

Risk Assessment (RA) (Gross Misconduct)

This Risk assessment is to be kept updated and saved onto the investigation file on Centurion – for both PSD and ACU investigations as the on call PSD officer will need access at all times.

Purpose: to be used in an event involving a police officer / police staff member for whom there are significant concerns for safety. These concerns do not relate to any threat from a third party. This plan must therefore be treated in the Strictest Confidence. Neither information contained within this plan, nor its existence, should be disclosed to any third party outside the circulation list. Knowledge by an individual that they are subject to this plan is likely to frustrate its purpose.

Intention: in the event of the officer/staff member being subject of a missing/suicidal/concern for welfare reporting, the strategy will be as follows:

1. To preserve life
 - 1.1. To locate and ensure the safety of the person
 - 1.2. To maintain the confidence of the officers/staff members family
 - 1.3. To maintain public confidence
 - 1.4. To ensure that neither South Wales Police nor any of its statutory partners are exposed to vulnerability.

In the event of any person reporting the below as either missing/suicidal /concern for welfare, the following actions must be taken immediately.

2. The normal procedure for dealing with a high risk person will be adopted.
3. The following people will be contacted:
 - 3.1. The on-call PSD Officer.
 - 3.2. The on call Negotiator Coordinator – if in the circumstances it is required.
 - 3.3. The on-call Federation / Staff Association representative.

The on-call PSD officer will liaise with the duty FIM and the appointed welfare SPOC at the earliest opportunity

All risk assessments should be on a case-by-case basis

Date this Risk Assessment (RA) is being carried out	
Who is conducting this Risk Assessment?	
PSD Case Reference	
Officer / Staff subject to RA	
Line manager and SMT SPOC for Officer/Staff and contact details	
PSD SPOC	

<p>Welfare SPOC</p> <ol style="list-style-type: none"> 1. Trained PSD –who? 2. Line manager – who? 3. Choice of officer/staff-who? 	
<p>Negotiator – if there are known welfare concerns ensure the Force Negotiator Lead CI Jason Herbert is copied into the submission</p>	
<p>Suspended YES/NO date</p>	
<p>Restriction YES/NO date and restriction details</p>	
<p>Was the subject arrested ?if so was a RA carried out in custody – details and custody record number</p>	
<p>Was the subject a voluntary attendee ?if so was a RA carried out – details and Attendee record number</p>	
<p>Were any concerns raised during either RA above? If so what was the outcome</p>	
<p>Has the subject been referred to any agency internal or external i.e. Occ health / counselling etc.</p> <ol style="list-style-type: none"> 1. As a result of this investigation or 2. Were they already receiving treatment? <p>If so by who – PSD? Fed? Line manager</p>	
<p>Has the Officer /Staff openly disclosed any medical issues? Alcohol/substance?</p>	
<p>Does the partner of the Officer/Staff work for SWP – if so where , consider line manager being made aware for welfare considerations</p>	

<p>Any other information which may assist in the event the person is reported as missing/ suicidal/Concern</p> <p>Partners name.</p> <p>Children Y/N names ages.</p> <p>Vehicle details.</p> <p>Favourite places.</p> <p>Recent events good/bad i.e. anniversaries of deaths/ marriage etc.</p>	
<p>Critical markers to be considered?</p>	



Ongoing matters –

contact log and further information – this should be updated regularly if any issues raised by the welfare SPOC, line manager, Fed/Staff association or family members

Always update this log and save in the shared to **NOT** have more than 1 Risk Assessment document running. Update the log and then forward onto the FIM and Force Negotiator lead.



