

**TRAUMA TRAINING PROGRAMME**

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**1.0 HEADLINES**

- 1.1 In 2019, the Scottish Government sought expressions of interest from Local Authorities and Health and Social Care Partnerships, to take part in trials to pilot approaches to implementing the delivery of high quality and sustainable trauma training in differing contexts. Argyll and Bute was successful in having their bid accepted.
- 1.2 To this end, the Scottish Government committed £40,000 to support each pilot authority to establish a strategy and develop a delivery plan in collaboration with a national third sector consortium. The purpose of the delivery trial within Argyll and Bute is to develop a trauma informed workforce across managers, practitioners and carers, with an appropriate level of training for each group that will lead to changes to practice to improve outcomes for children and young people.
- 1.3 Despite the circumstances of the pandemic, strong progress has been made against the project aims with high uptake of training across education, health, social work children's services and the third sector.
- 1.4 This work is embedded within the mental health strand of the Children and Young People's Service Plan 2020 – 23 with the Model for Improvement being used to establish tests of change arising from the initial staff training programme.

**2.0 RECOMMENDATIONS**

- 2.1 Note the progress of the strategy against initial objectives.
- 2.2 Support the ongoing commitment that across all services, we will build a trauma responsive workforce to make a difference to the lives of children and young people, parents and carers and our staff.

- 2.3 Support the recommendation that all Elected Members should engage with training relating to Trauma-Informed Practice, in the form of a seminar to be led by the Principal Educational Psychologist, scheduled for September 2021.

### 3.0 DETAIL

- 3.1 Since 2018, the Scottish Government has committed over £1.5 million to design and deliver a National Trauma Training Programme (NTTP), led by NHS Education for Scotland (NES), which aims to develop and support a consistent, highly skilled, trauma-informed workforce across all frontline services.
- 3.2 Argyll & Bute is one of three Council areas, along with Midlothian and Glasgow, that has been awarded Scottish Government funding for specific training to support the development of a trauma informed workforce. Emerging evidence tells us that trauma informed systems can have better outcomes for people affected by trauma, and that all workers, in the context of their own role and work remit, have a unique and essential role to play in responding to people affected by trauma.
- 3.3 The training being delivered is in line with the Scottish Psychological Trauma Training Plan developed by NHS Education for Scotland. This plan can be found at <https://www.nes.scot.nhs.uk/media/4321706/Scottish%20Psychological%20Trauma%20Training%20Plan%202019.pdf>
- 3.4 A one day conference launching this exciting workforce development programme, entitled '*Developing a trauma informed children's services workforce in Argyll & Bute: Embedding cultures and practices which ensure safe, healthy and happier lives for children and young people*' took place in the Queen's Hall, Dunoon on 11 December 2020 and was highly evaluated. It brought together speakers from a range of backgrounds involved in driving this national agenda.
- 3.5 The planned face to face training sessions required to be moved on line and this was achieved quickly and effectively, including allowing all staff access to e-learning modules at the trauma informed and trauma skilled levels through the Argyll and Bute website. Over 7 thousand hits to these pages were registered.
- 3.6 Staff from Child Health and the Educational Psychology Service have taken over delivery of the facilitated online Trauma Skilled level training from national third sector partners to ensure local sustainability of the approach over the longer term.
- 3.7 To date, a number of significant successes have been noted:
- Strong multiagency commitment, leadership and ownership including the 3<sup>rd</sup> sector

- Investment of time in ensuring leadership and strategic buy in to support engagement over time
- Strategy built on existing strengths ensuring developments are coordinated with local practice and training including, the GIRFEC practice model, existing work on Adverse Childhood Experiences and Our Children, Their Nurturing Education in schools
- Building awareness of trauma in to existing training such Child Protection and the Promoting Alternative Thinking Strategies (PAtHs) curriculum
- Inclusion of the voice of lived experience
- Flexibility in responding to the impact of the pandemic and moving training online with significant update across services
- Over 83% of all staff working within our schools completed the e-learning modules at the appropriate levels
- High uptake of facilitated on-line trauma skilled training sessions by social work children's services staff
- Strong, consistent communication and update of materials
- A widening focus on staff wellbeing

3.8 In September 2020, the Education Officer with responsibility for care experienced children and young people and Social Work Manager presented to the **National Trauma Training Steering Group**. Their presentation detailed the aims and delivery plan for the training programme in Argyll and Bute and identified a range of successes and challenges experienced to date and attracted significant interest and positive comment from other local authorities and the Deputy First Minister.

3.9 A number of challenges have arisen to date that have and continue to be addressed through the multiagency strategy group:

- Working with national 3<sup>rd</sup> Sector organisations in terms of responsiveness and capacity leading to some duplication of effort to meet timescales
- Ensuring that training participants do not simply leave with better understanding, but that this learning is evident in trauma informed practices in their day to day work
- Modifying the plan to ensure that online training delivery results in the desired outcomes

#### 4.0 CONCLUSION

4.1 Significant progress has been made across services to sustain the commitment to building a trauma responsive workforce in Argyll and Bute. This is a clear objective within the Children and Young People Service Plan 2020 – 21 with governance through *Argyll and Bute's Children* including regular reporting on outcomes.

4.2 This is not a quick fix, but an ongoing journey the importance of which has been amplified by the experiences of the global pandemic. Working together with

understanding will help us to reduce the potentially negative impact of these experiences.

## 5.0 IMPLICATIONS

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|----------------------|--|
| 5.1 Policy           | Review of policies to ensure they are trauma informed                                    |
| 5.2 Financial        | Budget to sustain training   |
| 5.3 Legal            | None   |
| 5.4 HR               | None   |
| 5.5 Equalities       | None   |
| 5.6 Risk             | Insufficient leadership buy in leading to lack to required change to policy and practice |
| 5.7 Customer Service | None   |

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