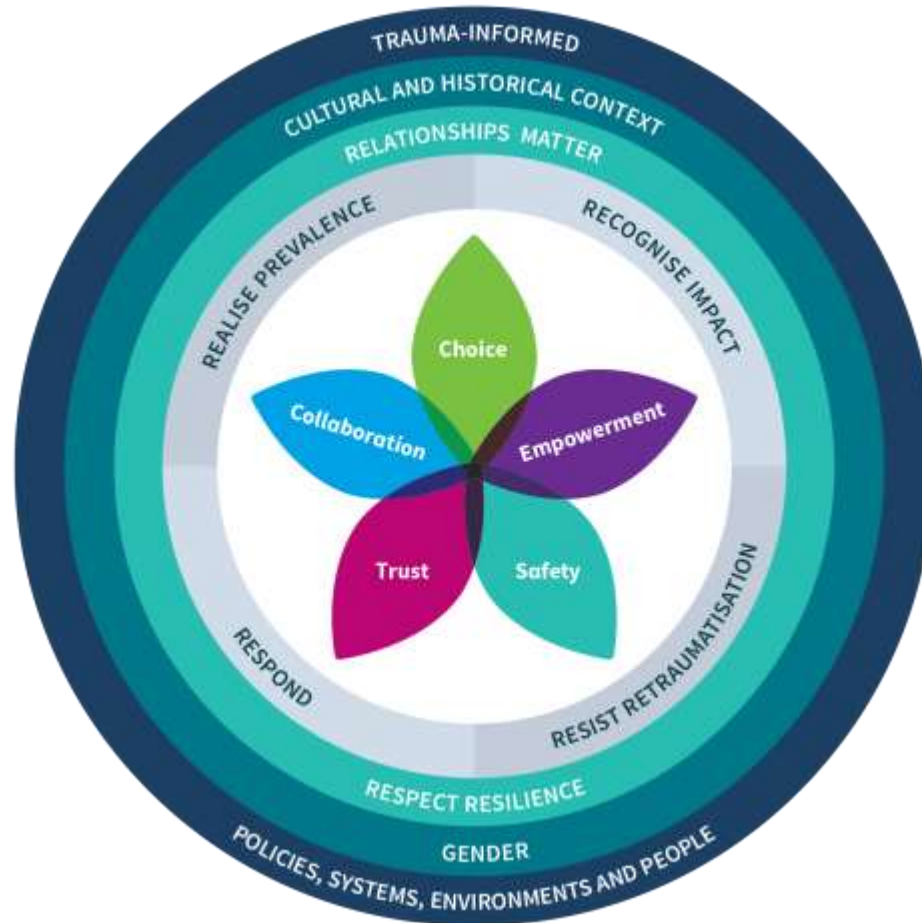


Scotland's National Trauma Training Programme



www.TransformingPsychologicalTrauma.scot/

Twitter handle: @NES_Psychology

Twitter hashtag: #TransformingPsychologicalTrauma

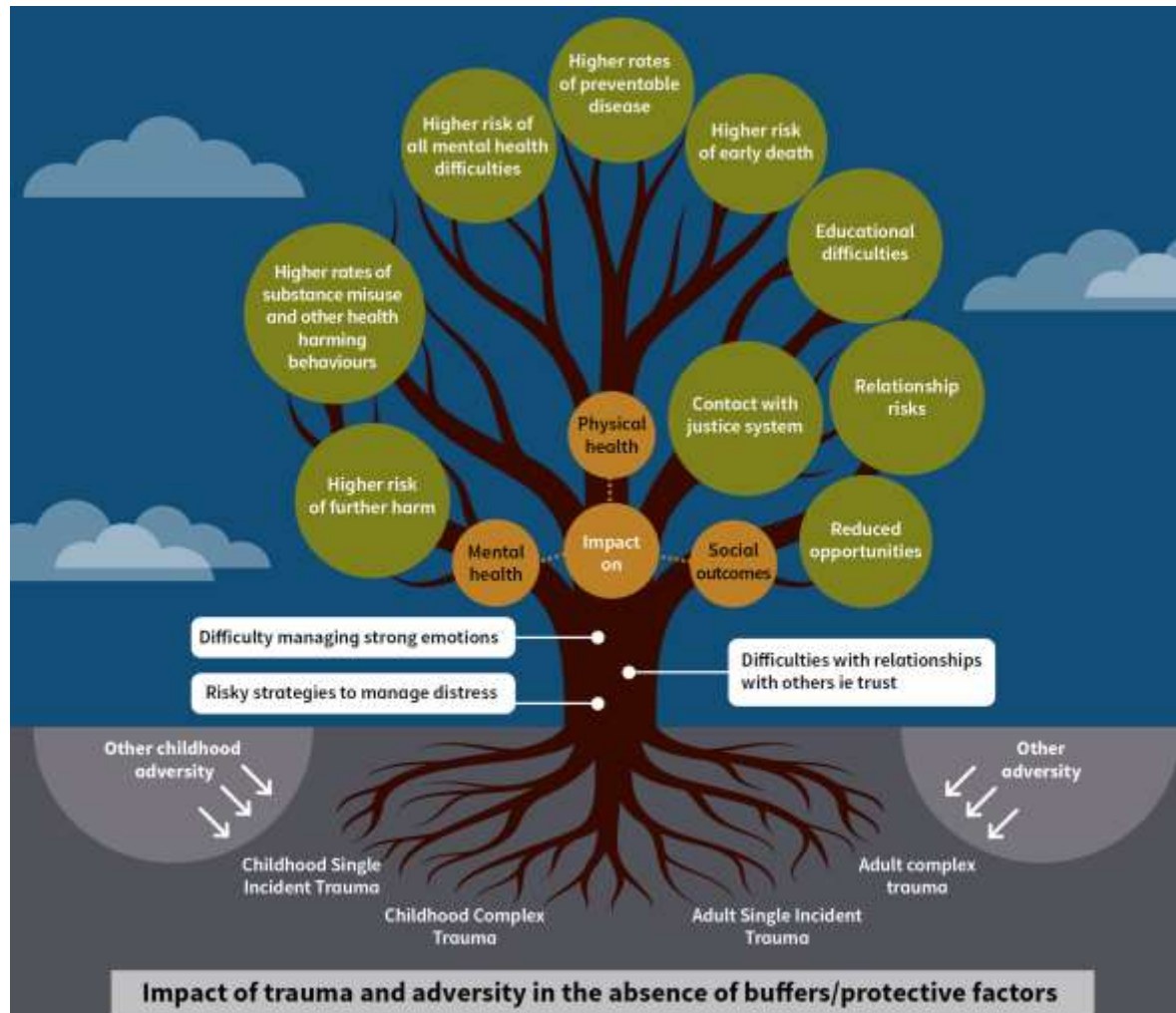
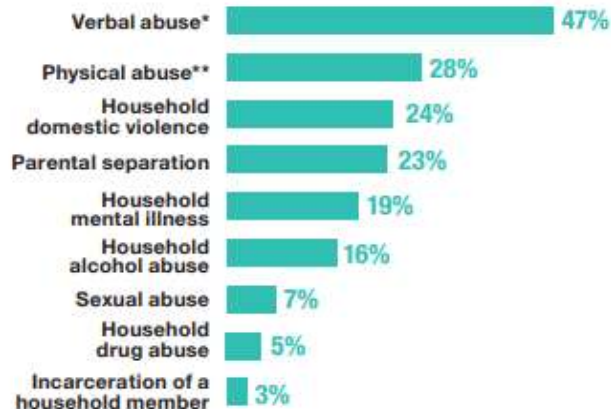


WHY have a National Trauma Training Programme?

In 2019, just over one in seven adults reported four or more ACEs.



Verbal abuse was the most common ACE reported, experienced by just under half of all adults.



WHAT is a “trauma informed nation”?

Realises the prevalence of trauma.

Recognises the impact of trauma esp. wrt to barriers it can create to accessing life chances

Responds with that recognition in mind do no harm, support recovery, create systems, that remove potential trauma related barriers

Resilience recognised and supported

Relationships matter

Resists re-traumatisation:

Understands that trauma memories feelings and responses can be “triggered” often by subtle or innocuous events / relationships

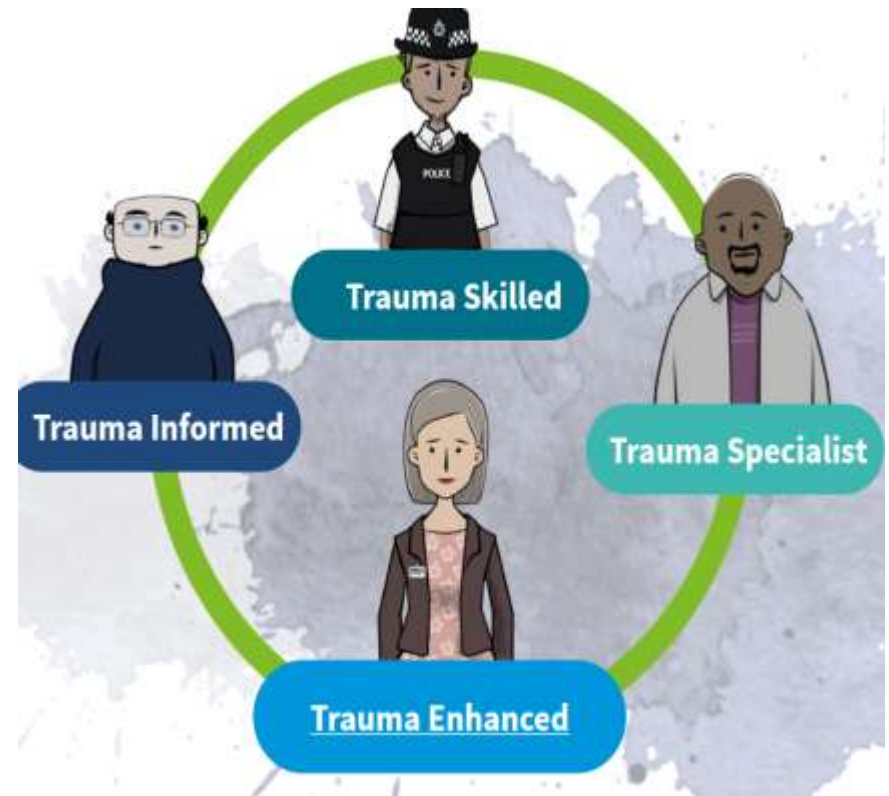
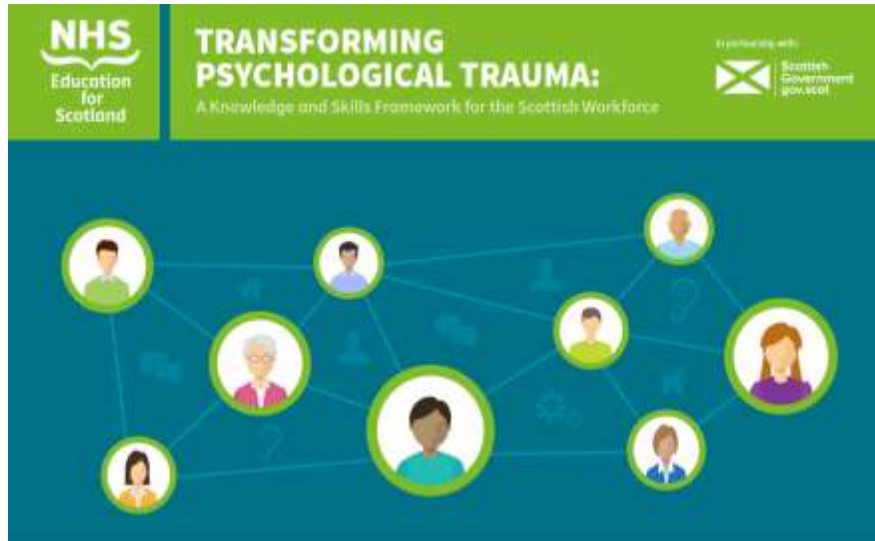
Offers the opposite of a “traumatising” relationship



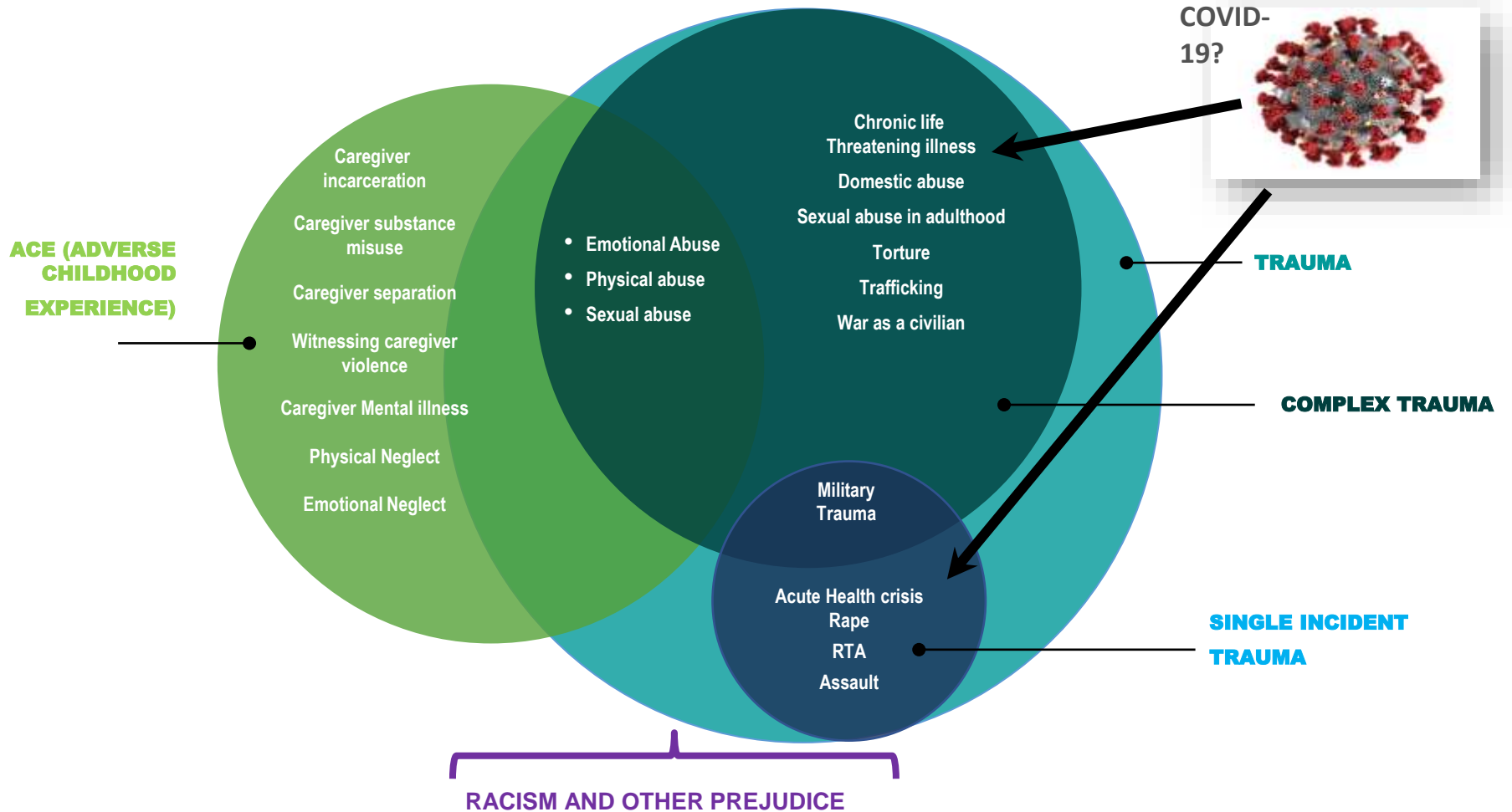
The big vision

“A trauma informed and responsive nation and workforce, that is capable of recognising where people are affected by trauma and adversity, that is able to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances.”

The Knowledge & Skills Framework



How do we conceptualise trauma?



Overview of the NTTP

**Over £6m
investment
since 2018**

Suite of universally accessible, evidence based training resources

Transforming Psychological Trauma Implementation Coordinators in all Health Boards

Network of Senior Trauma Champions across majority of Local Authorities

£3.2m distributed to all local areas to help embed trauma informed approaches

Three Local Authority Delivery Trials with independent evaluation

Trauma informed substance use and maternity services pathfinder projects

Peer support group and Community of Practice to share learning and good practice

The Ambition Into Policy



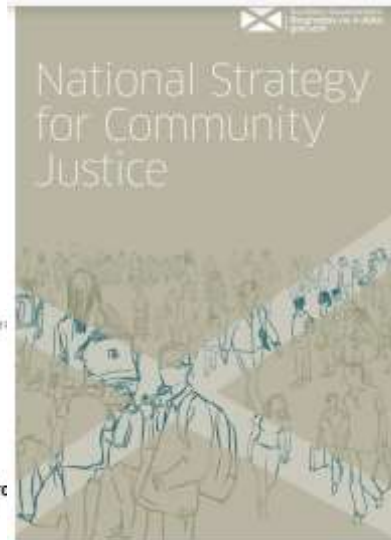
Adult Support and Protection Code of Practice

Adult Support and Protection (Scotland) Act 2007

Code of Practice

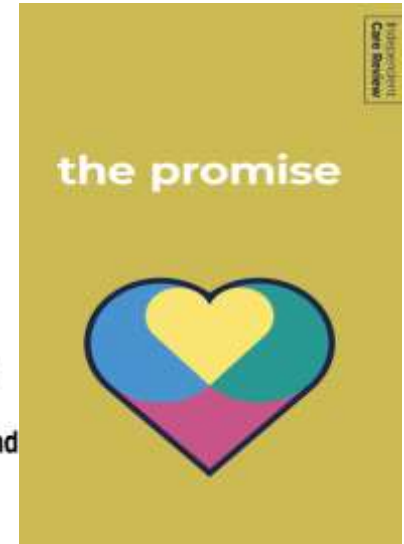


July 2022



Medication Assisted Treatment (MAT) Standards for Scotland

Access, Choice, Support



May 2021

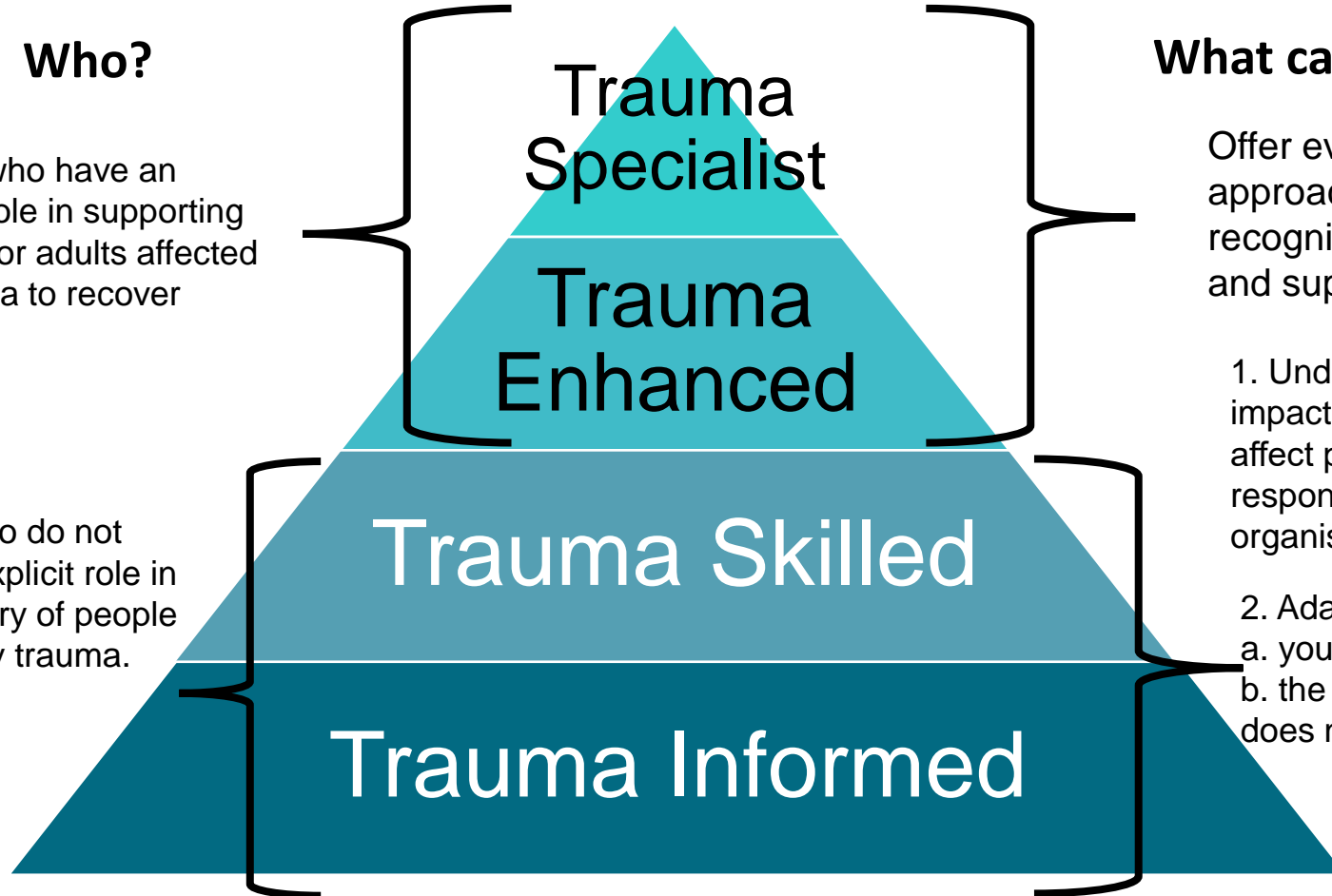


National Trauma Training Programme

Who?

People who have an explicit role in supporting children or adults affected by trauma to recover

People who do not have an explicit role in the recovery of people affected by trauma.



Trauma
Specialist

Trauma
Enhanced

Trauma Skilled

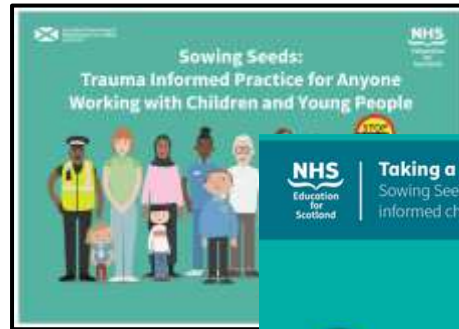
Trauma Informed

What can you do?

Offer evidence based approaches to recognise resilience and support recovery.

1. Understand how the impact of trauma might affect people's responses to you & your organisation
2. Adapt how you work so:
 - a. you do no further harm
 - b. the impact of trauma does not create a barrier

Trauma Informed Practice Workshops:



Trauma Skilled Learning Resources:

Trauma is everyone's business:

What is trauma and how common is it?

Human survival responses to trauma

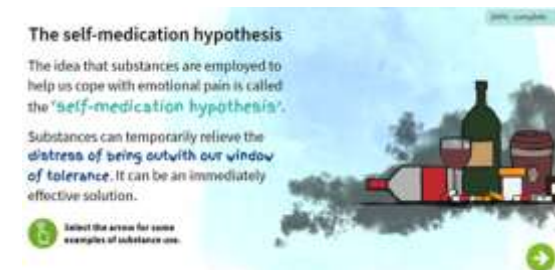
Surviving the survival - the impact of trauma

Taking a trauma informed approach to your work

Ways to recognise the mental health impact of trauma & pathways to recovery

Trauma in children & young people

Understanding the use of substances to cope with the impact of trauma



‘A really thought-provoking course’

‘Very informative & well presented. Covered a lot of important information & I feel it was a great refresher...I feel I have more tools & confidence working with trauma.’

‘Absolutely excellent. Everyone from all professions should be asked to complete this’

‘Comprehensive and thorough. I will be recommending this to lots of my colleagues’

‘Brilliant e-learning course. Interactive made it easier to learn. Hand-outs/ attachments/ additional links were helpful.’

Excellent
Superb
Engaging

‘Thank you for giving me the opportunity to learn about trauma skilled practice. You have no idea how many dots I have joined in my head in the past couple of hours. I've had to stop a number of times as I needed time to process all of the memories I have of past interactions with students and people around me. Having this knowledge will allow me to be a more sensitive, more effective and impactful professional. And probably, in some ways, I will be a nicer human being too...’

‘An excellent learning package - I will definitely cascade this to my case handlers’

Relevant
Informative
Valuable

‘Superb course, really well done & was delivered in a way that captivated me. This is such a powerful message & I will be sure to roll this out to my staff to make them trauma aware. Really tough subject but one which more people should be aware of & know how to deal with better both with themselves & others’

‘A brilliant insight about trauma & how to work with people who have experienced it.’

Great

‘Loved this module. Gave me an insight to how people are able to be expected to cope with the type of trauma they have experienced. I feel this module ...will help within my work practices as a Community Early Years Practitioner in the future. Love the colourful images!’

‘Brilliant course which offered a vast range of resources for further reading. I really enjoyed the different learning methods and the inclusion of videos which further developed my knowledge.’

Interesting
Clear

‘Very accessible training resource, good use of mixed media! learning materials. Videos were excellently produced & relevant’

‘The information was delivered well, understandable & educational. I feel more informed about what trauma is, how it affects people & how to deal with it.’

Effective
Helpful
Interactive

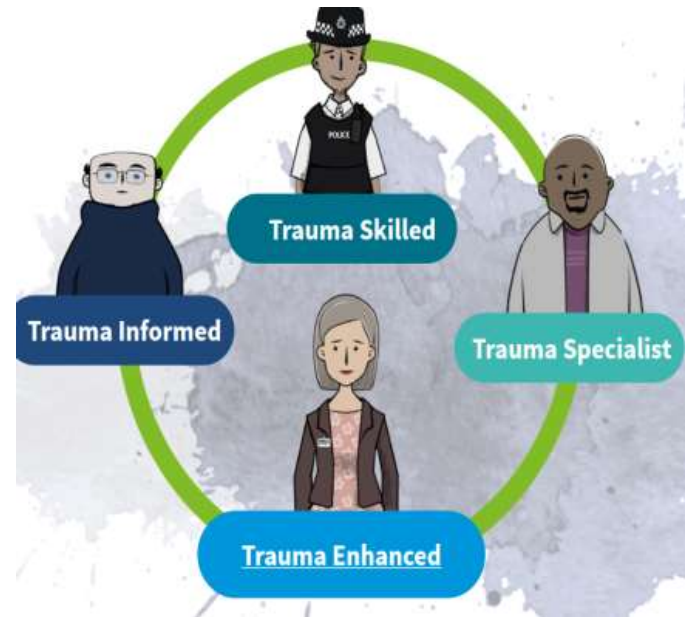
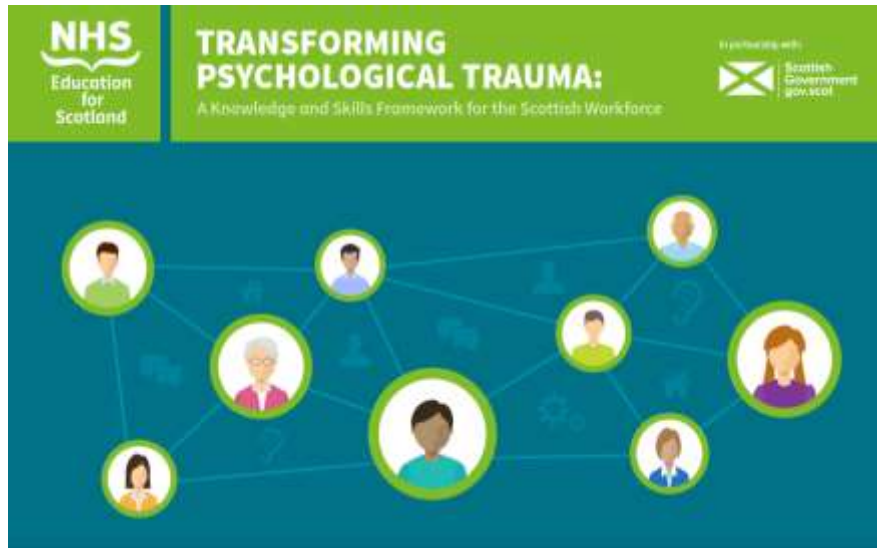
‘This eLearning resource was excellent. It was informative, thought-provoking & engaging. I particularly enjoyed the animations & content overall. Well done NES’

How to access these learning resources & more:

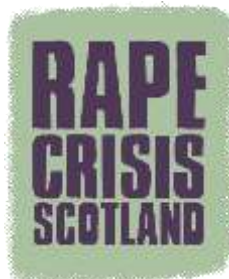


<https://transformingpsychologicaltrauma.scot/media/w3hpiif4/nes-national-trauma-training-programme-training-resources.pdf>

National Trauma Training Programme



Leadership Pledge of Support For Trauma-Informed Practice



A · D · E · S

is.

improvement **service**

*The 'go to' organisation
for Local Government
improvement in Scotland*

Embedding trauma- informed organisations, systems and workforces

Laura James
Improvement Service



Improving outcomes for Scotland's communities

Blueprint for Local Government

Scotland's
Councils

#EssentialEveryday

Ensuring a joined-up, collaborative approach

Joined-up, multi-agency working is vital as this ensures a consistent approach is taken across organisations in responding to trauma as early as possible, providing a shared language and understanding for leaders, the workforce and people affected by trauma.

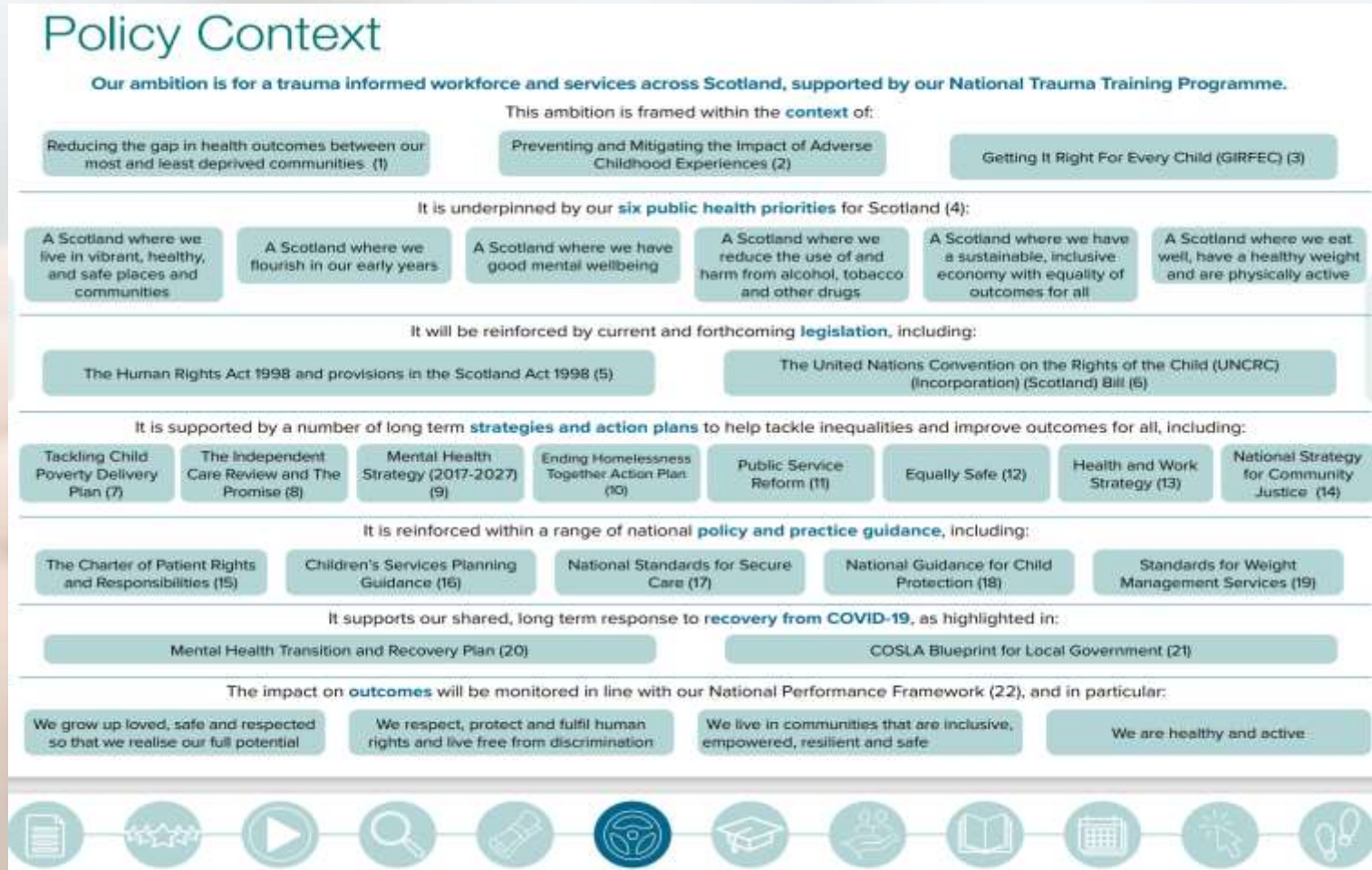


Tackling the adversity, trauma and inequalities caused and compounded by COVID-19 requires the engagement of the full range of community planning partners.



We broker additional resources for local government to support improvement

National policy context



What's happening locally?

Trauma champions
& lead officers

Additional £50k
funding for each
local authority, 21-
22 & 22-23

Implementation
work to support
organisational
change

Implementation support for local areas

TRAINING RESOURCES



[Knowledge & Skills Framework & Training Plan](#)

Online training resources freely accessible to everyone: [Trauma-informed](#) and [trauma-skilled](#) resources

[Enhanced and specialist level training](#)

[Overview of all training resources from the NTPP](#)

[Training Needs Assessment Tool](#) (forthcoming)

TOOLS & RESOURCES TO SUPPORT IMPLEMENTATION



[Trauma-Informed Practice Guided Workshops](#)

[Taking a trauma-informed lens to your organisation - tool](#)

[Trauma-informed practice: a toolkit for Scotland](#)

[Wellbeing Resources](#)

[Authentic Voice Project](#)

[Quality Indicator Framework](#) (in development)

SHARING LEARNING & GOOD PRACTICE



[Online Community of Practice](#)

[NTPP Newsletter](#)

[Case Studies](#)

[Local Authority Delivery Trials & Interim Evaluation – Argyll & Bute, Glasgow & Midlothian](#)

[Videos from experts by profession and experience](#)

[Series of Companion Documents](#)

[Workforce Survey \(2021\)](#)

LEADERSHIP SUPPORT



[Leadership Support Programme, including the Scottish Trauma-Informed Leaders Training \(STILT\) webinar & implementation support](#)

[Trauma Champions Network](#) for champions across local areas

[STILT Learning Report](#)

[Leadership Pledge of Support](#)

[Elected Member Briefings](#)

[Peer support group for national trauma champions](#)

What have we heard from local areas so far?

There's lots of amazing work happening across the public and third sectors – how to celebrate and embed this more widely?

Need for support in understanding how to make this tangible for the workforce and organisations. What does good look like? How do we all get there? What's the impact/ contributions of a trauma-informed approach?

How do we support everyone to understand the role they have to play? What role do leaders play?

How does trauma-informed practice and policy support existing priorities?

How do we avoid overwhelm, given current context and our experiences over the last few years?



What do trauma-informed organisations, systems and workforces look like and how do we get there?

Overarching environment of an organisation

Culture

Wider conditions that create a supportive context

Leadership

Workforce
knowledge, skills &
confidence

Workforce care,
support &
wellbeing

Power sharing with
people with lived
experience of
trauma

Data, feedback
loops & continuous
learning

The specifics of how a service/ org can operate

Policies and
processes

Budgets &
finance

How we design
& deliver
services

Some learning from Scotland...

"I mean, I think all healthcare professionals should have it, from... if anything just from a professional wellbeing point of view, it means if you understand why some of those difficult consultations that don't seem to make sense happen...if you're able to understand what that is, then that reduces burnout, increases professional wellbeing, all of those things."
(GP)

"You're coming from a very kind of trauma-informed place with the knowledge of why somebody might be acting in a certain way. I think you can feel more confident about the action that you're taking and not over-react or be overly kind of punitive.... It reduces staff burnout and it also kind of is good to think about the impact of trauma on staff and that you feel kind of more confident to talk about how you might be feeling when things are difficult." (Police)

"Understanding distressing behaviour amongst pupils means a calmer school. More compassionate staff. Better-behaved children. More emotionally stable children. You can see their self-esteem begin to build ... Attendance improved and exclusions dropped. Improved behaviour overall. Wellbeing language improved. Children's confidence and self-esteem improves." Education

"...being able to negotiate a little bit with people, about what's going to work for them, and what's going to make it most element of choice, however small, in the daily routines of the organisation wherever possible so that they're able to come and be able to engage". (CJSW)

Trauma-informed organisations, systems & workforces:

Leadership & organisational culture



Trauma-informed leadership

How are we empowering our workforce? What are we already doing? What could we do more of?

- Creating enabling and authorising environments
- Working to reduce power differentials and empower people at all levels of the organisation
- Supporting workforce training, development and implementation support which enhances trauma-informed practice and approaches
- Advocating for and prioritising workforce wellbeing – proactive and reactive supports



Trauma-informed leadership

How are we developing our infrastructure to support this work? What are we already doing? What could we do more of?

- Influencing systems/processes/infrastructure required for long term implementation
- Creating and actively sustaining accountability
- Proactively monitoring, evaluating and improving services in line with trauma-informed principles
- Encouraging multi—agency approaches to trauma-informed service provision and care



Trauma-informed leadership

How are we developing our trauma-informed organisational culture and values? What are we already doing? What could we do more of?

- “Walking the walk” – leading by example/demonstrating commitment to the change process
- Modelling and embodying trauma-informed principles
- Proactively linking the trauma-informed agenda with existing strategic priorities
- Organisational window of tolerance & leadership wellbeing



Trauma Informed Leadership Training

Scottish Trauma Informed Leaders Training
(STILT)



Scottish Trauma Informed Leaders Training (STILT)

The aim of the STILT programme is to support leaders to begin the process of creating a shift towards trauma informed practice and policy within their organisations

Content

- What are the key principles of a trauma informed system and service?
- Why do we need trauma informed systems – what does the evidence tell us?
- How to take a trauma informed lens to your organisation.
- Next Steps and commitments: Key drivers that can support and maintain change

Outcomes

- Understand how experience and impact of trauma can create barriers to accessing services
- Recognise key features of a trauma informed system that can respond with an understanding of the impact of trauma, and prevent re-traumatisation through relationships that offer collaboration, choice, empowerment, safety and trust.
- Recognise the value of creating systems informed by people with lived experience of trauma
- Develop the capacity to appraise organisational systems, practices & policies through a “trauma informed” lens.
- Identify the key drivers for creating and sustaining trauma informed change in your organisation.

Scottish Trauma Informed Leaders Training (STILT)

Contributes to:

- Improving understanding and awareness
- Increasing confidence to act
- Focusing on areas for service and system improvements
- Making leaders more workforce aware
- Exploring challenges, barriers, and mitigating measures

Led to changes in:

- Leaders' own practice
- Staff working conditions
- Staff knowledge, skills, training and practice
- Organisation policies and practices
- People with lived experience of trauma's experience
- Monitoring and evaluation of trauma informed practice
- People with lived experience of trauma's involvement in design

Scottish Trauma Informed Leaders Training (STILT) 21/22

What did our leaders take away?

435 leaders across

Police | NHS | Third Sector | Education | Fire | CJS | Dentistry | Local Authority

97% would recommend to others | 85% took away tangible next steps | 89% felt able to appraise their service

'This webinar has highlighted that TIP needs to be at the heart of what we do, not just with the people we support but also with our colleagues and in all our interactions with others. It has brought a renewed focus and light on how I can be part of enabling this to happen.'

Powerful
Inspiring
Practical

'this learning has helped me have a sense of the "how" I can do things that I have been thinking about for a while.'

'Just so much food for thought about how we join parts of the system to think about longer term implementation.'

Impactful
Fantastic

"Excellent training which I would highly recommend to colleagues and my team. "

'To review our service through the eyes of the people who use the service'

Incredibly
useful

'[I will] ensure whatever is developed has trauma informed practice at the heart. One of the big takeaways for me is where the lived experience voices sit and how we ensure these are amplified across everything we do'

'I am excited to bring this knowledge back to our TIC steering group and continue to transform our practice into a TIC environment. I will focus more on the barriers as well.'

Insightful
Engaging

'Looking forward to thinking how we can use trauma informed approach as part of remobilisation work coming out of the COVID-19 response'

'This webinar has given me lots of ideas but also stopped me from using a scattered training approach without having some systems in place to support staff and the young people/adults we work with'

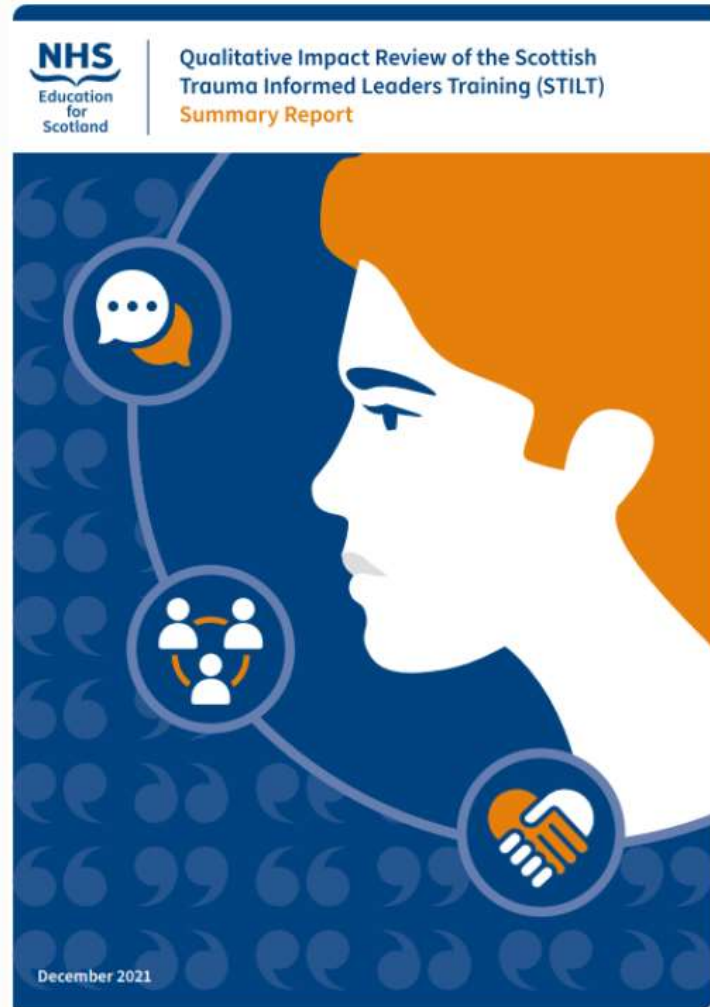
Thought
provoking

'I want to think about the subtleties of why patients may disengage with our service and think about how we might allow more for the barriers which cause some traumatised patients to drop-out at an early stage of treatment'

Enthusiasm

Interviews with leaders found that STILT resulted in changes in:

- Leaders own practice
- Staff working conditions
- Staff knowledge and skills
- Organisational policies and practices
- The experience of people with lived experience of trauma
- Monitoring and evaluation
- Coproduction of service design





*The 'go to' organisation
for Local Government
improvement in Scotland*

Thank you!

Laura.james@improvementservice.org.uk



Thank You!

Thank you for joining us today.

We would be really grateful if you could spread the word of our upcoming awareness raising event (Tuesday 13th June) across your networks:

<https://transformingpsychologicaltrauma.scot/events/>



Website: <https://transformingpsychologicaltrauma.scot/>

Twitter handle: @NES_Psychology

Twitter hashtag: #TransformingPsychologicalTrauma