

INNER
ARMOUR[™]

PSYCHOLOGY DEPLOYED®

COACHING DISCLAIMER

POLICE/MILITARY LEGAL DISCLAIMER CONFIDENTIAL

ROLES AND RESPONSIBILITIES:

COACH: PERSON CONDUCTING THE SESSION. RESPONSIBLE FOR CONFIDENTIALITY AND FOR ADHERING TO ALL THE CONDITIONS BELOW.

COACHEE: PERSON RECEIVING THE COACHING. RESPONSIBLE FOR ADHERING TO ALL THE CONDITIONS BELOW.

LINE MANAGER/SUPERVISOR: TO SUPPORT THE COLLEAGUES THAT ARE BOTH CONDUCTING AND RECEIVING THE SESSION IN LINE WITH YOUR PARTICULAR FORCE'S/MILITARY UNIT'S SAFEGUARDING AND WELFARE PROTOCOLS & SUPPORT SERVICES.

EXPECTATIONS: SESSION LENGTH MINIMUM 25 minutes - MAXIMUM 1.5 hours.

Inner Armour coaching is not a clinical intervention in any way. It is a positive psychology and wellbeing tool. Inner Armour coaching is designed to be used as a tool in a peer support fashion and in a preventative capacity. After a session it is common to feel a sense of unease or have an emotional reaction. This should subside within 24 hours. You may not have any effects or even think about the session at all afterwards. However, if you find that here is something you cannot cope with in your past or present it is your responsibility to seek further support by either contacting your GP or using the services mentioned below if needed. Inner Armour nor any of the directors, employees or trainers or trained participants associated with cannot be held responsible for any action, incident or consequence as a result of using the tool. If you feel uncomfortable with discussing something then it is your responsibility to stop and discontinue the session.

NHS: Number 999 (For serious concern) NHS: Number 111 (Available 24 hours a day)

Or alternative emergency healthcare number if in the United States or Australia

The Samaritans: Website: <https://www.samaritans.org/> Number: 116 123

The Police Federation: Website: <https://www.polfed.org/>

Mind: Website: <https://www.mind.org.uk/information-support/police/mental-wellbeing-police/#.XUQ4bLzYrnE>

The Samaritans: <https://www.samaritans.org/> or call: 116 123

1.1 Safeguarding of information: All names, events, memories and occurrences that are discussed during the session are to be kept confidential by all participants and not discussed in person, on social media or any other medium formally or informally. All evidence of the coaching session is to be destroyed by the coach. This form with a signature and date is kept by the coach and is available if requested.

1.2 Withdrawing at anytime:

The person (coachee) has explicit permission to withdraw at anytime without judgement. The coach is not responsible for any emotional insecurity, emotional instability or strong feelings felt by the coachee. Inner Armour coaching may not be conducted by anyone who has not attended the full four day training session or is being observed and supported by a member of Inner Armour.

2.1 Liability: No liability can be sought in anyway from anything disclosed in a coaching session by any party. Both the coach, the coachee & their line manager understand this. Should the coachee become so distressed as the session cannot be completed then the line manager is to be called immediately and the coachee not left alone.

2.2 Ill Health: Coaching is not appropriate for use with anyone suffering from physical ill health, or a diagnosed mental health problem.

2.3 Disciplinary: Coaching sessions may never be used as evidence in any disciplinary procedure under any circumstances. What takes place is between two consenting adults and private to them unless a crime is disclosed or someone is at risk of harm. In this case the line manager is to be informed.

3.1 Psychological Terms: Inner Armour coaching is a form of positive psychology coaching with positive psychology interventions and post traumatic growth academia. It is not:

- Clinical Psychology.
- Clinical Psychotherapy.
- A substitute for medical treatment.
- A substitute for occupational health procedures.

Being trained in Inner Armour coaching does not make the trained person (Coach), a:

- Psychologist
- Psychotherapist
- Therapist

4.1 Triage: Both the coach and the coachee understand that any issues in the red section indicates the officers line manager to take appropriate action which may result in an immediate referral to occupational health. Amber and green indicate coaching may proceed. Should the subject content begin to move into the red category of triage the session must be stopped and line manager informed immediately:

GREEN

- Occasional difficulty sleeping for any reason
- Small changes from consistent behaviour
- Interest in using Positive Psychology to build resilience
 - Interest in using Positive Psychology to self care.
- Persistent low level anxiety (worrying before/after shift starts)
 - Persistent low level depression (Lack of interest in activities that the officer used to enjoy)
- Inability to stop thinking and dreaming about a particular incident
- Increased use of legal substances (Coffee, alcohol, sleeping tablets etc)
- Person recognises negative impact of workload.

AMBER

- Persistent difficulty sleeping for any reason
- Moderate changes from consistent behaviour
- Persistent Mid level anxiety (worrying before/after shift starts)
 - Interest in using Positive Psychology to build resilience in others
 - Interest in using Positive Psychology to enable others to self care in others
- Persistent Mid level depression (Lack of interest in activities that the officer used to enjoy)
- Inability to stop thinking and dreaming about a particular incident
- Increased use of legal substances (Coffee, alcohol, sleeping tablets etc)
- Impact of anxiety, depression or stress has been noticed by friends, family, colleagues or the public.

RED

- Coachee mentions suicide or bullying in any way
- Significant changes from consistent behaviour
- Persistent High level anxiety: Weight loss or weight gain, change in appearance, significant changes in behaviour.
- Persistent High level depression
- Slowing down of speech, movement or usual work rate.
- Obsessive behaviour recognised by line manager.
- Significantly increased use of legal substances (Coffee, alcohol, sleeping tablets etc)

5.1 Measurements: We suggest using the following measurements with each force/military unit with permission from the line managers involved both before and after sessions, however, this is not mandatory:

Perceived Stress Scale (Sheldon & Cohen, 1994) Cohen, S. & Williamson, G. Perceived Stress in a probability sample of the United States. Spacapan, S. and Oskamp, S. (Eds.) *The Social Psychology of Health*. Newbury Park, CA: Sage 1988.

The Posttraumatic Growth Inventory (PTGI, Tedeschi & Calhoun, 1995, 1996) Tedeschi, R.G. & Calhoun, L.G. 1996 *Trauma Stress* (1996) 9: 455.
<https://doi.org/10.1007/BF02103658>. *Journal of traumatic Stress*, Vol. 9, No. 3. Kluwer Academic Publishers

Brief Resilience Scale (Smith et al, 2008) Smith, B. W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The Brief Resilience Scale: assessing the ability to bounce back. *International journal of behavioural medicine*. 15(3). 194 - 200

Strengths Use and Current Knowledge Scale, (Govindji & Linley, 2007) Govindji, R., & Linley, P. A. (2007). Strengths use, self-concordance and well-being: Implications for strengths coaching and coaching psychologists. *International Coaching Psychology Review*, 2 (2), 143 - 153.

I CAN CONFIRM THAT I HAVE READ ALL OF THE ABOVE EACH TIME A COACHING SESSION TAKES PLACE. I AM FULLY COMPLIANT WITH ALL SECTIONS AND AGREE THAT I WILL ABIDE BY THIS DISCLAIMER.

LINE MANAGER - PRINT NAME

[One signature required per officer with unlimited sessions]

DATE _____

SIGNATURE _____

COACH - PRINT NAME

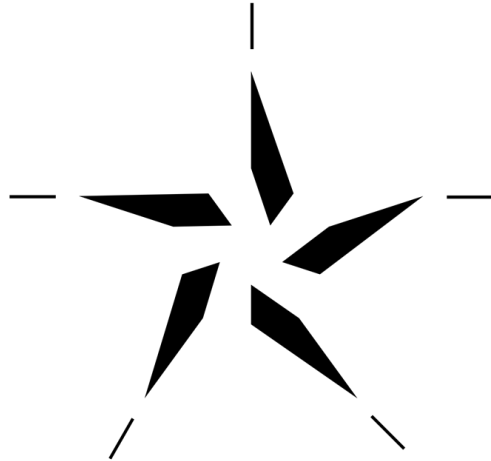
DATE _____

SIGNATURE _____

COACHEE - PRINT NAME

DATE _____

SIGNATURE _____



INNER
ARMOUR™

ARE PROUD TO BE LEGALLY REPRESENTED BY
COFFIN MEW SOLICITORS

