

# Introducing the National Trauma Training Programme

## Welcome

Thank you for joining this webinar

We will start at 13:00pm



#TransformingPsychologicalTrauma

# Before we get started.....



Today's event is being recorded.



This is a Team's Live Event  
- all mics are automatically on mute.



Live captions are available.



If you have a question, please use the Q&A chat function.



Twitter handle: [@NES\\_Psychology](https://twitter.com/NES_Psychology)

Twitter hashtag: #TransformingPsychologicalTrauma

# Session Plan



## Overview of the NTTP

Sandra Ferguson, NES

⌚ 20 mins

## NTTP learning resources

Sally Jowett, NES

⌚ 20 mins

## National & Local and commitments to the NTTP

Sharon Glen (Scottish Gov't) & Laura James (Improvement Service)

⌚ 20 mins

## The importance of leadership in driving trauma-informed change

Caroline Bruce, NES

⌚ 10 mins

## Panel Q & A



Please use the Q&A box to ask questions throughout the session

Please use "like" to let us know the most popular questions

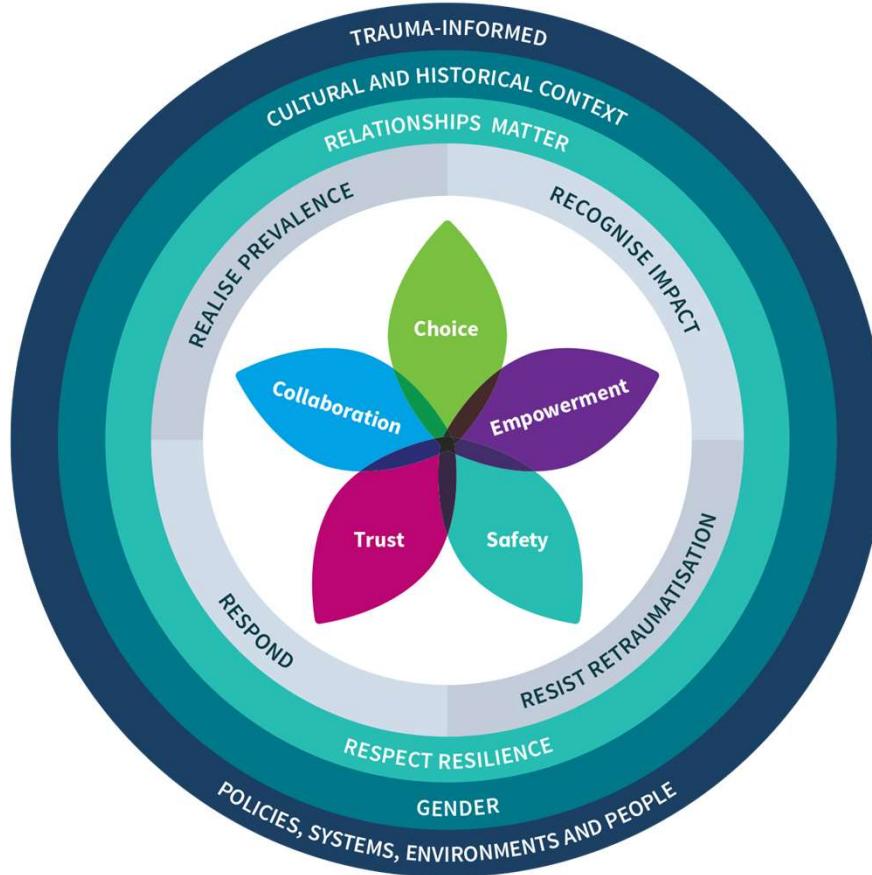
⌚ 15 mins

# Introduction to the National Trauma Training Programme

Dr Sandra Ferguson: Associate Director, Psychology

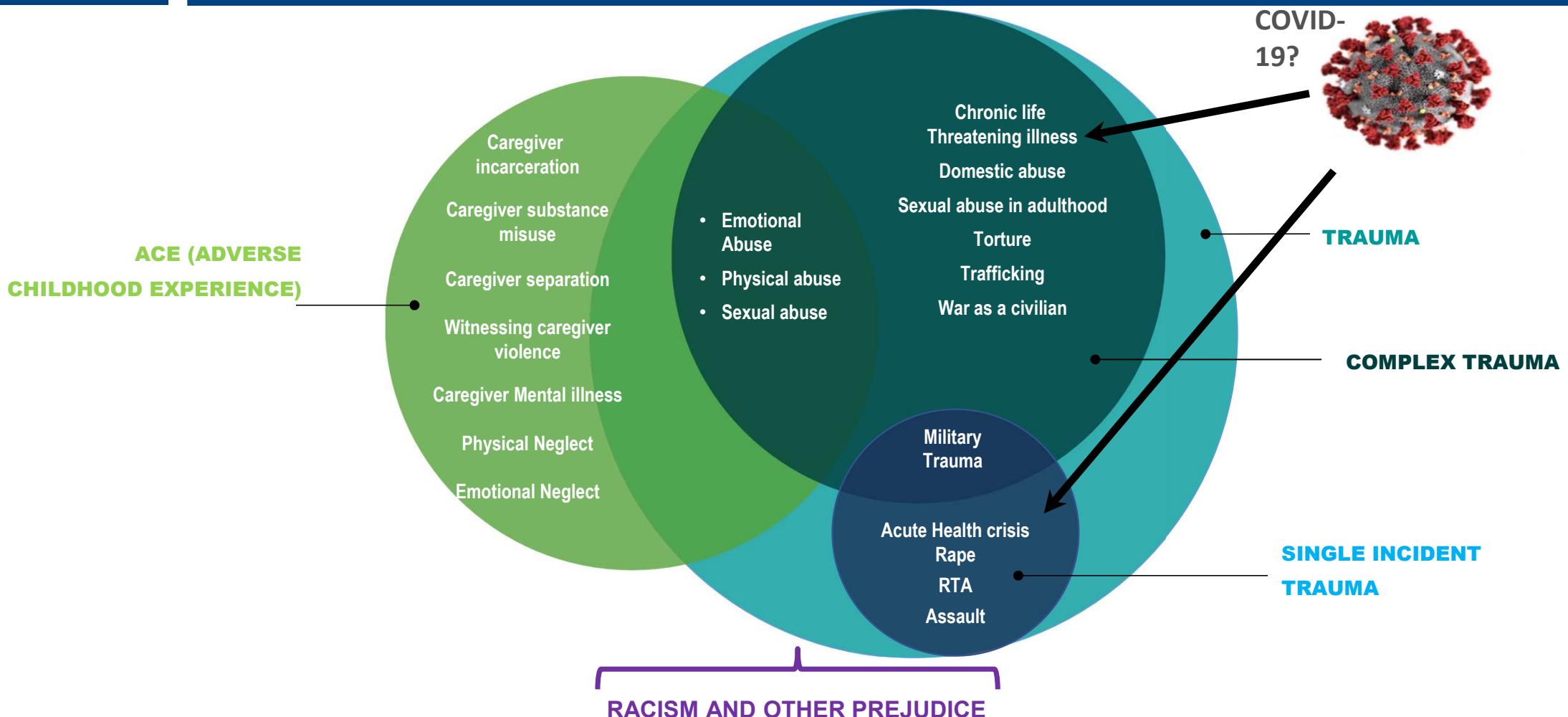


The Scottish  
Government



[www.transformingpsychologicaltrauma.scot/](http://www.transformingpsychologicaltrauma.scot/)

# What is trauma?



# WHY have a National Trauma Training Programme?



# What this is (and isn't)



- **It isn't**

- About us all becoming 'therapists' or trauma experts
- 'them' and 'us'.
- Easy! There is no tick box short cut
- About changing your job, but making what you do more accessible and most likely to support recovery

- **It is**

- Building on lots of work that is already going on across Services in Scotland
- Relevant to the whole Scottish workforce, '*trauma is everyone's business*'
- A journey not a destination
- Starting where you are, doing what you can, with what you have got
- All about relationships.

# 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.”*

# WHAT is a “trauma informed workforce”?

**Realises** the prevalence of trauma.

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

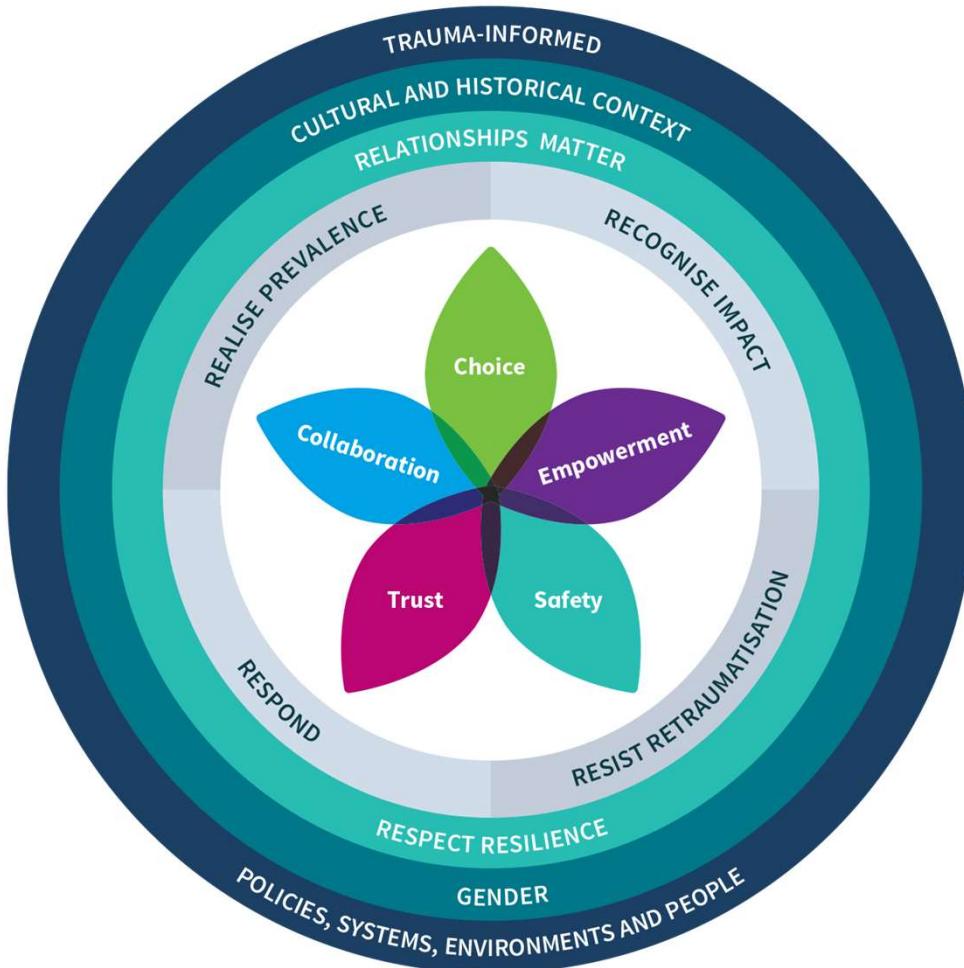
**Responds** with that recognition in mind do no harm, support recovery, create systems, that remove potential trauma related barriers

**Resilience** recognised and supported

**Relationships** matter

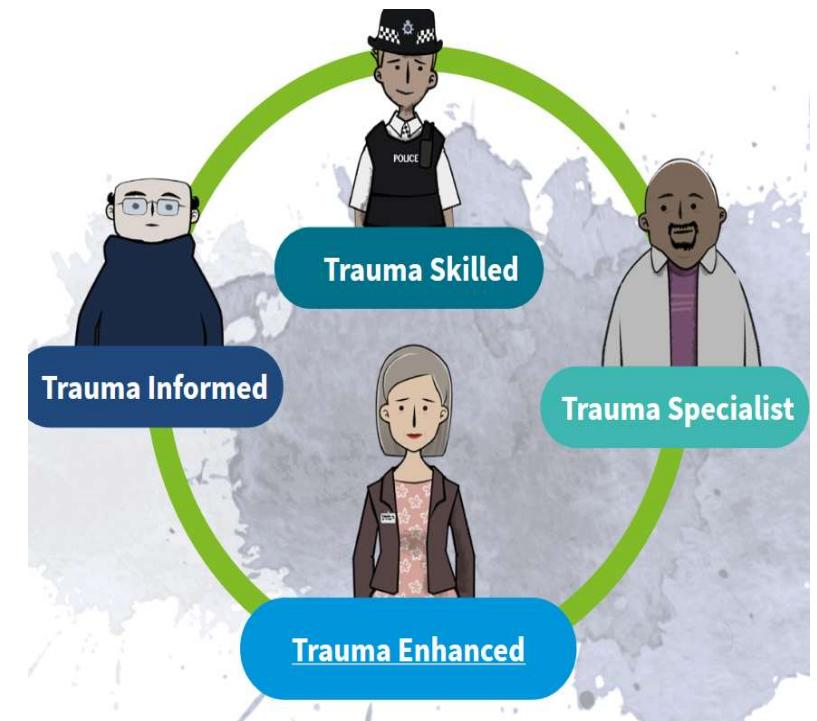
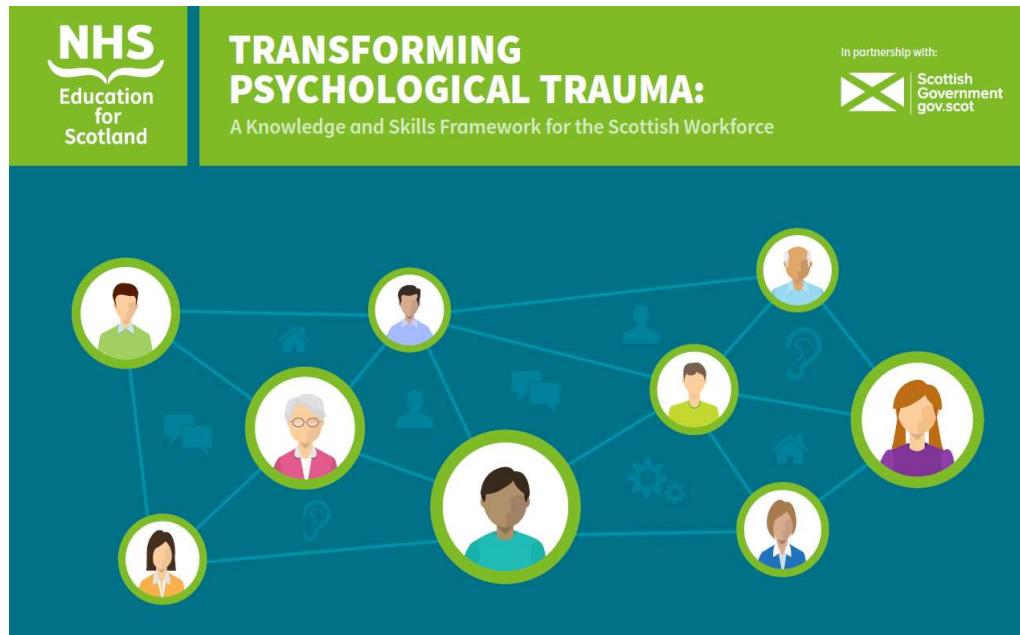


# National Approach



# National Trauma Training Programme

**Dr Sally Jowett, Principal Educator - Trauma,  
NHS Education for Scotland**



# National Trauma Training Programme

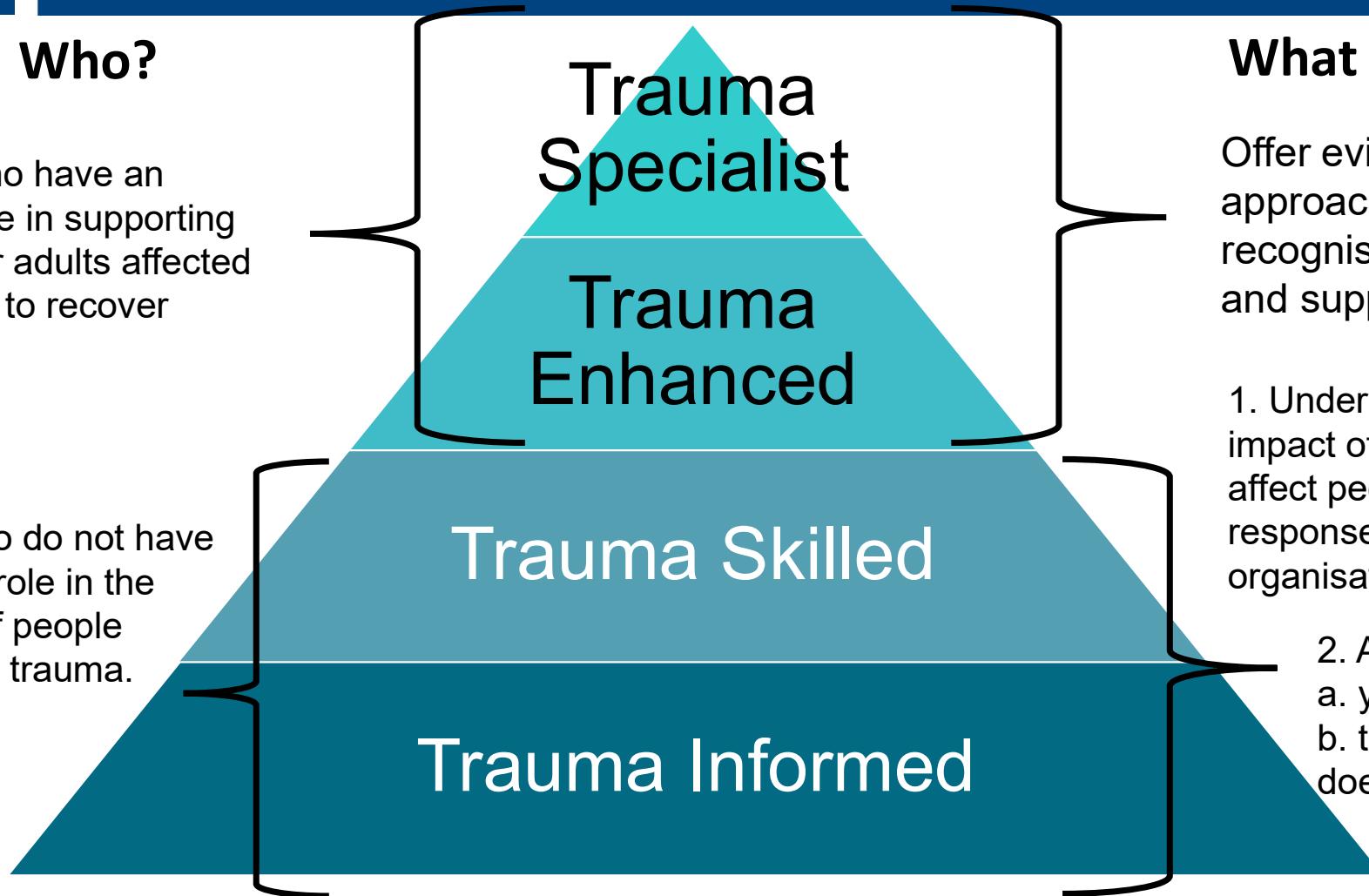
## Who?

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

## What can you do?

Offer evidence based approaches to recognise resilience and support recovery.

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



# Trauma Informed Practice: Opening Doors



# Trauma Informed Practice Workshops:

**Opening Doors:  
Trauma Informed Practice  
for the Workforce**

**Taking a Trauma Informed Lens:**  
Opening Doors: Making a plan for trauma informed change

WORKSHOP GUIDANCE NOTES

<http://www.nes.scot.nhs.uk/education-and-tr>

**Sowing Seeds:  
Trauma Informed Practice for Anyone  
Working with Children and Young People**

**Taking a Trauma Informed Lens:**  
Sowing Seeds: Making a plan for trauma informed change

WORKSHOP GUIDANCE NOTES

# Trauma Skilled Learning Resources: Four e-Modules to develop your practice

## 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

NHS  
Education  
for  
Scotland

**Developing your trauma skilled practice 1:**  
Understanding the impact of trauma and responding in a  
trauma-informed way

Start

**Introduction**

In this module you will learn to work with children and young people who have experienced psychological trauma and adversity.

Select the arrow to learn more.

This module should take you around 3.24 hours to complete



**The self-medication hypothesis**

The idea that substances are employed to help us cope with emotional pain is called the '**'self-medication hypothesis'**.

Substances can temporarily relieve the *distress of being outwith our window of tolerance*. It can be an immediately effective solution.

Select the arrow for some examples of substance use.

100% complete

# NES Trauma Skilled eModule – User Feedback

## ‘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.’

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

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

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

‘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.’

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

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

Excellent  
Superb  
Engaging  
Relevant  
Informative  
Valuable  
Great  
Interesting  
Clear  
Helpful  
Effective  
Interactive

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

‘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...’

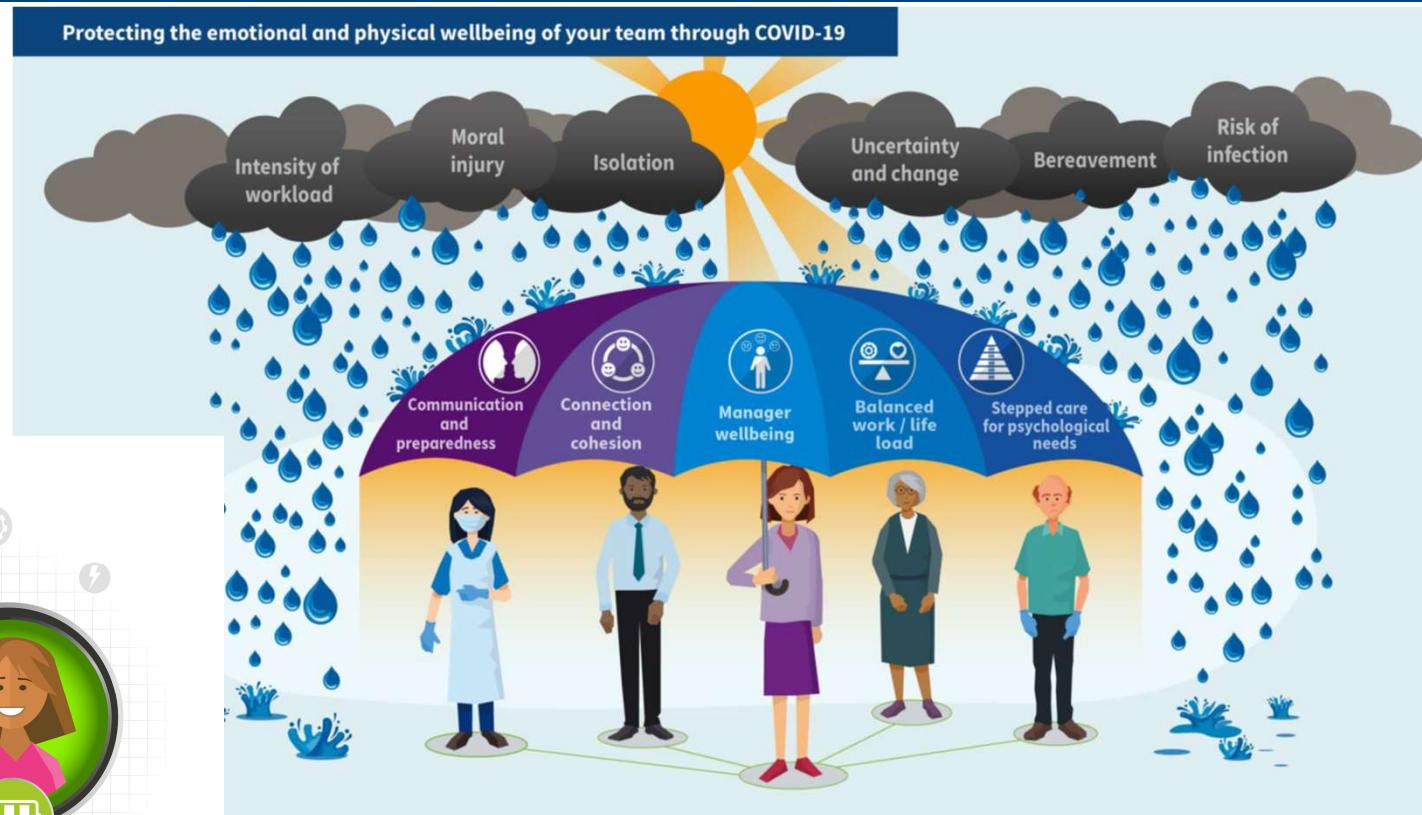
‘Superb course, really well done & was delivered in a way that captivated me. This is such a powerful message & I will be sure to roll this out to my staff to make them trauma aware. Really tough subject but one which more people should be aware of & know how to deal with better both with themselves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

‘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!’

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

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

# Openly available wellbeing resources:



Taking care of your wellbeing

# How to access these learning resources & more:

**NHS**  
Education  
for  
Scotland

## Transforming Psychological Trauma

National Trauma Training Programme Online Resources



The illustration shows a diverse group of nine people standing in a row against a light blue background. From left to right, the characters are: a man with glasses and a dark blue sweater; a woman with short grey hair in a brown cardigan over a pink top; a man with a bald head and a beard in a light grey shirt over a purple sweater; a woman with dark hair in a brown blazer over a white shirt; a woman with red hair in a light green t-shirt; a police officer in a black uniform with a blue peaked cap; a man in a light blue polo shirt; a woman with dark skin and curly hair in a dark blue scrub top; and a woman with blonde hair in a dark blue dress.

<https://transformingpsychologicaltrauma.scot/resources/national-trauma-training-programme-online-resources-summary/>

# The National Trauma Training Programme: Policy Context

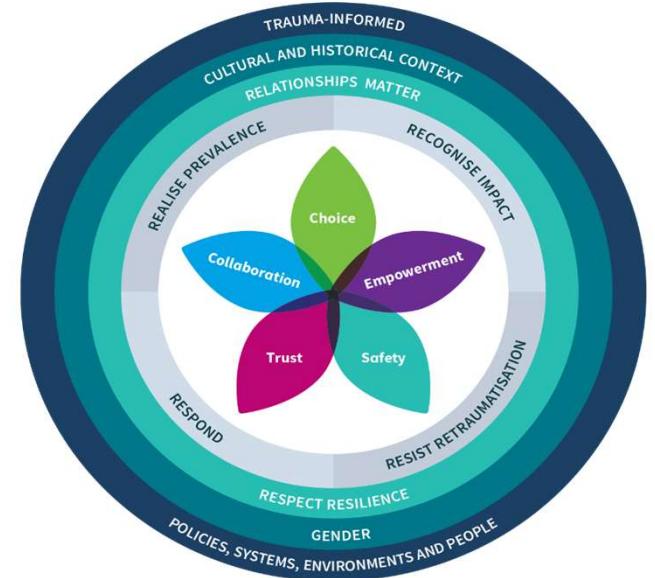
Sharon Glen, Policy Manager

Trauma, Adverse Childhood Experiences (ACEs) & Resilience Unit  
Scottish Government

[Sharon.glen@gov.scot](mailto:Sharon.glen@gov.scot)



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# The Ambition

**Commitment to prevent and mitigate the negative impact of childhood adversity and trauma including:**

- support for children, parents and families to prevent ACEs and trauma
- mitigating ACEs and trauma for children and young people
- developing trauma-informed workforce and services
- raising societal awareness about ACEs and trauma, and supporting local actions across communities



# The Ambition Into Policy

Scotland

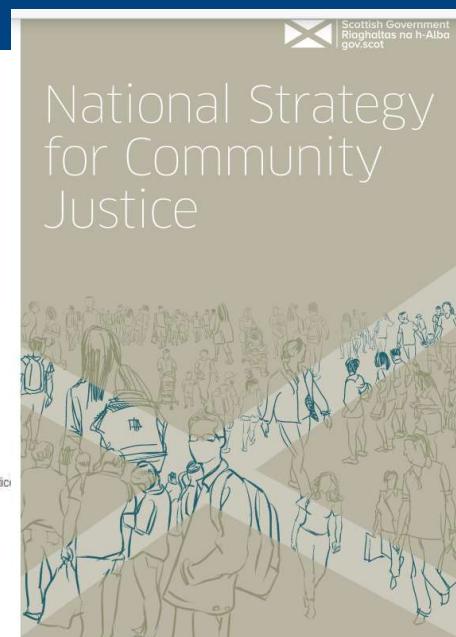


Adult Support and Protection  
(Scotland) Act 2007

Code of Practice

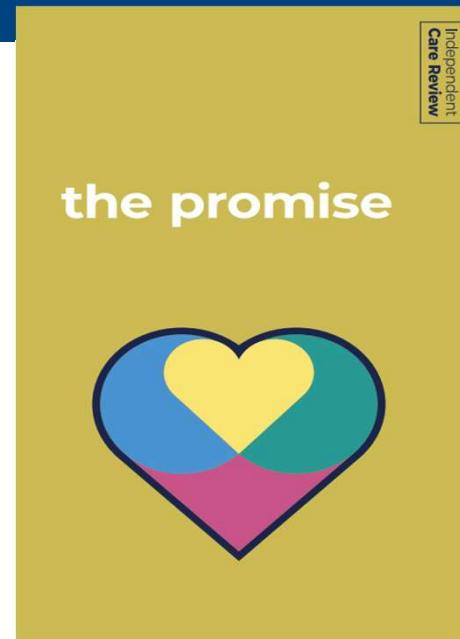


July 2022



Medication Assisted  
Treatment (MAT)  
Standards for Scotland

Access, Choice, Support



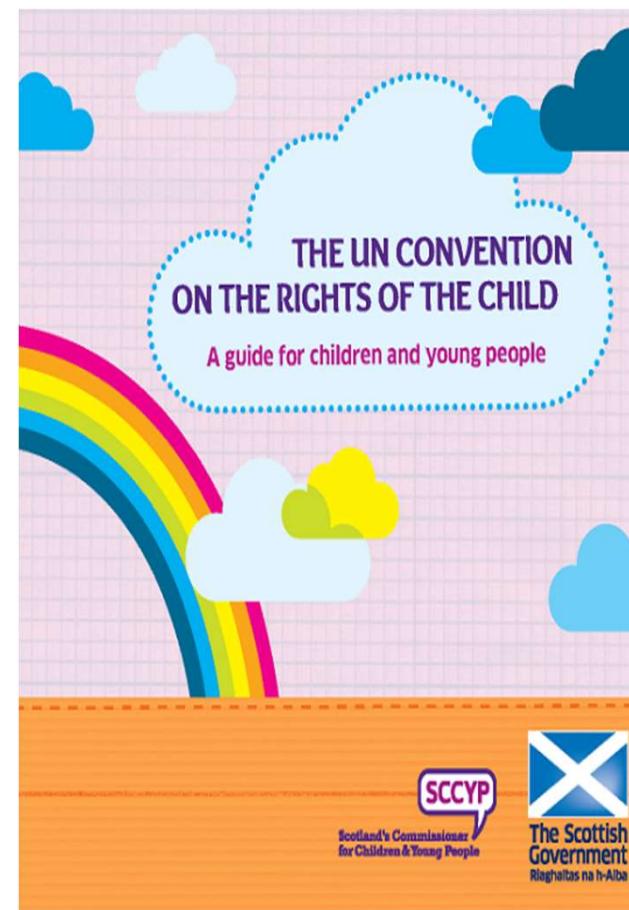
National Guidance  
for Child Protection  
in Scotland 2021

May 2021

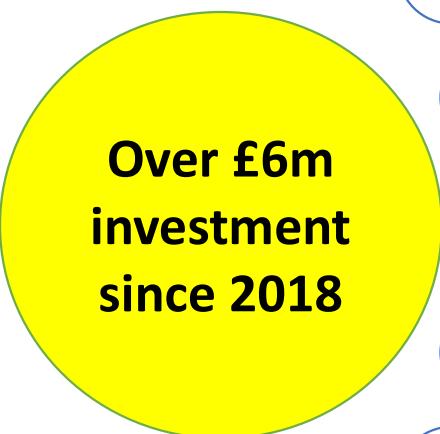


# A Rights-based approach

Scotland



# Overview of the NTTP



- 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

# Tailored support for priority sectors

for  
Scotland



# Leadership Pledge of Support

for  
Scotland



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COSLA

Simon  
Community  
Scotland

Child Protection  
Committees  
Scotland

includem  
There for young people & families, 24/7

improvement  
service

Survivors Unite  
Safe Oaks Project

RAPE  
CRISIS  
SCOTLAND

kibble

COMMUNITY  
JUSTICE  
SCOTLAND



ORKNEY  
ISLANDS COUNCIL

RESILIENCE LEARNING  
PARTNERSHIP

NHS  
Education  
for  
Scotland

social work scotland  
leading the profession



POLICE  
SCOTLAND  
Keeping people safe

POILEAS ALBA

Sight  
Scotland

Quarriers  
Reach your true potential

Glasgow  
CITY COUNCIL

A LIFETIME OF  
EQUALITY,  
RESPECT  
AND  
LOVE  
FOR CARE EXPERIENCED PEOPLE  
 who cares? scotland

staf



Believe in  
children  
Barnardo's  
Scotland

move on  
unlocking your potential

Action for  
Children

LEADERS ADVANCING LEARNING

A · D · E · S

Scottish Courts  
and Tribunals Service



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

Trauma-informed services,  
systems and workforces

Supporting local  
authorities & key  
community  
planning partners

Laura James – Improvement Service



# Improving outcomes for Scotland's communities

## Blueprint for Local Government

#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*

**is.**  
improvement service

## What's happening locally?

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Trauma champions  
& lead officers

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

Implementation  
work to support  
organisational  
change

## 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?

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?



# Key themes included in the draft Framework

Overarching environment of an organisation

## Culture, values & language

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

Budgets & finance

How we design & deliver services

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

# What support is available?

## What is the National Trauma Training Programme?

The Scottish Government has made a commitment to preventing Adverse Childhood Experiences (ACEs) and to supporting the resilience and recovery of all children and adults affected by psychological trauma. It is the Scottish Government, COSLA & key partners' ambition for Scotland to have trauma-informed services and workforces that are capable of recognising where people are affected by trauma and adversity, that are able to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances. To support this ambition, the Scottish Government established a National Trauma Training Programme (NTTP), led by NHS Education for Scotland (NES), in 2018, which is supported by a range of organisations. NES have developed a number of training and implementation resources to support everyone in Scotland's workforce to have the knowledge and skills they need to support the ambition. Staff training, development and wellbeing are key components of any organisation's journey to becoming trauma informed and responsive. Equally important are the processes, policies and environments across all of our services, organisations and multi-agency systems that can enable and maintain the ambition of truly trauma-informed services, systems and workforces.

### 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 NTTP](#)

[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](#)

[NTTP 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](#)



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NHS  
Education  
for  
Scotland



COSLA  
Improvement Service



## What's your role in this work?

Online community of practice open to all professionals:

<https://khub.net/group/trauma-informed-approaches-in-scotland/group-home>



National Trauma Training Programme newsletter:

[Subscribe HERE](#)

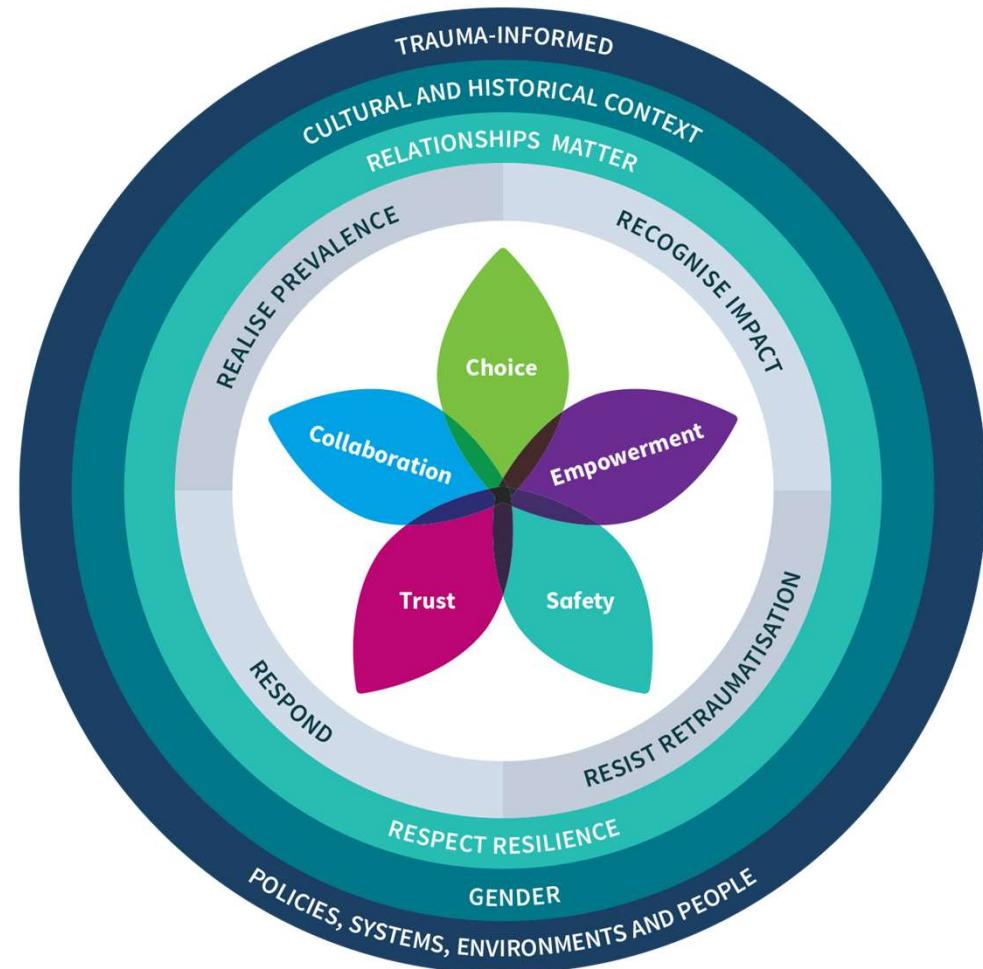


*The 'go to' organisation for Local Government improvement in Scotland*

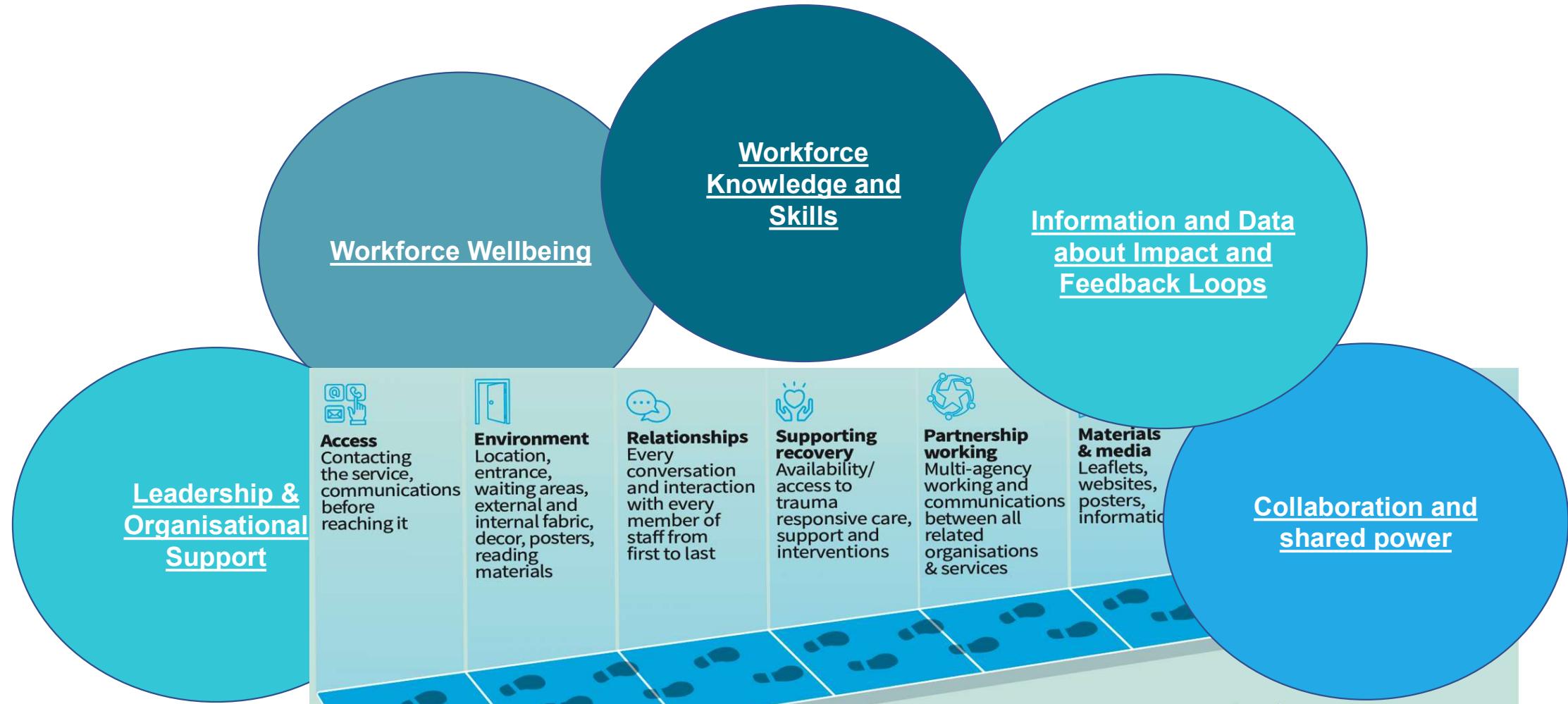
# Trauma Informed Systems & Services:

Dr Caroline Bruce Head of Programme, Trauma, NHS Education Scotland

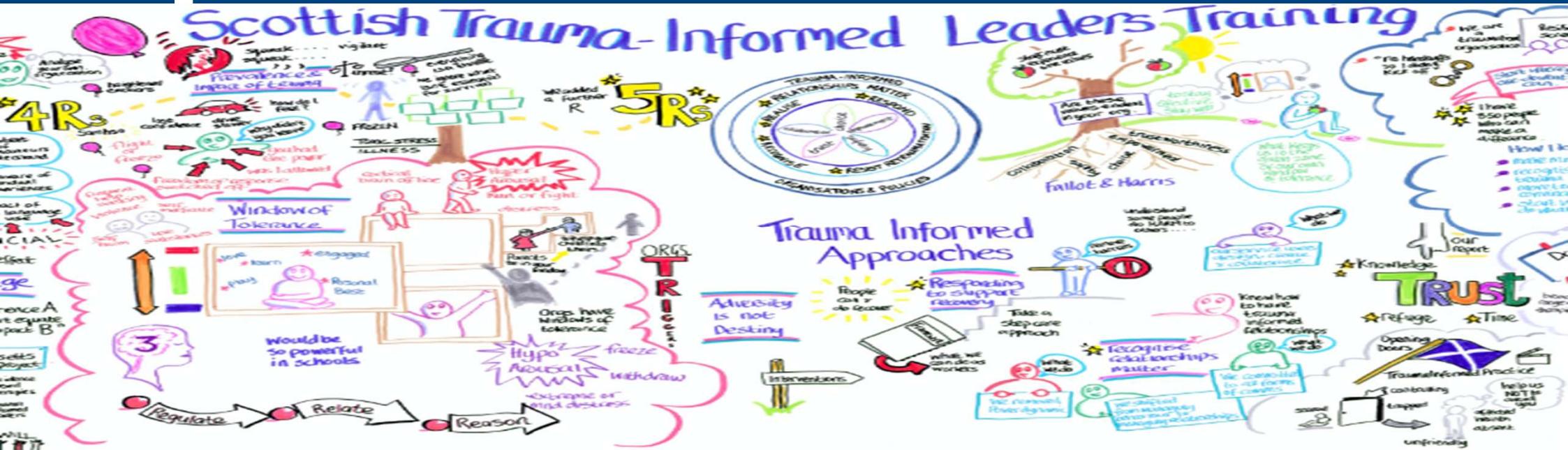
## The importance of leadership



# Key drivers for trauma informed Systems:



# Scottish Trauma Informed Leaders Training



**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.

# STILT Learning Programme:



# 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.'*

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

*'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.'*

*'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'*

Powerful  
Inspiring  
Practical  
Impactful  
Fantastic  
Incredibly useful  
Insightful  
Engaging  
Thought provoking  
Enthusiating

*'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.'*

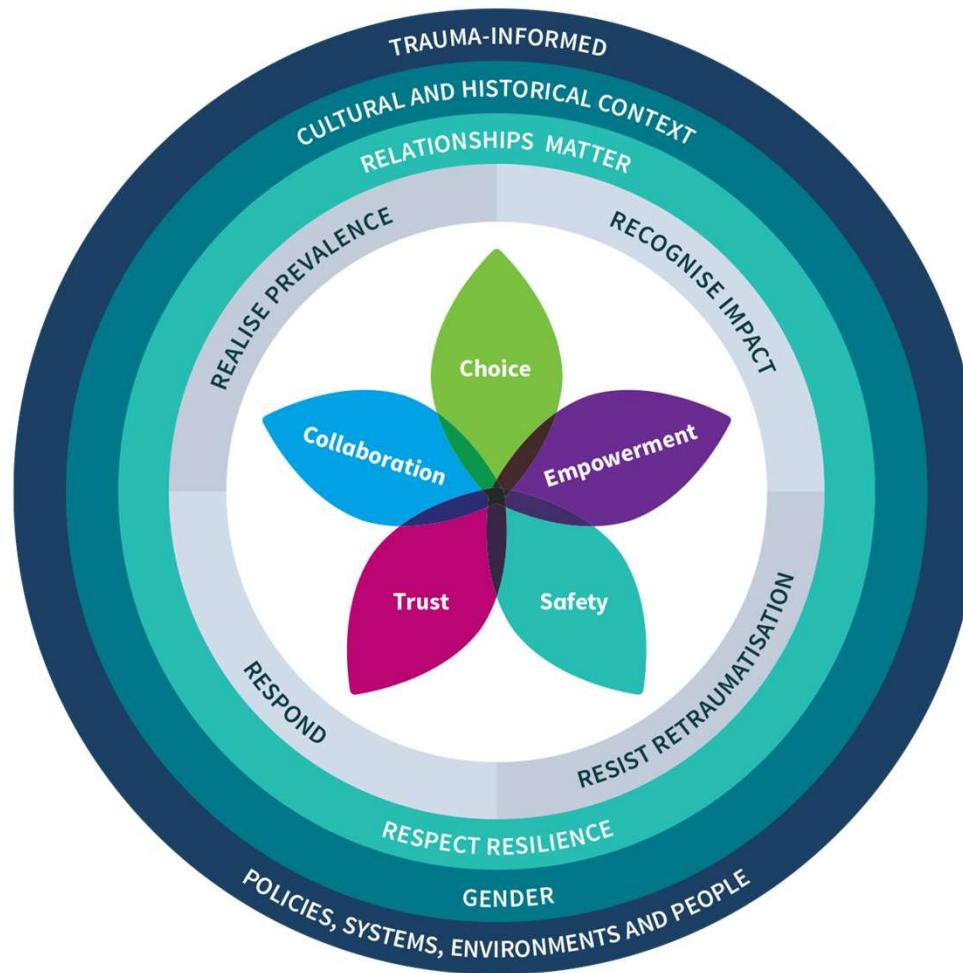
*"Excellent training which I would highly recommend to colleagues and my team."*

*'[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'*

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

*'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'*

# National Trauma Training Programme



## Panel Q & A



The panel will now answer some of the questions you have asked throughout the presentations today.



15 minutes

# Thank You!

Thank you for joining our webinar today.

We would be really grateful if you could complete our feedback form from today's event available [here](#)

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

Twitter handle: @NES\_Psychology

Twitter hashtag: #TransformingPsychologicalTrauma

