



Welcome Pack for Trauma Champions



Foreword

The shared ambition of the Scottish Government, COSLA and partners is to develop a trauma-informed and trauma-responsive workforce across Scotland. The aim of this work is to ensure we deliver services in ways that prevent further harm or re-traumatisation for those who have experienced psychological trauma or adversity at any stage in their lives and support their unique recovery journey.

We know that COVID-19 has caused and exacerbated trauma, particularly for those already affected by inequality and discrimination. People living with domestic abuse during lockdown, individuals facing poverty or financial hardship as a result of the pandemic and people experiencing severe illness or the loss of family and friends in extraordinary circumstances are all among those at greater risk of experiencing trauma. With the Scottish workforce, particularly those in key frontline roles such as health and social care, exposure to potentially distressing experiences has significantly increased, as has the likelihood of stress and burnout.

However, people are resilient and trauma can be resolved, and we can all play a role in supporting people in their recovery. Our workforce needs to be at the heart of providing this support; we cannot expect a workforce to care for and support the needs of others when they themselves are feeling stressed, overburdened or unsupported. We must continue to nurture our workforce and reinforce the critical importance of self-care and wellbeing. This is a core component of any trauma-informed workforce.

The National Trauma Training Programme (NTTP), led by NHS Education for Scotland in partnership with the Scottish Government, provides an opportunity for us to build on our ambition and to support recovery and renewal planning. It provides evidence-based training resources that can help raise awareness, knowledge and confidence among our workforce. This in turn equips people to embed trauma-informed practice throughout our services based on the key principles of safety, trust, choice, empowerment and collaboration. It also

provides a model for trauma-informed organisations, systems, policies and environments that are able to recognise and adapt to the ways that the impact of trauma can affect people.

To help us drive this ambition forward, work to date has included the development of training resources for the workforce, Scottish Trauma-Informed Leaders Training (STILT), delivery trials in three local authority areas, and the development of a network of Transforming Psychological Trauma Implementation Coordinators based in Health Boards in Scotland who deliver training and provide implementation support.

There is now substantial evidence that a key factor in driving and maintaining trauma-informed systems change lies with trauma-informed leadership. To further support this ambition, the Scottish Government and COSLA invited all local authorities, Integration Joint Boards, Health Boards and other key community planning partners to nominate local trauma champions, with an appropriate level of seniority, to help influence change. The trauma champions will be responsible for overseeing, encouraging and raising awareness of trauma-informed and trauma-responsive practice across all services within their area. The trauma champions will collaborate with others across all sectors to build on the progress that is already happening in many areas across the country.

We welcome you all to the role of trauma champion and thank you for your commitment. We recognise that to implement and embed trauma-informed and responsive systemwide change is a long term goal and certainly not something that can be done by any one champion or organisation working in isolation.

This welcome pack provides an overview of the policy context and key drivers for this work, as well as the support and resources on offer to all trauma champions as we work together to drive forward change.

The Leadership Pledge of Support

The Scottish Government are asking leaders across Scotland to provide a strong public signal of commitment to our workforce that the delivery of trauma-informed care and practice across all services and sectors is a public health priority by signing up to the following leadership pledge of support. This pledge will demonstrate the strength of commitment in Scotland across all sectors of our workforce, to adopting and embedding a long-term, trauma-informed culture in Scotland to support anyone affected by psychological trauma.

The key principles of the pledge are:

- We pledge to work with others to put trauma-informed and responsive practice in place across our workforce and services;
- We will deliver services that wherever possible are actively informed by people with lived experience of trauma;
- We will recognise the central importance of relationships that offer collaboration, choice, empowerment, safety and trust as part of a trauma-informed approach; and
- We will respond in ways that prevent further harm, and that reduce barriers so that people affected by trauma have equal access to the services they need, when they need it, to support their own journey of recovery.

Some examples of the ways in which leaders, champions and organisations can take forward a commitment to this pledge are highlighted on the NTTTP website, and include:

- Valuing the contribution of people with lived experience;
- Showing courageous leadership and ‘walk the walk’;

- Supporting staff training and development in trauma-informed practice;
- Prioritising staff wellbeing; and
- Monitoring, evaluating and improving.

The Scottish Government is asking leaders and trauma champions from organisations and services across Scotland to demonstrate their commitment to this pledge. The Scottish Government are asking for the commitment from yourselves, as trauma champions, to begin this process, which in turn will help raise awareness among other leaders across Scotland to sign up and promote a trauma-informed approach.

The logos of all organisations who have signed up to this pledge will be published in January 2021. More information about [how to sign up](#) can be found online. Please contact sharon.glen@gov.scot for further support.

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The Role of Trauma Champions

The role of the trauma champion is to raise awareness of, encourage and influence action to develop a trauma-informed and responsive workforce across Scotland, which will support the recovery of people with experience of trauma, including adverse childhood experiences (ACEs) and traumatic experiences in adulthood.

Champions will have responsibility for encouraging commitment amongst Scotland's leaders to embed the five key drivers of trauma-informed practice across their area of influence. These drivers include:

- 1. Valuing the contribution of people with lived experience;**
- 2. Showing courageous leadership and 'walk the walk';**
- 3. Support workforce training and implementation of trauma-informed practice;**
- 4. Prioritise staff wellbeing; and**
- 5. Monitor, evaluate and improve.**

Champions will have critical oversight in making sure that these drivers are being embedded effectively, responsibly and sustainably wherever possible, by working collaboratively with others to secure cultural and system change.

Why?

The role of the champion is intended to build on existing work of the National Trauma Training Programme, the Transforming Psychological Trauma Implementation Coordinators (TPTICs) and partners, and promote local, joined-up, multi-agency working, to ensure a consistent approach is

taken across different agencies and community planning agendas when responding to trauma. Champions will help foster a shared language, vision and understanding for people affected by trauma, leaders and the workforce, across boundaries, towards a common goal.

Every organisation, sector and community come from different starting points, which means that we cannot expect a 'one size fits all' national approach to be effective. We must make best use of and build on the local partnerships, multi-sector collaborations, systems and initiatives that already exist. The whole range of local community planning partners have a key role to play in driving forward implementation in a joined-up, collaborative way across their local authority area as part of wider COVID-19 local recovery, renewal and transformation agendas.

Who are Scotland's trauma champions?

The Scottish Government and COSLA highlighted in their joint letter in October 2020 that it was most appropriate for each area to determine who would be best placed to fill this role, but suggested that the role would best be undertaken by someone in a position to influence change at all levels. Nominations have come from across local authorities, IJBs, NHS Health Boards, and other key community planning partners.

We have also received nominations for champions from national organisations. Our National Trauma Champions represent Scotland-wide or sector-wide professional bodies or organisations and include experts by experience. These champions include members of our National Steering Group on Trauma Training, as well as a number of additional organisations who have been invited to join this network to ensure we have a full representation of all sectors of the workforce.

Welcome Videos

Below are four welcome videos. The first two, from the Deputy First Minister and the COSLA President, provide an overview of Scottish Government and COSLA's joint commitment to a trauma-informed Scotland. The next two videos, from Dr Sandra Ferguson and Dr Caroline Bruce, from the National Trauma Training Programme at NHS Education for Scotland, provide an overview of the NTTP and the resources available from the Programme, as well as the important role of our trauma champions in driving forward this work across Scotland.

John Swinney, Deputy First Minister and Cabinet Secretary for Education and Skills

John Swinney
Deputy First Minister and
Cabinet Secretary for Education and Skills



Scottish Government
Riaghaltas na h-Alba
gov.scot

Dr Sandra Ferguson, Associate Director of Psychology & Lead for the National Trauma Training Programme, NHS Education for Scotland

Sandra Ferguson
NHS Education for Scotland (NES)
Associate Director for Psychology
Lead for the National Trauma Training Programme



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Cllr Alison Evison, COSLA President

Councillor Alison Evison
President of COSLA



COSLA

Dr Caroline Bruce, Head of Programme, Transforming Psychological Trauma, NHS Education for Scotland

Dr Caroline Bruce
NHS Education for Scotland (NES)
Head of Programme,
Transforming Psychological Trauma



NHS
Education
for
Scotland

Overview of 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, young people and adults affected by trauma. This commitment is anchored in the long-standing national approach of Getting It Right for Every Child (GIRFEC).

There are currently four key areas for action that are being taken forward in partnership with stakeholders across the country:

- 1. Providing inter-generational support for parents, families and children to prevent ACEs;**
- 2. Reducing the negative impact of ACEs for children and young people;**
- 3. Developing adversity- and trauma-informed workforce and services; and**
- 4. Increasing societal awareness of trauma and adversity and supporting action across communities.**

On the third area for action, the Scottish Government has provided over £1.5million investment to date in a National Trauma Training Programme, led by NES, to support our shared ambition of a trauma-informed and trauma-responsive workforce across Scotland. The programme is based on the NES Transforming Psychological Trauma Knowledge and Skills Framework (2017), which has been integrated into numerous workforce development plans across Scotland, and replicated in countries around the world. The Programme has produced a wide range of universally accessible core resources, including a leadership development component, to support all sectors of the workforce to upskill staff to the appropriate level of trauma-informed and responsive practice and, critically, to embed and sustain this model of working.

The National Trauma Training Programme is currently funded until 2023, and is overseen by a National Steering Group, chaired by the Deputy First Minister of Scotland. The group includes representation from senior leaders from across the workforce including justice services, social work, health, education, housing, local government and the care sector, as well as experts by experience. The group meets biannually and last met on 29 September 2020.

Our overarching vision is to develop a trauma-informed and responsive nation and workforce that:

- is informed by people with lived experience;
- recognises the importance of wellbeing in the workforce;
- recognises where people are affected by trauma and adversity;
- responds in ways that prevent further harm;
- supports recovery; and
- addresses inequalities and improves life chances.

Policy Context

Our ambition is for a trauma informed workforce and services across Scotland, supported by our National Trauma Training Programme.

This ambition is framed within the **context** of:

Reducing the gap in health outcomes between our most and least deprived communities (1)

Preventing and Mitigating the Impact of Adverse Childhood Experiences (2)

Getting It Right For Every Child (GIRFEC) (3)

It is underpinned by our **six public health priorities** for Scotland (4):

A Scotland where we live in vibrant, healthy, and safe places and communities

A Scotland where we flourish in our early years

A Scotland where we have good mental wellbeing

A Scotland where we reduce the use of and harm from alcohol, tobacco and other drugs

A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all

A Scotland where we eat well, have a healthy weight and are physically active

It will be reinforced by current and forthcoming **legislation**, including:

The Human Rights Act 1998 and provisions in the Scotland Act 1998 (5)

The United Nations Convention on the Rights of the Child (UNCRC) (Incorporation) (Scotland) Bill (6)

It is supported by a number of long term **strategies and action plans** to help tackle inequalities and improve outcomes for all, including:

Tackling Child Poverty Delivery Plan (7)

The Independent Care Review and The Promise (8)

Mental Health Strategy (2017-2027) (9)

Ending Homelessness Together Action Plan (10)

Public Service Reform (11)

Equally Safe (12)

Health and Work Strategy (13)

National Strategy for Community Justice (14)

It is reinforced within a range of national **policy and practice guidance**, including:

The Charter of Patient Rights and Responsibilities (15)

Children's Services Planning Guidance (16)

National Standards for Secure Care (17)

National Guidance for Child Protection (18)

Standards for Weight Management Services (19)

It supports our shared, long term response to **recovery from COVID-19**, as highlighted in:

Mental Health Transition and Recovery Plan (20)

COSLA Blueprint for Local Government (21)

The impact on **outcomes** will be monitored in line with our National Performance Framework (22), and in particular:

We grow up loved, safe and respected so that we realise our full potential

We respect, protect and fulfil human rights and live free from discrimination

We live in communities that are inclusive, empowered, resilient and safe

We are healthy and active

The National Steering Group on Trauma Training

The **primary role** of the National Steering Group on Trauma Training is to co-ordinate and oversee action to develop a trauma-informed and responsive workforce across Scotland, to support the recovery of people with experience of trauma.

With a **specific remit**:

- to provide leadership and strategic oversight for prioritisation and delivery of the National Trauma Training Programme;
- to raise awareness and encourage commitment amongst Scotland's leaders to secure cultural and organisational change to embed trauma-informed practice throughout the workforce;
- to ensure plans for delivery are co-produced with people who have experienced trauma, abuse, neglect and adversity, and promote inclusiveness and diversity; and
- to ensure that the work of the National Steering Group is closely aligned with outcomes and workforce development plans from ongoing national policies, commitments and independent reviews.

The National Steering Group is chaired by the Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney.

Membership

Current membership of the National Steering Group on Trauma Training includes:

Minister for Mental Health, **Clare Haughey**

Richard Adams, Scottish Courts and Tribunal Service

Shumela Ahmed, Resilience Learning Partnership

Kevin Anderson, Association of Local Authority Chief Housing Officers

Sandie Barton, Director of Operations, Rape Crisis Scotland

Donna Bell, Director of Mental Health and Social Care, Scottish Government

Simon Cameron, Chief Officer for Workforce, COSLA

Iona Colvin, Chief Social Work Adviser, Scottish Government

Paul Comley, National Adult Protection Conveners Group (SASPICA)

Norma Corlette, Coalition of Care and Support Providers Scotland

Stephen Coyle, Divisional Head of Health and Justice, Scottish Prison Service

Martin Crewe, Director, Barnardos

Gayle Devlin, Head of Corporate Strategy and Communications, Social Security Scotland

Dr Sandra Ferguson, Associate Director Psychology and Head of National Trauma Training Programme, NHS Education for Scotland (NES)

Former Deputy Chief Constable **Rose Fitzpatrick**, Chair of National Suicide Prevention Leadership Group

Marian Flynn, Centre of Excellence for Looked After Children in Scotland

Cat MacAuley, The Promise, Independent Care Review

Karyn McCluskey, Chief Executive, Community Justice Scotland

Kim McGuigan, Community Justice Scotland

Lynne McNiven, Interim Director of Public Health, NHS Ayrshire and Arran.

Ruth Moss, Penumbra

Les Newington, Survivors Unite

Alex O'Donnell, Social Work Scotland and Criminal Justice Service Manager,
East Dunbartonshire

Annemarie O'Donnell, Chair, SOLACE Scotland, Chief Executive of Glasgow
City Council

Jimmy Paul, Centre for Excellence for Looked After Children in Scotland;

Aicha Reid, Depute Principal Educational Psychologist, Association of
Directors of Education Manager, (ADES)

Assistant Chief Constable **Gary Ritchie**, Police Scotland

Jennifer Russell, Chief Officers Group for Health and Social Care Joint
Boards (IJBs)

Alan Small, Chair, Child Protection Committees Scotland

Dr Gregor Smith, Interim Chief Medical Officer, Scottish Government

Learning Pathways for Trauma Champions

As you begin your role as champion, you may find it useful to take a look at a number of the free learning resources from the National Trauma Training Programme that Caroline Bruce highlighted in her welcome video. You might find it useful to work through the [interactive PDF](#) that summarises the key trauma training resources from the Programme that are openly available to support all members of the Scottish workforce to strengthen their understanding of their role in responding to people affected by trauma.

The interactive PDF moves through the different levels of training available (informed, skilled, enhanced and specialist). There are a number of videos throughout that you might find useful to watch, such as learning more about the importance of meaningful engagement with people with lived experience in service design and delivery.

You might also find it useful to take a look at the Framework and Plan published by NHS Education for Scotland, which outline the rationale for the Programme and why and how workers and organisations can be trauma responsive.

[Transforming Psychological Trauma: Knowledge and Skills Framework for the Workforce](#)

The Framework details the different knowledge and skills needed by workers to respond to those affected by trauma at different stages in their recovery.

[Scottish Psychological Trauma Training Plan](#)

The Training Plan is a practical guidance tool. It is designed to be used in conjunction with the Knowledge & Skills Framework to support all organisations in Scotland to develop the capacity to recognise or develop high quality trauma training that will support their workers to understand the impact of trauma on people's lives and to be trauma responsive.

Scottish Psychological Trauma Training Plan



Transforming Psychological Trauma: Knowledge and Skills Framework for the Workforce



Introducing the National Trauma Training Programme for Scotland webinar

Some of you may have attended this webinar in December, and we hope you found it useful. The recording and slides from the webinar are available at <https://transformingpsychologicaltrauma.scot/about-the-programme/national-trauma-training-programme-webinar/>

Introducing the National Trauma Training Programme Webinar



All of the resources listed above can be found at: www.transformingpsychologicaltrauma.scot

*** *Access to all of the NTTP e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but anyone with an email address can register no matter their location or role. You can register for an account here.

To support you in your trauma champion role, you may find it useful to work through the resources for level 1 (trauma informed) and level 2 (trauma skilled) to understand more about the impact of trauma, including on children and young people, and how trauma-informed workforce, systems and services can reduce barriers for people to access support and can support their recovery.

Level 1 (trauma-informed)

There are filmed workshops that support each of these animations. These filmed workshops are designed to support teams to use the animations to actively plan how to take forward the key principles outlined in each of the animations.

Trauma-informed practice for the workforce: opening doors animation

This animation explains why and how trauma is everyone's business. It is designed to support anyone to become trauma informed - no matter what their job or role in society. It covers traumatic events like childhood sexual abuse and domestic abuse, so it is important to look after yourself as you watch it.

A filmed workshop accompanies this animation.

Trauma-informed practice for the workforce: opening doors animation



Trauma-informed practice for anyone working with children and young people: Sowing Seeds

This animation is designed for everyone who works with children and young

people. It aims to support people to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma.

A [filmed workshop](#) accompanies this animation.

Trauma-informed practice for anyone working with children and young people: Sowing Seeds



Level 2 (trauma skilled)

[Developing your trauma-skilled practice module](#)

This module consists of five units, and takes around 1.5-3 hours to complete. It is designed to increase your understanding of what psychological trauma is and how it can affect us, how to support recovery and develop trauma informed relationships that incorporate trust, safety, choice and collaboration, and control and empowerment, and how to recognise when a person may benefit from a trauma specialist intervention.

[Understanding how the experience of trauma can affect our window of tolerance](#)

Jennie Young, Principal Educator at NHS Education for Scotland and Nurse Psychotherapist, talks about the ways that the experience of psychological trauma can affect our emotional “window of tolerance”, and what we can do

to create environments that support a person to stay in their optimal “green zone”.

Understanding how the experience of trauma can affect our window of tolerance



Below is an overview of the support available for developing trauma-enhanced and trauma-specialist practice.

Level 3 (trauma enhanced)

This training is designed to meet the needs of workers who have a specific remit to respond to people known to be affected by trauma and are required to provide advocacy, support or interventions or are required to adapt the way they work to take into account trauma reactions to do their job well and reduce the risk of re-traumatisation (such as evidence gathering) or are required to manage these skills. This training is skills based and therefore is delivered in face-to-face or screen-to-screen in smaller group sessions with coaching packages.

Level 4 (trauma specialist)

This training is designed to meet the needs of workers with a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs. It is carried out in small groups, usually face-to-face or screen-to-screen over a number of days.

Programme of Support for Trauma Champions

There will be a programme of support available for all trauma champions as you take forward this work in your organisation/ area. We have outlined below the key areas of support that will be on offer, and we will be sharing more details over the coming months.

This programme of support is designed to complement all existing work that is taking place in terms of implementation a trauma-informed approach across local authority areas, Health Boards and partner organisations. We understand that some trauma champions may have already been involved in developing a trauma-informed approach in their organisation/ area, while for other champions, this may be a relatively new role. Some champions may already have been working closely with their area's Transforming Psychological Trauma Implementation Co-ordinator (TPTIC) and colleagues from the central team at the National Trauma Training Programme, and we are keen to share your learning and insights with other champions. This programme of support is designed to bring champions together, regardless of what stage your organisation/ area is at in this journey, to share learning and discuss challenges and opportunities in developing trauma-informed workforces, systems and services in your organisation/ area.

Online community of practice for champions

This online community of practice is for all colleagues who have been nominated as trauma champions in Scotland. The group provides a safe space for champions to connect to each other and share and access information, learning and resources. We will be using this community of practice as a central place to share all future information about the programme of support, events, and useful resources, so we encourage you to join the group, and use the group to connect with other champions, to ask questions and share information. The group will be facilitated by the

Improvement Service, in partnership with NHS Education for Scotland and the Scottish Government.

To join, click on the link below. You may need to sign up if you haven't accessed Knowledge Hub before, which is quick and free to join: <https://khub.net/group/trauma-champions-scotland>

Trauma Champions
- Scotland Group on
Knowledge Hub



Scottish Trauma Informed Leaders Training (STILT)

The STILT programme was created in recognition that trauma-informed and responsive practice can only happen in the context of trauma-informed and responsive environments, policies, systems and organisations.

All nominated trauma champions are invited to join the next introductory STILT webinar scheduled for Tuesday March 2nd 1–4.30 pm. Information about how to register will be circulated to all champions in due course, but for now, please save this date in your diary.

The webinar will cover:

- 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.

Key Intended Learning Outcomes:

- To understand the ways in which the experience and impact of trauma can create barriers to accessing services;
- To recognise the key features of a trauma-informed system that can respond with an understanding of the impact of trauma in mind and prevent re-traumatisation through relationships that offer collaboration, choice, empowerment, safety and trust;
- To recognise the value of creating systems that are informed by people with lived experience of trauma;
- To develop the capacity to appraise organisational systems, practices and policies through a “trauma informed” lens; and
- To identify the key drivers for creating and sustaining trauma-informed change in your organisation.

Collaborative action learning programme

In partnership with NHS Education for Scotland and the Scottish Government, the Improvement Service will be coordinating a collaborative action learning programme for all trauma champions over 2021-23. This

programme is designed to bring champions together to share learning, good practice and experiences. The programme aims to provide opportunities for champions to share experiences in relation to sustainably embedding a trauma-informed approach, develop learning, take actions to develop a trauma-informed approach across your organisation/ area’s policy and practice, and reflect collectively on opportunities and challenges in the current context. We will also look to invite external speakers to present on learning, share case studies and support with specific challenges/issues, when required.

We will share more details about this programme of support in the new year, but we anticipate there will be three sessions in 2021, in April, August and December, designed to follow on from the introductory STILT webinar in March.

Transforming Psychological Trauma Implementation Coordinators (TPTICs)

The TPTICs are specialist level staff that have a remit to support organisations across territorial NHS Board areas with:

- Understanding the trauma training needs of their workforce and directing to the most appropriate NTPP training resources;
- Supporting implementation approaches, including coaching and supervision;
- Delivering some direct training across three training levels (informed, skilled and enhanced);
- Developing and supporting trainer networks; and
- Providing local organisational support for planning for trauma-informed organisations.

Details of TPTICs across Scotland are available on the Knowledge Hub

group and have been circulated alongside the welcome pack.

Deep dive event series

As part of the programme of support available to professionals working across local authorities and other community planning partners, the Improvement Service, in partnership with the Scottish Government and NES, are hosting a series of deep dive learning events between now and March 2021 to explore how adopting a trauma-informed approach can support key community planning priorities and support professionals to identify tangible steps to help ensure this approach is embedded in policy and practice moving forward. These events are open to all professionals working in these policy areas, including practitioners, managers, leaders and Elected Members. Champions are also very welcome to attend. We will also be using the learning from these events to further tailor our support for champions.

The dates for upcoming deep dives and information about how to sign up to future deep dives will be available on the champions' Knowledge Hub group. Dates for 2021 deep dives are also available on p19. Videos of speaker sessions, resources and learning outputs from all of the deep dives will be available on the Knowledge Hub group in due course.

More intensive support from the Improvement Service

Alongside this programme of support, more intensive support from the Improvement Service will be available for local authority areas who are interested. This may include a supported self-assessment and improvement/ action planning process, and 'critical friend' support. To find out more, please get in touch: laura.james@improvementservice.org.uk

Advert for an event in the trauma deep dive series

How can adopting a trauma-informed approach to working with women and children affected by violence against women help drive forward improved outcomes as part of Scotland's roadmap for COVID-19 recovery, renewal and transformation?

8 December 2020

Online

Scottish Government
NHS
Improvement Service

The advertisement features a central illustration of a woman in a purple top holding a child in a blue top. The background is a bright yellow shape. Logos for the Scottish Government, NHS, and Improvement Service are at the bottom.

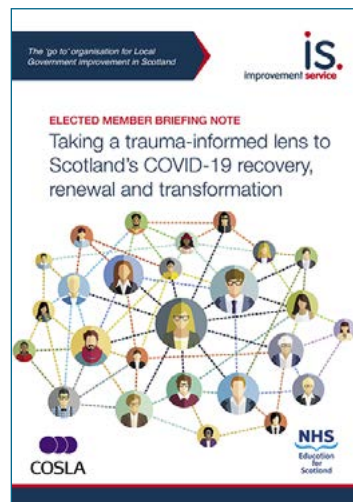
Useful Resources

We have included a short list of resources you may find useful when starting in your role as trauma champion. This list is by no means exhaustive, and we will be sharing more tools and resources on the Knowledge Hub group as the programme of support progresses.

[Elected Member Briefing: Taking a trauma-informed lens to COVID-19 recovery, renewal and transformation](#)

In partnership with COSLA and NHS Education for Scotland, the Improvement Service has published a briefing to highlight how adopting a trauma-informed approach to Scotland's COVID-19 recovery, renewal and transformation agenda can support key priorities, including improving outcomes for vulnerable people and communities affected by trauma and supporting workforce wellbeing and resilience.

**Elected Member Briefing:
Taking a trauma-informed
lens to Scotland's COVID-19
recovery, renewal and
transformation**



[Infographic: A trauma-informed approach to Scotland's COVID-19 recovery, renewal and transformation](#)

In partnership with NHS Education for Scotland, the Improvement Service has published an infographic briefing to highlight the impact of COVID-19 on people affected by trauma, and how a trauma-informed approach can support Scotland's COVID-19 recovery, renewal and transformation agenda.

**A trauma-informed approach
to Scotland's COVID-19
recovery, renewal and
transformation**



[UK Trauma Council](#)

The UK Trauma Council is a group of leading experts, drawn from a variety of disciplines across all four nations. They are the first UK-wide platform bringing together expertise in research, practice, policy and lived experience in the field of childhood trauma. Their website includes a number of resources, including briefings, animations and guidance.

NHS Lanarkshire's Ending Violence and Abuse Services (EVA) developed a [short animation called "Trauma and the Brain"](#) for any professional working with a service user when gender-based violence is a feature in the case. The animation aims to help professionals in their work with service users who have experienced gender-based violence, and to help professionals understand the effects of abuse.

"Trauma and the Brain"
- animation by NHS
Lanarkshire



Calendar of Events

All upcoming events will be shared on the “Events” page on the champions’ Knowledge Hub group, but here are some dates for your diary:

Deep dive series: taking a trauma-informed approach to improving outcomes in Scotland

28th January 2021, 10am-12.30pm: **Justice**

23rd February 2021, 1-3.30pm: **Housing**

25th March, 10am-12.30pm: **Adult social care**

STILT: Introduction to Trauma-Informed Leaders Training Webinar

2nd March 2021, 1-4.30pm,

Useful Contacts

For more information about the **champions' programme of support, the deep dives, and more intensive support** on offer from the Improvement Service, please contact:

Laura James, Improvement Service: laura.james@improvementservice.org.uk

For enquiries about the **NTTP training resources**, please contact:

Caroline Bruce, NHS Education for Scotland: caroline.bruce@nhs.scot

For more information on the **leadership pledge and the Scottish Government's work on the NTTP**, please contact:

Sharon Glen, Scottish Government: sharon.glen@gov.scot

TPTICs

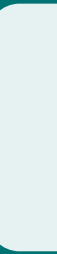
Details of the TPTICs and trauma champions will be circulated alongside this welcome pack and are available on the Knowledge Hub group.

Next Steps

To help us continue to develop our support for Scotland's trauma champions, we've suggested several key first actions champions can take. We encourage each champion to:

- Sign up to the champions' [community of practice](#) (more information is available on p15)
- [Complete this survey](#) by **Monday 1 February 2021**. This short survey asks you to answer a few questions to help us understand more about the work that may already be happening in your local area, further support you may require, and key opportunities and challenges you can initially identify.
- [Sign up to the pledge](#) (more information is available on p3)
- Contact your area's TPTIC to find out more about the work that's been happening in your area. TPTIC contact details have been circulated alongside the welcome pack.
- Review the [interactive PDF summary](#) of training resources available from the NTPP

Appendices



Appendix 1: Policy Context

1. There are a number of actions and strategies in place aimed at reducing the gap in health related outcomes between our most and least deprived communities, including a programme of [public health reform](#). This aims to challenge our current ways of working, put more decisions directly in the hands of citizens and provide support to local communities to develop their own approaches and solutions to local population health challenges. A trauma informed approach will support both mental and physical health outcomes.

2 and 3. The Scottish Government is committed to preventing and mitigating the impact of [Adverse Childhood Experiences \(ACES\)](#) and to support the resilience of children and adults affected. This commitment is anchored in our long-standing approach of [Getting It Right For Every Child](#). The 2018/19 Programme for Government set out four key areas for action, including:

- support parents, families and children to prevent ACES;
- mitigate the negative impact of ACES for children and young people;
- develop adversity and trauma-informed workforce and services; and
- raise wider awareness about ACES and support action across communities.

4. Scotland's [public health priorities](#) represent agreement between Scottish Government and Local Government about the importance of focusing our efforts to improve the health of the population. These are intended to be a foundation for the whole system, for public services, third sector, community organisations and others, to work better together to improve Scotland's health, and to empower people and communities. It is a starting point for new preventative approaches, and a new awareness around wellbeing, that will develop and strengthen in the coming years.

5 and 6. All human beings are entitled to basic rights and freedoms. We want to create an inclusive Scotland that protects, respects, promotes and implements internationally recognised human rights, as set out in the [Human Rights Act 1998](#) and provisions in the [Scotland Act 1998](#). Scotland is also set to become the first country of the UK to incorporate the [UN Convention on the Rights of the Child \(UNCRC\) into domestic law](#). At the heart of the UNCRC is the right for children to have the best possible health and wellbeing, the right to an environment that supports their development, and the right to support to help them recover if they have experienced traumatic experiences. A trauma-informed approach embeds these rights in policy and practice, recognises the impact of trauma on children, and ensures children have access to high-quality support as early as possible.

7. Poverty and adverse childhood experiences are inextricably linked. The Scottish Government has set out the first steps in how we can eradicate child poverty in '[Every Child, Every Chance: Tackling Child Poverty Delivery Plan \(2018-2022\)](#)'. This includes a focus on lessening the impact of poverty as well as improving the quality of children's lives so that their long term outcomes are improved. Local Authorities and health boards are also required to report annually on what they are doing to tackle child poverty, as set out in the Child Poverty (Scotland) Act.

8. The findings of the [Independent Care Review](#) as set out in The Promise, clearly highlights the crucial importance of loving and stable relationships in children's lives. It outlines five essential foundations for the care system which are: 1) **voice** of the children must be heard at all stages; 2) what all **families** need to thrive; 3) **care**, that builds childhoods for children who Scotland has responsibility 4) **people**, with a relentless focus on the importance of relationships and 5) **scaffolding**, so that the structure is there to support children and families when needed.

9. [Scottish Government's Mental Health Strategy 2017-2027](#) recognises the impact of trauma and adversity on mental health and wellbeing. It promotes the message that mental health must be treated with the same commitment as we do with physical health, that all stigma and discrimination related to mental health should be challenged and our collective understanding on how to prevent and treat mental health problems is increased.

10. The **[Ending Homelessness Together \(Updated\) Action Plan](#)** (October 2020) outlines how national government, local government and third sector partners will work together on a shared ambition to end homelessness. It highlights that the most effective services should be trauma-informed, person-centred and tailored to reflect individual needs and circumstances. This means understanding the ways in which adverse and traumatic experiences in childhood and later life contribute to homelessness.

11. A central tenet of **[Public Service Reform](#)** is prevention and early intervention. As such, the focus for community planning partners is on designing and delivering better services for people in their local areas, with an emphasis on tackling inequalities, improving local outcomes and making the best use of public resources. Central to trauma-informed workforces, systems and services is a focus on early intervention. This helps to improve safety for adults and children affected by trauma, reduces long-term service demand and costs, and helps to reduce the impact of trauma on people's long-term outcomes.

12. [Equally Safe](#) (2016, updated 2018) is Scotland's strategy to tackle and eradicate violence against women and girls (VAWG), and it recognises the long-term impact of trauma caused by all forms of VAWG. During COVID-19, many women and children experiencing VAWG across Scotland will have experienced increased levels of harm, trauma and re-traumatisation during this period. **[Guidance](#)** published by Scottish Government and COSLA emphasises that trauma-informed systems, practices and workforce support must be embedded at a local level as part of COVID-19 recovery, renewal and transformation.

13. Health outcomes and the workplace are inextricable, and for many people the relationship between their health and work is not a positive one,

with health-related 'presenteeism', absence and worklessness contributing to Scotland's persistent and health and social inequalities. A **[review of the Scottish Government's Health and Work Strategy \(2019\)](#)** sets out a number of recommendations for reform including improving the skills and confidence of employers/managers to contribute to improved mental health and wellbeing.

14. The **[National Strategy for Community Justice](#)** sets out a vision for a safer, fairer and more inclusive nation where we prevent and reduce further offending by addressing its underlying causes. Also, where we safely and effectively manage and support those who have committed offences to help them integrate into their community and realise their potential for the benefit of all.

15. The **[Charter of Patient Rights and Responsibilities](#)** summarises what people are entitled to when they use NHS services and receive NHS care in Scotland. It includes the following: "to expect that the treatment and care I receive is suitable for me and my needs, is carried out in line with the law, is based on recognised clinical guidance and standards where these exist, and aims to follow 'trauma-informed principles' (in other words, helps to reduce distress and build trust).

16. [Updated guidance \(2020\) for local authorities and health boards on exercising the functions conferred by Part 3 of the Children and Young People \(Scotland\) Act 2014](#). This guidance states that the purpose of Children's Services Plans should clearly articulate how various services will work together to best safeguard, support and promote the wellbeing of all children in the area concerned; have a local workforce that is trauma-informed; ensure that any action to meet needs is taken at the earliest appropriate time and that, where appropriate, action is taken to prevent needs arising; be most integrated from the point of view of recipients; and constitute the best use of available resources.

17. The **[Secure Care Pathway and Standards Scotland](#)** ensure support is provided before, during and after care and that the rights of children and young people, facing extreme vulnerabilities and risks in their lives, are respected. This highlights that professionals must understand the impact of

trauma and difficulties that any child or young people has experienced and respond to their needs and behaviours sensitively.

18. An updated version of the [National Guidance for Child Protection](#) is due for publication in Spring 2021 following consultation. This will likely include revised standards and principles with reference to the need for trauma informed practice.

19. [Standards for Weight Management Services in Scotland](#) aim to ensure a fair and equal approach to the treatment of overweight and obesity in children, young people and adults across weight management services. This explicitly recognises the effects of ACES and trauma and call for this to be integrated into services and support provided.

20. The [Mental Health Transition and Recovery Plan](#) (2020) outlines the government's response to the mental health impacts of Covid-19 . It addresses the challenges that the pandemic has had and will continue to have on the population's mental health. The plan highlights how a trauma-informed approach is key to the remobilisation of systems, services and workforces.

21. COSLA launched a new [Blueprint for Scottish Local Government](#) in September 2020 which sets out an ambition for Scotland's future recovery, acknowledging the challenges brought by the pandemic, based on the empowerment of people and communities. It includes a focus on wellbeing, including health and social care as well as supporting our vulnerable communities.

22. Our National Performance Framework articulates a shared vision for Scotland, based on a core set of values which includes treating people with kindness, dignity and compassion. We will monitor the progress towards our ambition for a trauma informed workforce and services across a number of relevant long term national outcomes and indicators as set out in the NPF.



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