

Knowledge of organisational policies and procedures relevant to self-harm and suicide

An ability to draw on knowledge of the ways in which national and local policies* apply to the organisation and its response to, and responsibilities for, people who are self-harm and/or are suicidal, and that:

identify the expected range of responses to self-harm and suicide - for example, how the organisation and its practitioners will:

minimise physical opportunities to people to engage in self-harm and suicidal behaviours (e.g. by identifying and removing potential ligature points)

respond to and support those who present with self-harm or suicidal behaviour

record (and, where required, share) information about courses of action taken or advice given to people who self-harm and/or are suicidal

support, supervise and train personnel who offer direct support to people who self-harm and/or are suicidal

review and learn from serious incidents (e.g. a death by suicide)

describe procedures for communication within the organisation and with partner services

identify the responsibilities of practitioners at each level of the organisation (and so identify limits to responsibility and procedures to be followed when these are reached)

An ability for the organisation to ensure that new members of staff receive an induction that:

enables them to learn how relevant policies and procedures that apply to their practice

identifies the principles that underlie policies and procedures (with the aim of making implementation responsive to individuals rather than procedural)

An ability for the organisation to make appropriate arrangements to maintain practitioners' awareness of current policies and procedures

* For example:

[Suicide Prevention Strategy](#)

[NICE guidelines on suicide, self-harm, depression](#)

[The Five Year Forward View](#)

Local authority guidance for developing plans to respond to self-harm and suicide

Local guidance developed for a service or for an organisation