

#### Site

NPS NW

#### Name of project / initiative

Hot Debriefs

#### Overview

Our new post incident care structure to support staff who are involved in potentially traumatising incidents. This structure already exists within prisons but we are the first Probation area to adopt and adapt it to meet our needs.

In essence, a 'hot debrief' is a simple, psychologically informed, supportive meeting that happens on the day of an incident with staff who are directly involved. The process aims to reduce the likelihood of staff experiencing long term post traumatic symptoms and is delivered by a trained staff support team member or on call manager.

#### Longevity

Since autumn 2020

#### Benefits

Ensuring that all staff who have experienced potentially traumatising events get the psychologically informed support they need.

#### Uniqueness

This is the only probation division currently doing this.

#### Applicability

Could be rolled out across probation and youth justice settings.

#### Requirements

Training for the staff involved, and an identified lead responsible for implementation.

#### For more information:

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See also: <https://www.theknowledgeexchange.uk/wp-content/uploads/2021/07/NW-NPS-attach.pdf>

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