place
- training and trauma management
- taking other actions relating to the incident - maintaining Business as Usual (BAU) and/or other contingency plans
- Managing the media
- ensuring that if an incident occurs, each member of staff understands their role and is competent (and confident) to fulfil their brief

#### 2. Response

Initial reaction – who? what? how?

#### Recognition of threat and risk:

- Information gathering process
- (Impact) Assessment process
- “Making sense” – decision making to set strategic aims/objectives for the response phase

## Organisational Context & Process

### Organisational Context:

Our approach is to understand the context in which the programme will be delivered. This ensures the programme is aligned with and supports strategy, is relevant to current risk and hazards, hence directly creates value.

We prompt thinking on aspects such as:

#### 1. Social media

It's not “your” incident ... audiences around the world will be involved and play a role using social networks & mobile technology. How do you deal with:

- the worldwide scrutiny?
- warning and informing (have you the tools and expertise?)
- gathering, analysing information?
- engaging in dialogue?

#### 2. Information management - implications for your organisation

- What monitoring and controls are required with respect to the financial implications of an incident - who needs to be informed and when?

#### 3. Independent Investigations/Regulatory Body Oversight

- What are their requirements in such circumstances?
- How does that affect how you make decisions?
- What are the expectations on the senior management team and the staff in terms of providing information (being “witnesses”)
- What else needs to be considered in planning for the duration of the Inquiry and the aftermath?



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## Roles and Responsibilities:

- Who's in charge? Who contacts the families/next of kin?
- What is the role of the police, coroner
- Roles of potential 'gatekeepers' (those who are placed within the community to offer additional support/support others)
- Clarify and confirm reporting and review processes (immediately after incident to 6 months)

## Prioritise & Review Response:

- Review strategy and resources in response to identified need
- Clarify the communication strategy and to whom?
- Assess impact upon workforce, local community, key stakeholders, BAU, commercial implications
- Review the organisations practice and resource resilience

## 3. Recovery

**Relief** – prioritising relief to those directly affected; issuing information about the situation to staff/community/public and assessing longer term impact on the individuals and the organisation and/or community

**Remediation** –providing medium/longer term support to those affected; making good the geographical area/site affected; restoring services; holding meetings with those affected (staff/community/stakeholders);

**Regeneration** – addressing the longer-term consequences of the incident. How will the learning be integrated into the organizational strategy? Measures to prevent likelihood of repeat or to reduce the impact of similar incident occurring again. Building in contingency/scenario table-top exercises in future.

## Typical Process:

### Best Practice

Our programmes reference best practice frameworks such as the National Assessment, Care in Custody and Teamwork framework (HMPS) and the National Suicide Prevention Strategy.

In addition, addressing the eight recognised Effective Emergency Response and Recovery principles:

- Preparedness
- Continuity
- Subsidiarity
- Direction
- Integration
- Communication
- Co-operation
- Anticipation

### This will be achieved through:

- Diagnostic review of organisational situation, previous deaths and possible future scenarios
- Contingency planning with relevant role play (depending on requirements)
- Detailed analysis of strengths/weaknesses of contingency plans
- Feedback on team competencies and capability
- Recommendations for increased safety and effective management of incidents

## Evaluation Criteria

### Participants will have:

- Reviewed existing plans and drawn up recommendations to ensure fitness for purpose
- Identified key risk areas and formulated actions to mitigate risk
- Recognized organizational and individual skills related to managing a self-inflicted death
- Considered all aspects of a potential incident from preparedness, through implementation to follow-up