

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 (NTP), 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 NTP](#)

[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](#)

[NTP 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](#)



Who is involved in the National Trauma Training Programme?

NATIONAL AMBITION



SCOTTISH GOVERNMENT & COSLA

The **Scottish Government** has committed to working with partners to facilitate a trauma-informed and responsive workforce and services across Scotland to support anyone affected by psychological trauma. They currently fund the NTTP.

COSLA is a councillor-led, cross-party organisation who work on councils' behalf to focus on the challenges and opportunities they face, and to engage with governments and others on policy, funding and legislation. It is the Scottish Government and COSLA's joint ambition for a trauma-informed and responsive workforce and services across Scotland.

GOVERNANCE



NATIONAL STEERING GROUP AND REFERENCE & IMPLEMENTATION GROUP

The **National Steering Group** is chaired by the Deputy First Minister. Members are cross-sector leaders, including from justice, social work, housing, health, violence against women and people with lived experience of trauma. The NSG provides leadership and strategic oversight for prioritisation and delivery of the NTTP.

The **Reference & Implementation Group** provides expertise, local and specialist perspectives and overall support for the successful development and implementation of the NTTP.

SUPPORTING DELIVERY & IMPLEMENTATION



NATIONAL TRAUMA TRAINING PROGRAMME & PARTNERS

NHS Education for Scotland is the education, training and workforce development board for people working in and with NHS Scotland. Since 2018, **NES has led the NTTP** in the development of the Knowledge and Skills Framework and a suite of training and implementation resources..

The **Improvement Service (IS)** is the national improvement organisation for local government in Scotland. The IS coordinates the network of local Trauma Champions. The IS provides support to local authorities and their partners to raise awareness of the benefits of a trauma-informed approach and to strengthen the capacity and capability of councils and partners to implement trauma-informed practice and policy.

SUPPORTING THE AMBITION



NATIONAL ORGANISATIONS & AGENCIES

A wide variety of **national organisations and agencies** have signed up to the Leadership Pledge of Support and have nominated champions to influence change in their organisations.

IMPROVING LOCAL OUTCOMES



LOCAL ORGANISATIONS, AGENCIES & MULTI-AGENCY PARTNERSHIPS

Local Trauma Champions have been nominated by their organisations, including local authorities, health boards and other key community planning partners, as senior leaders who can help influence change and share learning across geographical and professional boundaries.

Funding of £1.6 million has been allocated to local authorities across Scotland over 21/22 and repeated in 22/23 to help deliver services that can safely support people affected by psychological trauma and adversity.

Transforming Psychological Trauma Implementation Coordinators (TPTICs) are based in each health board area and provide trauma expertise to organisations/ champions in their local area to support training, coaching, implementation and collaborations with people with lived experience of trauma.

A wide variety of **local organisations and agencies** have signed up to the Leadership Pledge of Support and are embedding trauma-informed approaches across their services, systems and workforces.

Embedding trauma-informed approaches requires collaboration and power sharing among leaders, experts by experience and experts by profession.



Scottish Government
Riaghaltas na h-Alba
gov.scot



NHS
Education
for
Scotland



COSLA



is.
improvement service

Priority areas for targeted national support

The Scottish Government & the National Trauma Training Programme's ambition is workforce wide, and significant progress is being made across all sectors, with support from national partners and TPTICs. In addition, there are a number of policy areas that have been identified as priorities for more targeted national support on the basis of feedback from experts by experience, experts by profession and to support delivery of The Promise.

The work in these national priority areas is designed to compliment and support existing work happening across Scotland, across all policy areas and local and national organisations, recognising that local areas and organisations will have their own priorities.

Updates on the work happening across these national priority areas will be shared in the NTTP newsletter, website, Knowledge Hub group and partner websites.

JUSTICE

A Knowledge and Skills Framework is being developed to underpin training for justice staff who are serving victims and witnesses. This aims to reduce the risk of re-traumatisation and create the opportunity to provide best possible evidence.

ALCOHOL & DRUGS

In 2022/23, we will be supporting two trauma-informed substance use services based in NHS Dumfries and Galloway and NHS Orkney. These pathfinders will also provide learning to support the implementation of the new Medication Assisted Treatment (MAT) standards.

OLDER ADULTS

A peer support and learning approach for trauma-informed practice in the adult social care sector was trialled with a small group of care home managers. Lessons learned will be disseminated across the sector in 2022 with opportunity for further discussion and reflection on future support requirements.

JUSTICE

MATERNITY

ALCOHOL & DRUGS

CARE EXPERIENCE

OLDER ADULTS

SOCIAL WORK

MATERNITY

In 2022/23, we will be supporting two trauma-informed maternity services pathfinder projects based in NHS Grampian and NHS Forth Valley. These pathfinder projects will provide tailored training, improvement planning and implementation support for trauma-informed practice, working alongside experts by experience and experts by profession.

CARE EXPERIENCE

Roll out of a 'trauma-skilled' level workshop package, including training and coaching support, for organisations and workforces who support babies, children and young people with care experience.

SOCIAL WORK

Development of a programme of trauma training and implementation support for Social Work Services, led by the Office of the Chief Social Work Adviser at the Scottish Government, including consideration of suitable training and learning resources; building capacity for trainers; social work qualifications, newly qualified social workers and advanced practice; and a programme of implementation support.

