

TRiM

TRiM (Trauma Risk Management) is a trauma-focused peer support system. This model of support is delivered by our team of **TRiM** practitioners and managers and aims to ensure colleagues receive the necessary response, education, and support after experiencing or being exposed to potentially traumatic events. This network is trained to identify psychological risk factors in our colleagues that might otherwise go unnoticed and they will ensure appropriate steps are taken to support colleagues.

- **TRiM** empowers and promotes a proactive and resilient stance to the effects of potentially traumatic events
- Our team of practitioners are trained to identify where additional support might be required after potentially traumatising events
- The team is equipped to be able to signpost and assist colleagues in accessing professional and appropriate sources of help
- Practitioners are trained in the basics of trauma psychology, and know how to plan for traumatic events both before and immediately afterwards, working with services to conduct practical psychological risk assessments

Reflective Practice

Reflective Practice sessions aim to provide a safe, honest and enlightening environment where colleagues can talk about morally and practically challenging topics they may have faced. These sessions are delivered by peers and provides an opportunity for teams that have been undertaking challenging work to reflect on what they and their colleagues have been doing and the psychological and emotional impact on them individually, and the team as a whole.

- Sessions are 45 minutes in duration and aim to help attendees create a 'meaningful narrative' about their experiences which in turn helps them process what they have been through
- These sessions are not focused on apportioning blame, but a safe, confidential space to reflect
- Colleagues attending a **Reflective Practice** session are encouraged to be prepared to be open and frank about their experiences and supportive towards others as they speak too
- This can be delivered as part of a wider wellbeing event or team support/training day

Mental Health Peer Support

A variety of free and confidential psychological support, assessments and training is available for all NHS colleagues across **Joined Up Care Derbyshire**

REACTmh
 Supportive mental health conversations

StRaW
 Mental health support

TRiM
 Post trauma support

Reflective
 Guided group reflections

This pathway of support is delivered by colleagues across Derbyshire, and sits alongside existing clinical support services such as counselling, and existing peer support services such as mental health first aid (MHFA) and Schwartz rounds, to ensure colleagues can access appropriate support when they need it

TRiM Managers

Our **TRiM** Managers work with the Wellbeing team to provide the support described above, as well as:

- Working to define and helping to Co-ordinate our Joined Up Care approach to **TRiM**
- Ensure that practitioners are suitably supervised and supported
- Carry out additional **TRiM** briefings and induction training for all appropriate staff
- Carry out annual Practitioners' refresher training
- Advise and manage **TRiM** policy and procedure

Contact



Wellbeing Hub, Level 5, Royal Derby Hospital
uhdb.support@nhs.net



Purpose of Peer Support

- **Build resilience** by safeguarding the psychological wellbeing of colleagues
- **Help prevent**, detect and assist into support for any occupational, operational or home related stress, including post-traumatic stress (PTSD)
- **Help to champion** and break the stigma surrounding poor mental health – Its Okay, not to be Okay
- **Promote** early intervention and appropriate peer support
- **Give** our colleagues and leaders the training and support required to react in times of difficulty

Other peer support groups at JUCD

A number of informal and supportive peer support groups and services are available. See the Activities Timetable or contact the team for further information. **These include:**

It's Okay To Talk

An informal and supportive space for male colleagues to come together to have conversation about their health.

Mental Health First Aiders

A group of trained staff who are able to identify, help and support someone who may be experiencing a mental health issue

Menopause Cafe

Available for all colleagues to chat, listen and advise on menopause topics in a non-judgemental friendly space.

REACTmh (Train the Trainer)

REACTmh training aims to help individuals to have psychologically savvy and supportive conversations with colleagues about their mental health. Individuals in distress may not always recognise that they are struggling, or if they do know they may not want, or be able, to seek help.

Being able to speak with a supportive and trusted peer or line manager in times of difficulty is especially useful for team members who are dealing with repeated exposure to potentially traumatic events (PTEs) or working in stressful environments.

- **REACTmh** is suitable and available for everyone across UHDB and Joined Up Care Derbyshire
- **REACTmh** 'train the trainer' is available specifically for leaders and wellbeing champions, to be able to deliver this training across their service area and grow a local network of trainers
- **REACTmh** is a practical, short, skills based course to enable colleagues to have an effective wellbeing conversation and check-in with their colleagues.

StRaW

StRaW (Sustaining Resilience at Work) is an evidence based peer support programme that enables trained **StRaW** practitioners to detect and help prevent mental health that may be experienced by colleagues at work. We have a network of **StRaW** practitioners and managers across JUCD trained to undertake '**StRaW** assessments' with colleagues who have appropriate knowledge around mental health conditions to deliver a structured support conversation to help strengthen resilience.

- Colleagues can self-refer to see a **StRaW** practitioner, may be signposted by a colleague or wellbeing champion, or can be referred by their leader or line manager.
- Practitioners can support the detection of workplace stress, spotting the signs of psychological distress that might otherwise go unnoticed, and support the mental health of colleagues suffering from psychological distress, through planning, guidance, signposting and, where appropriate, effective mentoring.
- Colleagues do not need to be experiencing mental ill-health to access **StRaW** support, but may have noticed the signs and symptoms of stress in themselves or others and therefore opt to access the service.

StRaW Managers

In addition to the team of practitioners, we have a team of **StRaW** managers who support the above and can also:

- Advise and support leaders on the implementation of **StRaW**, or **StRaW** support for their areas
- Co-ordinate the organisation's **StRaW** response
- Supervise, co-ordinate and support **StRaW** Practitioners across their area
- Deliver **StRaW** awareness and induction training to all staff within their area
- Ensure **StRaW** Practitioners are up to date and competent