



Op Hampshire

Inspectors and Secondary Supervisors Guidance

While we aim to provide a consistent process for all assaults, there will need to be clear direction and leadership to ensure the most appropriate level of response is provided on a case by case basis. This at times requires sensible decision making based on the circumstances of each incident and the impact on the victim. The local inspector/secondary supervisor will need a full appraisal of the incident to ensure all key players are effectively briefed and activity is undertaken.

Post incident a local inspector will take responsibility for ensuring key roles and responsibilities are assigned, establishing early contact with the victim, assessing the severity of the incident and updating the local SLT if appropriate and necessary. The investigation of the incident will usually remain with the local division or Operational Command Unit (OCU). The inspector/secondary supervisor will retain initial post incident responsibilities before liaising with and handing over ongoing welfare management to the respective team/unit supervisors if the victim does not fall under their line management responsibility.

Key responsibilities

- Appoint an incident supervisor to oversee all supervision and incident management.
- Confirm initial assessment of injuries.
- Appoint and brief a welfare officer if necessary.
- If appropriate inform a local senior leader of the incident and overview of immediate actions.
- Provide an update for the next scheduled

operational management/review meeting.

- Ensure the incident and the response is recorded.

Game Changing Advice – going that extra step.

- Be intrusively supportive. Is all as it appears?
- Consider the victim's ongoing responsibilities. What can you do to accommodate them?
- Will they need ongoing assistance? (support, care, travel to appointments)
- Consider the appointment of a welfare officer even if the officer has not been placed sick. This will be based on an assessment of the circumstances and impact on the officer.
- Could this incident have a significant traumatic effect? If so, consider a call to the senior OH duty manager to co-ordinate a trauma support assessment.
- Consider whether the incident had an impact on the team.
- Are there issues that need to be de-briefed that can assist organisational learning?
- Check that sure the key players have been identified and briefed and taking things seriously. Challenge dismissive attitudes.
- If remits and workloads are disputed, consider the impact on the victim. They don't need to know if there is debate over who will investigate their assault, nor should they be involved in the discussion. They just need to know that someone will investigate it.

