



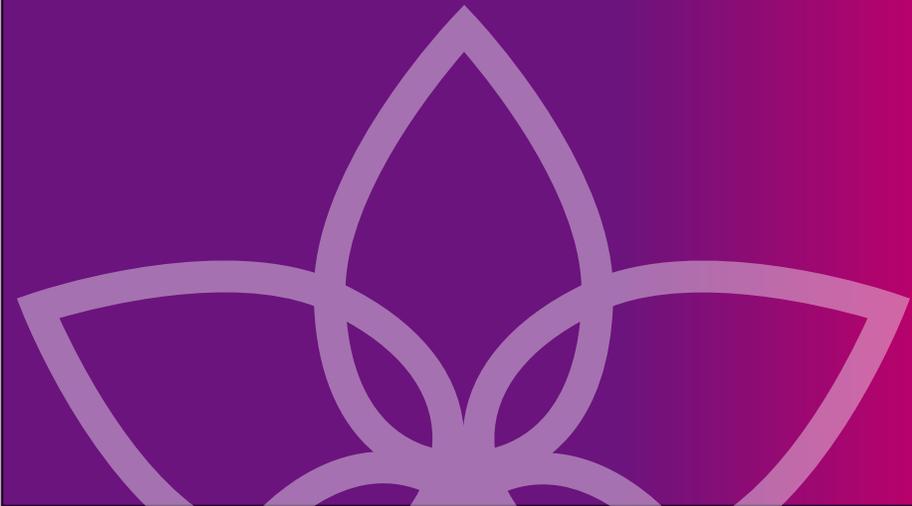
**National Trauma
Transformation
Programme**

Responding to Psychological
Trauma in Scotland

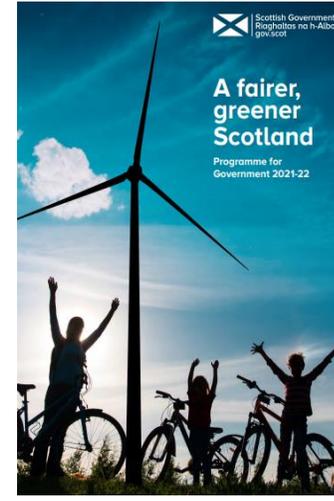


**Scottish Government
Riaghaltas na h-Alba**

Trauma Responsive Organisations, Systems and Workforces in Scotland



The ambition



“Services and workforces recognise where people are affected by trauma and adverse childhood experiences, respond in ways that prevent further harm, and support people’s recovery and life-chances”
PFG, 2021



Leadership pledge of support



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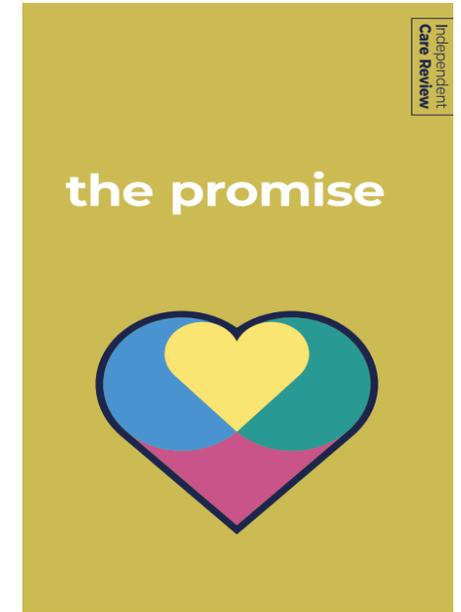
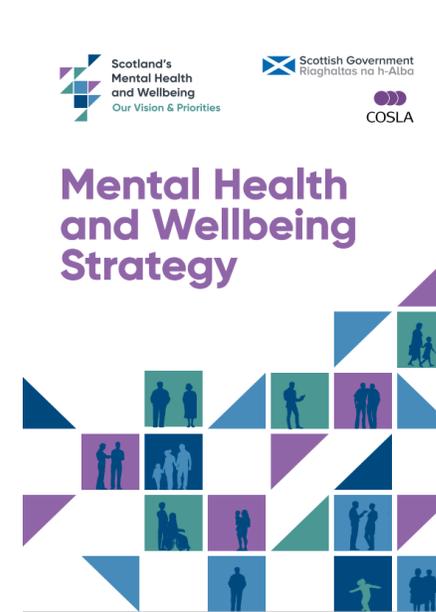
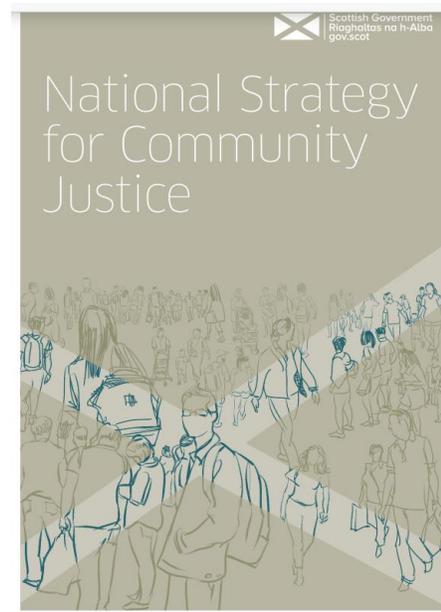
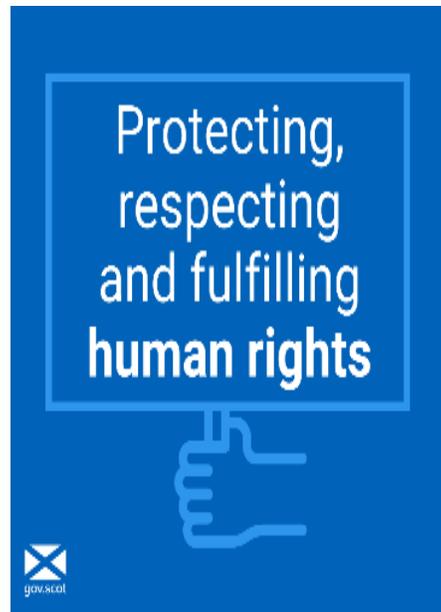
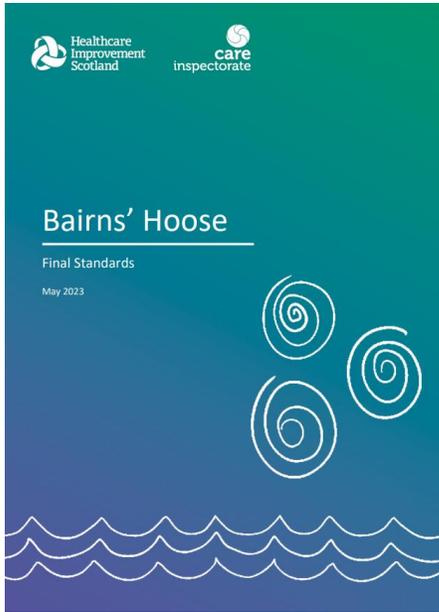
Over 70 organisations



A · D · E · S



The ambition in policy



Adult Support and Protection (Scotland) Act 2007

Code of Practice



July 2022



Medication Assisted Treatment (MAT) Standards for Scotland

Access, Choice, Support



NTTP universal and targeted support

- A universal offer for the whole workforce
- Tailored, targeted to help drive forward progress in a number of priority sectors
- Maternity services
- Substance Use
- Social Work Services
- Children and families
- Care experienced children and young people
- Adult Social Care and Dementia
- Victims and Witnesses



Supporting policy into practice



Transforming
Psychological Trauma
Implementation Co-
ordinators

Trauma Lead Officers

Trauma Champions

Improvement Service
support

Trauma Responsive
Social Work Services



Example tools - National Trauma Transformation Programme

Trauma skilled practice level

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

This foundational module is comprised of three units and takes around 60-90 minutes to complete. It is designed to increase your understanding of what psychological trauma is, how it can affect the people you work with, and how people can be supported to recover. Click on the image below to access this resource.

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



E-Module 2. Developing your trauma skilled practice: Trauma in children and young people

This module takes around 60-90 minutes to complete and is designed for anyone working with children and young people who may have been affected by traumatic events. It is recommended that the foundational module "Developing your trauma skilled practice 1" is completed prior to taking this module. Click on the image below to access this resource.



E-Module 3. Developing your trauma skilled practice: Understanding the impact on mental health and evidence-based pathways to recovery

This module is comprised of two units and takes around 45 minutes to complete. It is designed to increase your awareness of the mental health consequences that can arise from trauma and how to increase access to evidence-based interventions if needed. It is recommended that the foundational module "Developing your trauma skilled practice 1" is completed prior to taking this module. Click on the image below to access this resource.



E-Module 4. Developing your trauma skilled practice: Understanding the use of substances to cope with the impact of trauma

This module is comprised of four units and is estimated to take around two hours to complete. It includes a reflective journal to support learning and explores how substances can be a coping strategy for the impact of trauma, the self-medication hypothesis, the impact of stigma, and how to support recovery for people with multiple needs. It is designed for anyone who has contact with people who may have been affected by traumatic events and/or substance use. Click on the image below to access this resource.



E-Module 5. Trauma Skilled Practice in Dementia Care

This module builds on the e-learning modules above. It highlights the complex relationship between psychological trauma and dementia. It aims to increase understanding of how people living with dementia may experience trauma, and how this may be different to adults without cognitive impairment. It explores how to apply trauma informed principles in practice to improve outcomes for people living with dementia, their families and carers and helps learners to recognise the impact of trauma on their work with people living with dementia who may have been affected by trauma and adversity. Click on the image below to access the resource.



Transforming Connections – Developing your trauma-skilled practice

This full day Training and Coaching Package is designed to support workers to apply their knowledge from the e-learning modules into their practice. The NTPP is currently prioritising the delivery of this training to organisations who work alongside care experienced Children and Young People to support delivery of The Promise.



Example resources - National Trauma Transformation Programme



Scottish Trauma Informed Training (STILT)

Evidence shows us that strong leadership is key to implementing trauma-informed practice sustainably in order to improve outcomes for people. Our Scottish Trauma Informed Leaders Training (STILT) supports people in positions of leadership to navigate how they can implement trauma informed practices throughout their organisations.

Asylum Seekers and Refugees

Secure Care

Dr Rachel Morley
Consultant Clinician
Talks about the impact of trauma on practice with refugees



Dr Rachel Morley talks about trauma informed practice with refugees

Video length: 3.33 minutes

Dan Johnstone
Clinical Director, Kibble Education & Care Centre
Talks about trauma informed secure care for children and young people



Dan Johnstone, Clinical Director, Kibble Education & Care Centre talks about trauma informed secure care for children and young people

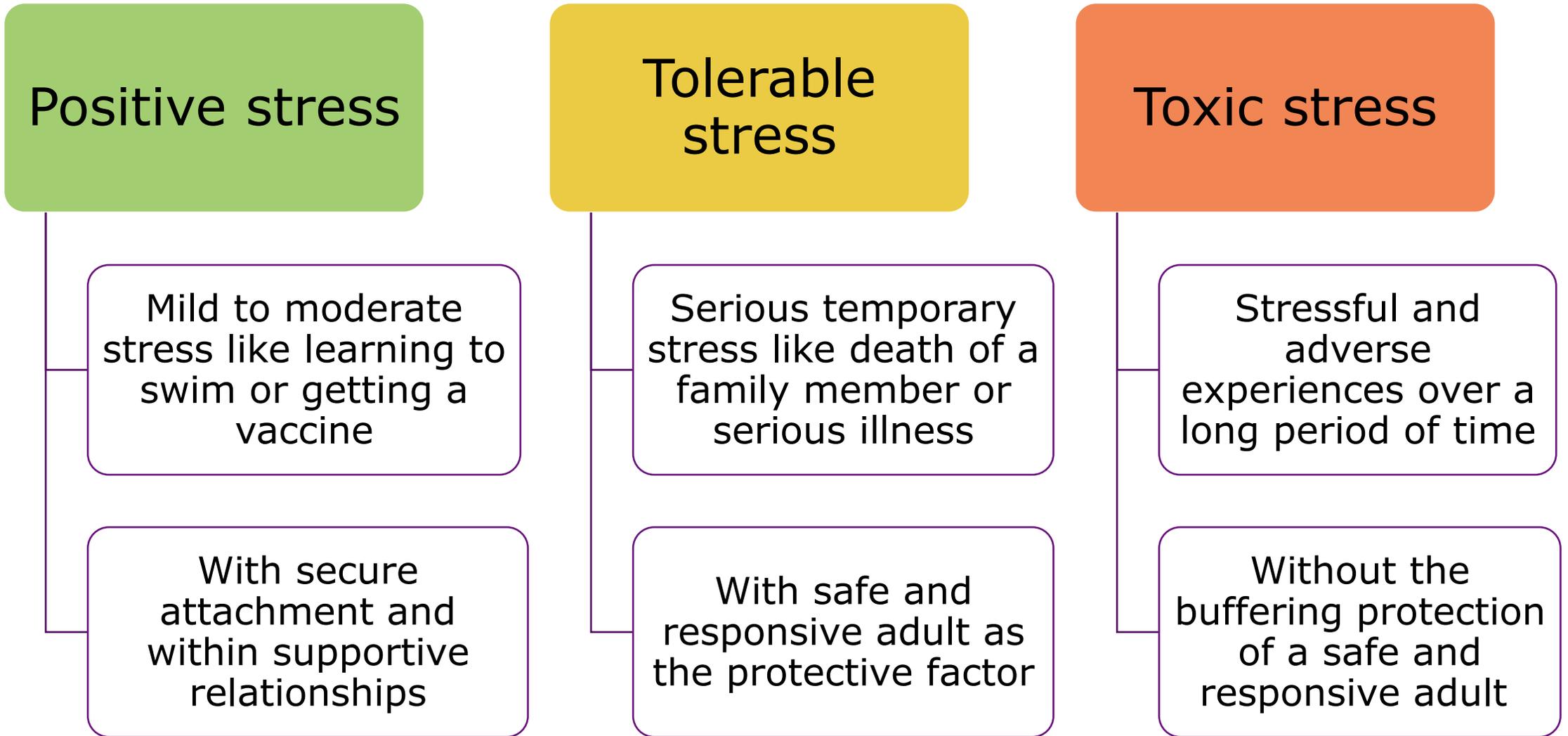
Video length: 4.35 minutes

Find more wellbeing resources here

-  [Understanding your own Trauma - Solihull Approach \(Please note the 'access code' for this package is 'TARTAN'\)](#)
-  [Taking care of myself resources - NES](#)
-  [Protecting the psychological wellbeing of staff for Managers and Team Leaders](#)
-  [Psychological First Aid emodule](#)
-  [Supporting a mentally healthy workplace](#)



Distinctions in stress experiences



Language and definitions – traumatic stress

Defining traumatic events

We can define trauma in terms of 3 'Es':

the **Event**,

how it is **Experienced**,

and its **Effects**.

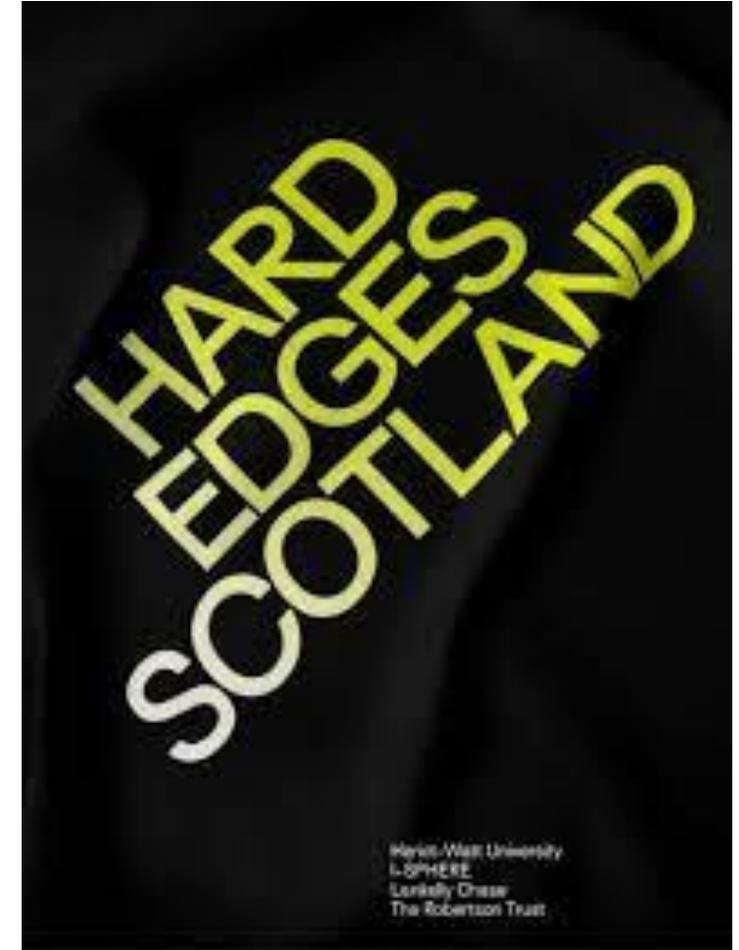
“Individual trauma results from **an event**, a series of events or set of circumstances that is **experienced** by an individual as physically or emotionally harmful or life threatening and that has long lasting **effects** on the individual’s functioning and mental, physical social, emotional or spiritual wellbeing.”

Substance Abuse and Mental Health
Administration (SAMSA) (2014)

Prevalence and context



People with a history of trauma are over represented in physical health, mental health, substance misuse services, our care system and law & justice settings.



How trauma can impact



A message
of recovery
and hope



Understanding long term cumulative impact of complex post traumatic stress reactions

Post Traumatic Stress Reactions

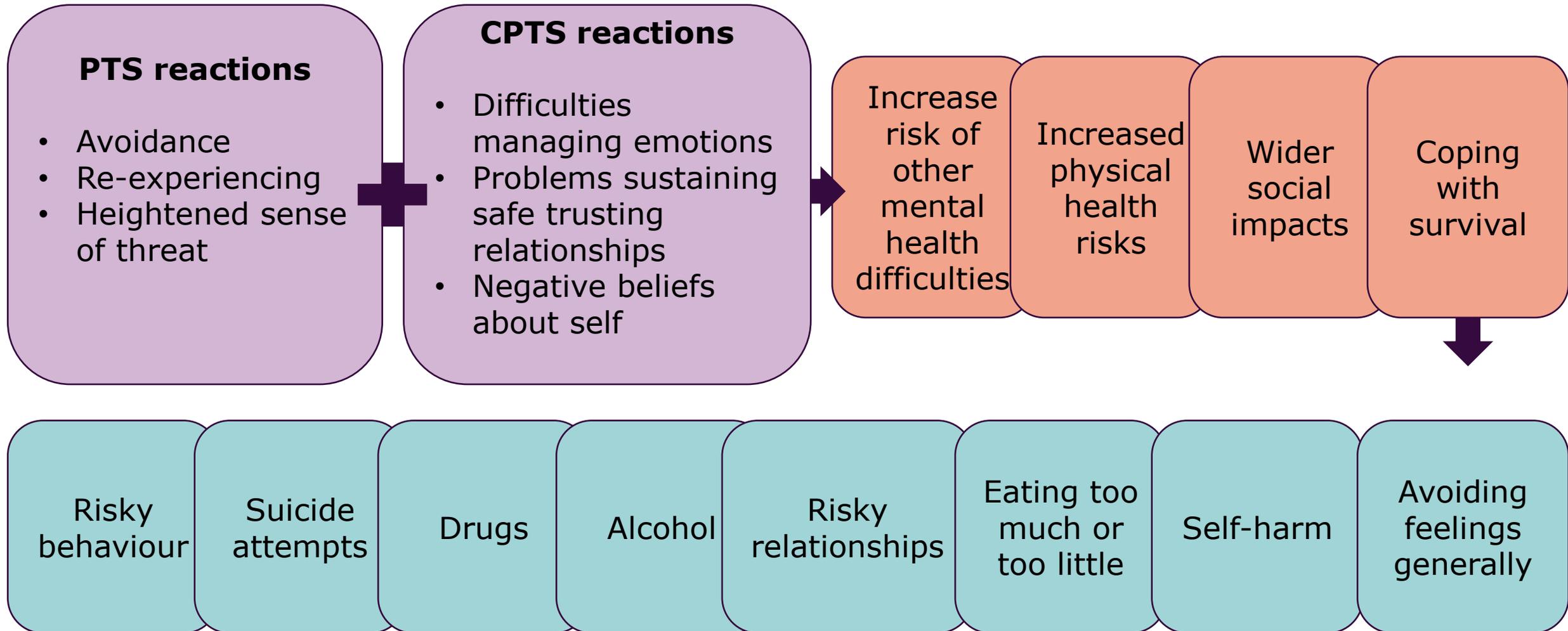
- Heightened sense of threat
- Re-experiencing
- Avoidance



Complex Post Traumatic Stress Reactions

- Difficulties managing emotions
- Problems sustaining safe trusting relationships
- Negative beliefs about self

Understanding long term impact of complex trauma



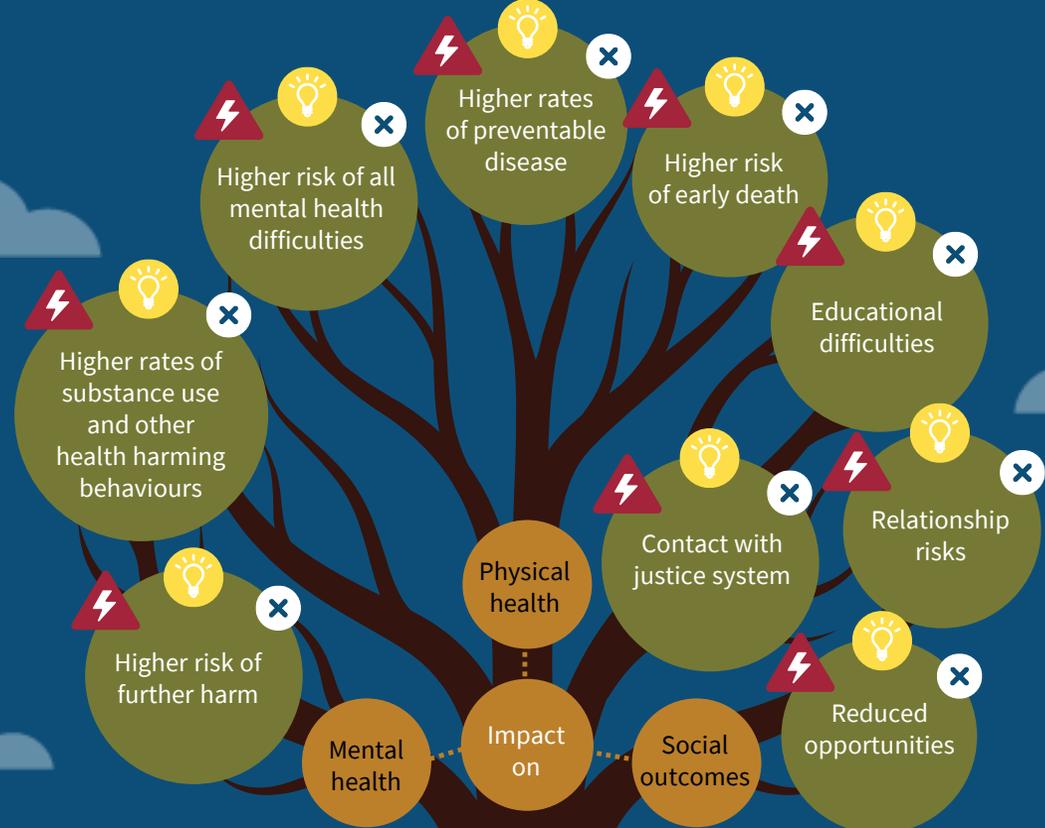


Chronic stress⁸, health-related coping behaviours (e.g. smoking, drugs, alcohol, fatty foods)⁹, having lower trust in staff and avoidance of healthcare¹⁰ increases the risks of poorer health. In fact, people who reported four or more adverse childhood experiences were more likely to develop diabetes, cardiovascular disease, cancer, liver disease, and respiratory disease.^{11,12}

Staff members at trauma-informed practice sites¹ reported lower stress levels indicating the effectiveness of trauma-informed care.



Trauma-informed care across a multi-disciplinary health centre led to an improvement in access to preventative care, perceived control and safety, and satisfaction with services¹³.



Difficulty managing strong emotions

Risky strategies to manage distress

Difficulties with relationships with others i.e. trust



Scottish adults diagnosed with Complex PTSD were found to have a lower chance of being in part- or full-time employment, of being married, and more likely to be living alone.²²



Refugees reported building a sense of community, an expansion of social networks, and support systems following a 3-year trauma-informed resettlement program.²³



Click a leaf to begin



Example of impact of trauma



Impact of trauma informed practice



Impact of trauma and adversity in the absence of buffers/protective factors



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What the evidence tells us about
trauma informed systems change
for:

- People using services
- People working in services
- System and organisations



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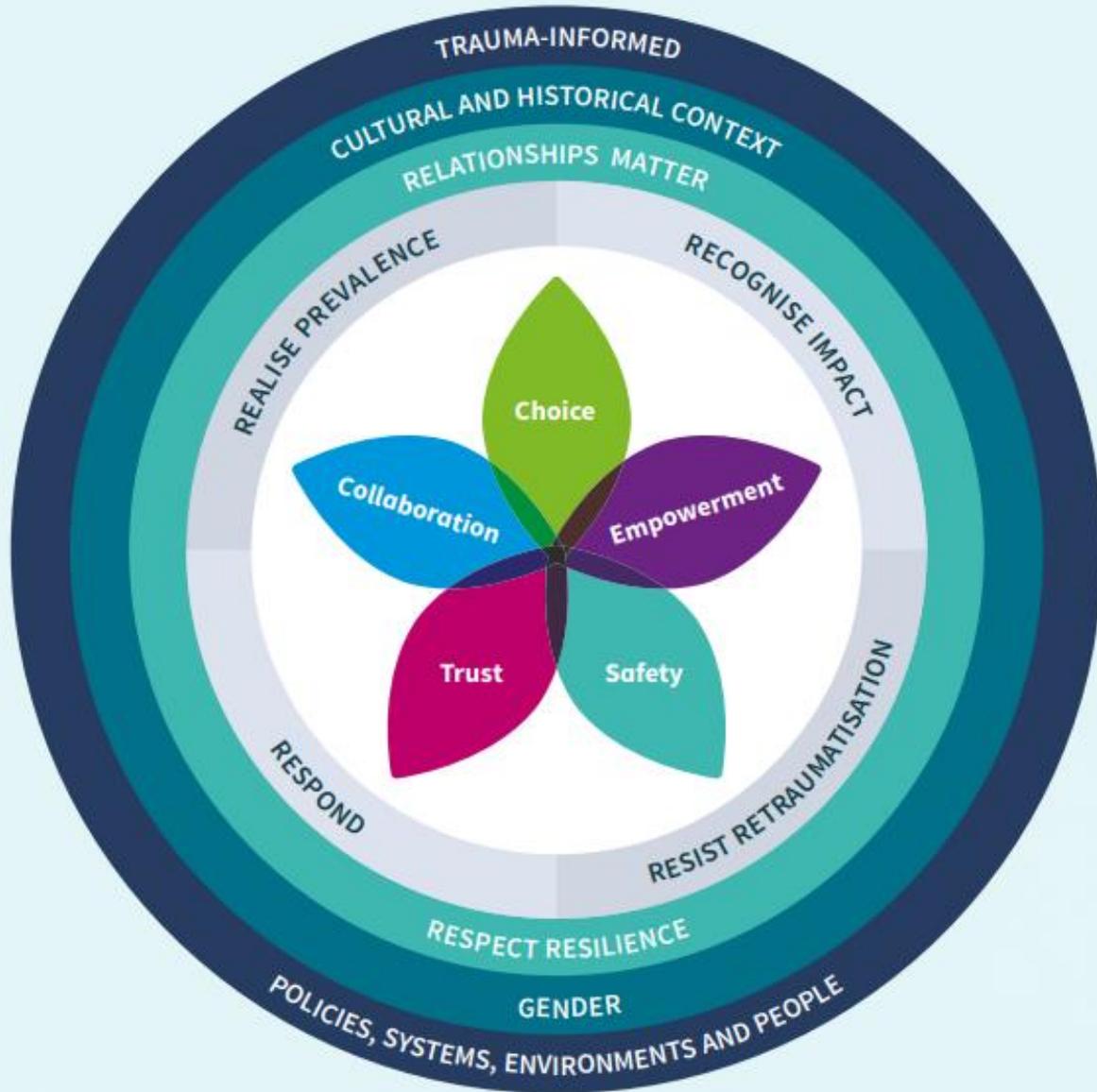


**Evidence Review: Enablers and
Barriers to Trauma-informed
Systems, Organisations and
Workforces**



HEALTH AND SOCIAL CARE

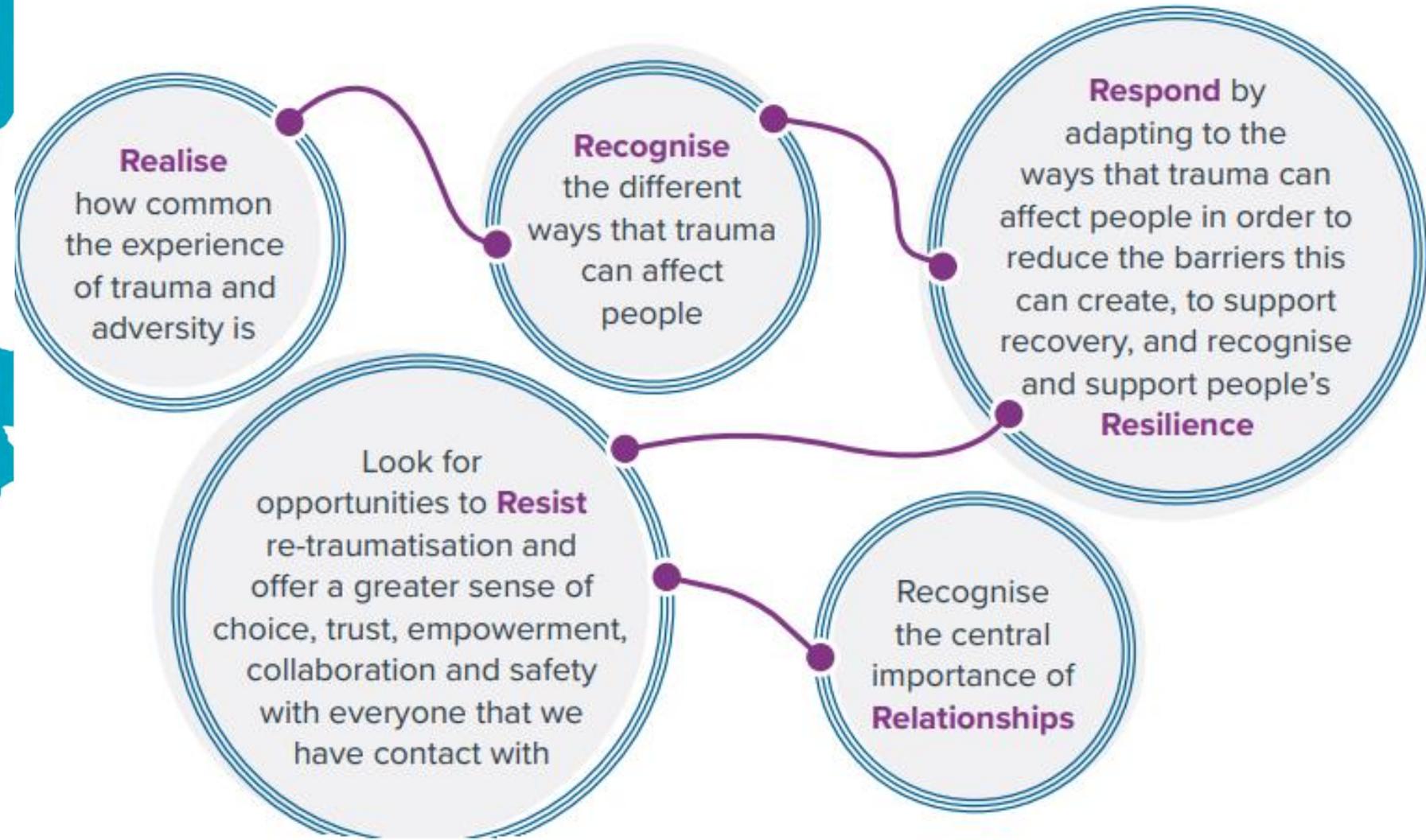
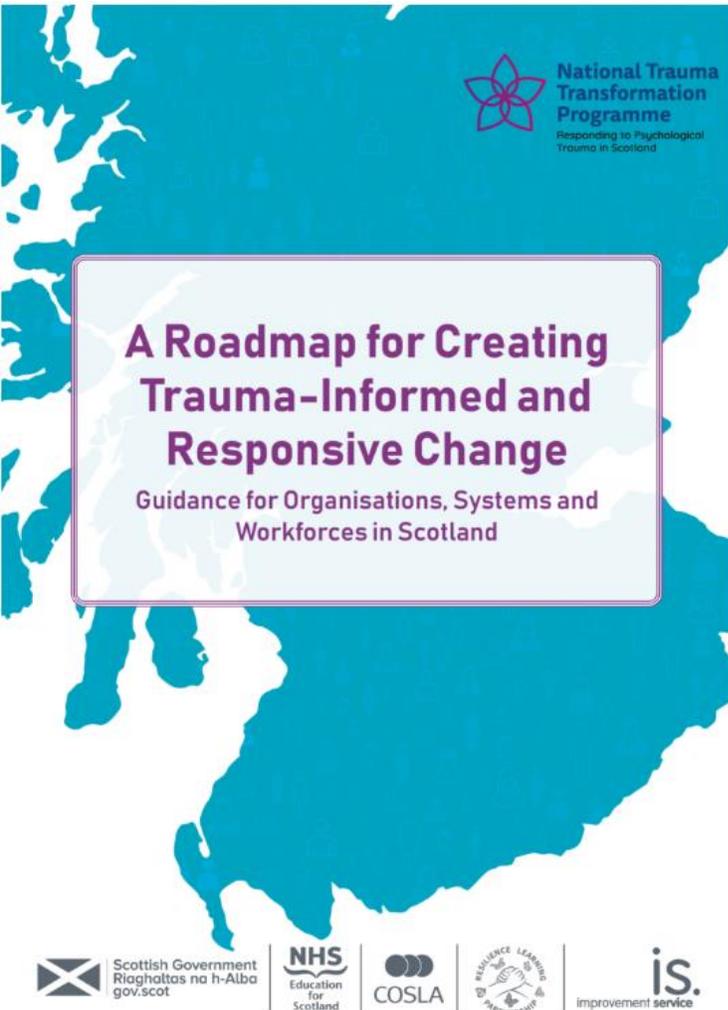




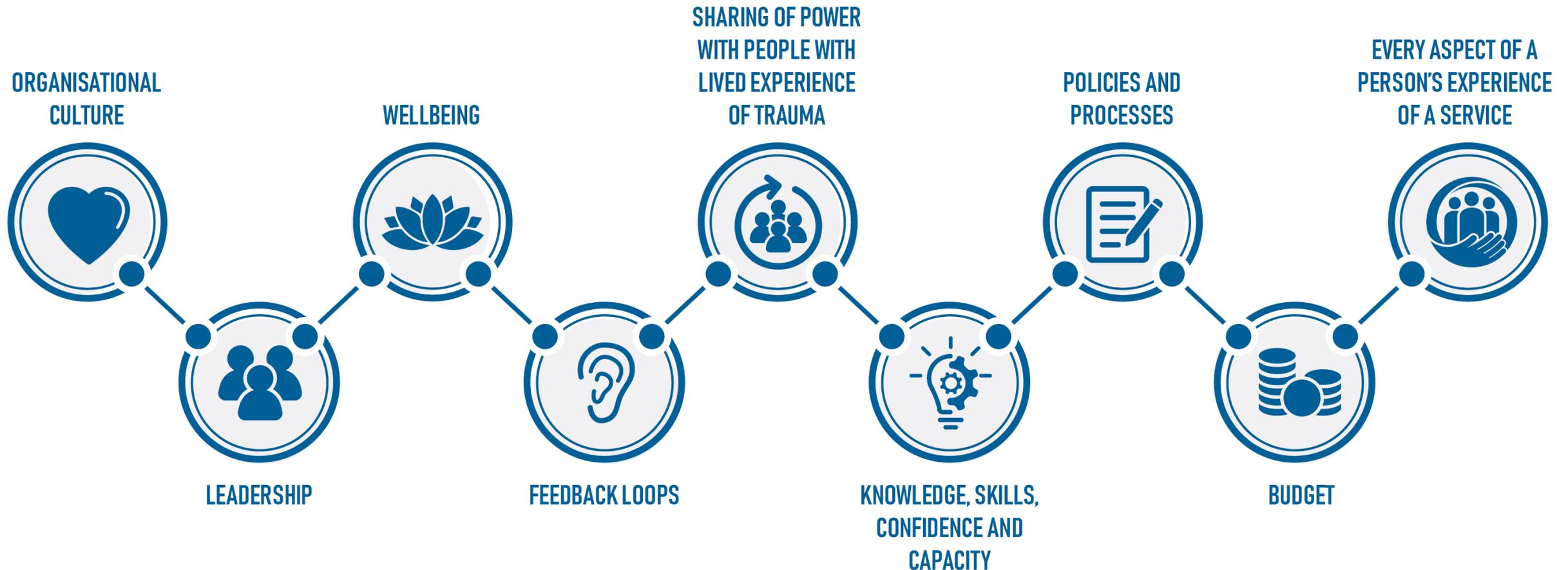
**Trauma informed
organisations,
systems and
workforces**



Roadmap: Guidance for Organisations, Systems and Workforces in Scotland



Areas of focus to develop trauma informed and responsive organisations, systems and workforces



Practice levels of the knowledge and skills framework

Trauma Informed Practice Level

Knowledge and skills required for all members of the Scottish workforce

Trauma Skilled Practice Level

Knowledge and skills required for all workers with direct and frequent contact with people who may have been affected by trauma

Trauma Enhanced Practice Level

Knowledge and skills for staff with regular and intense contact with people affected by trauma and who have a specific remit to respond by providing support, advocacy or specific psychological interventions to protocol, and/or with responsibility for directly managing care and/or services for those affected by trauma

Trauma Specialist Practice Level

Knowledge and skills for staff who have a remit to provide evidence-based interventions and treatment for those affected by trauma with complex needs

Trauma practice levels

Taxi drivers, environmental, admin staff, museums, and culture staff

Educational & Clinical Psychologists, CAMHS, those who deliver evidence based therapy

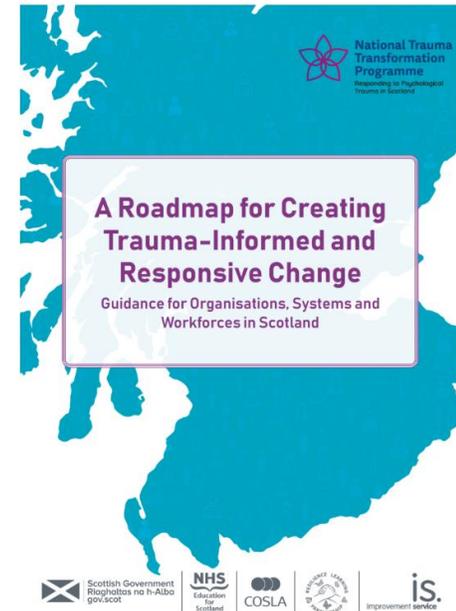


**Business support/ reception staff
HR, Housing Officers, Home Care**

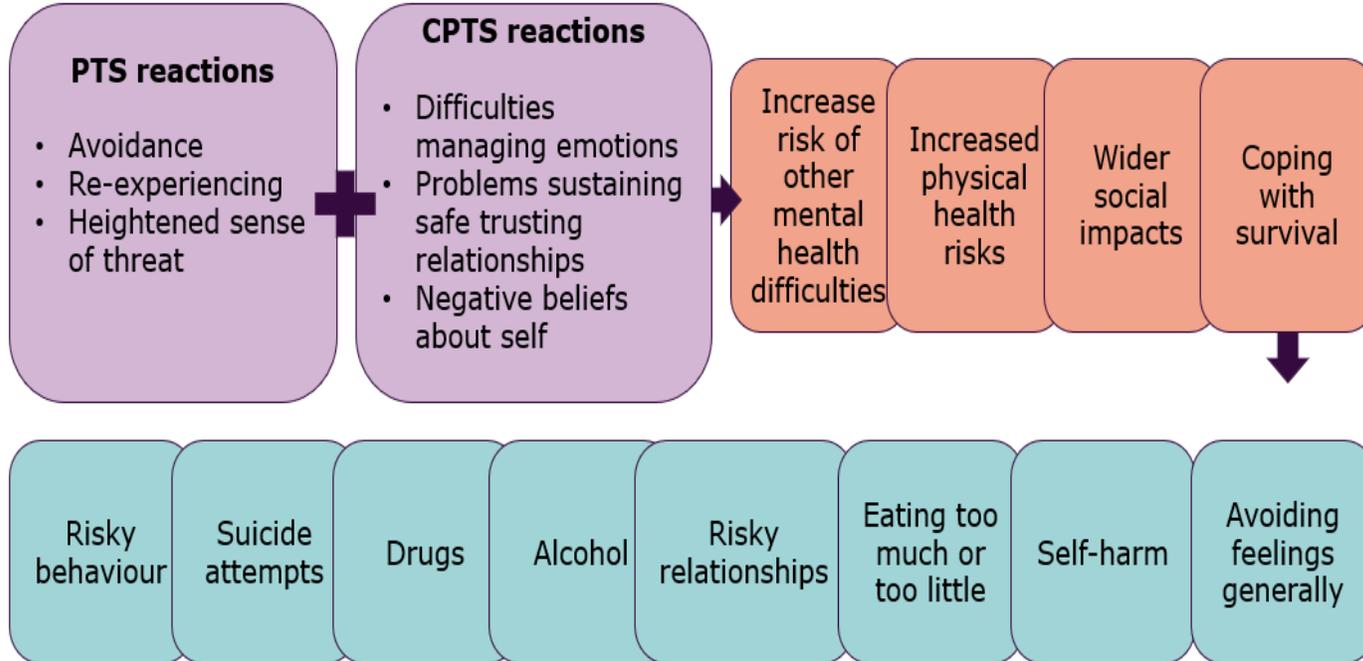
Social Workers, Teachers, Paediatrician, Support Workers, Specialist Police Officers

Considerations across justice systems

- What does trauma informed **leadership** and **culture** look and feel like?
- Do we have a range of **proactive** and **reactive wellbeing** approaches for our **workforce**?
- How are we **sharing power** and **feedback loops** with those who use our services?
- Have we reviewed the trauma training needs of different people and provided the correct level of training, **ongoing coaching** and where required, **supervision**?
- Do our **policies** and **procedures** reflect the trauma principles?
- **Resource** identified to support the system change?
- How do we **design** our systems and processes to **reflect the principles** across someone journey?



Applying the principles in justice practice



- **How might the impacts of trauma show up in practice?**
- **How might you apply the principles in adapting your response?**
- **Challenges applying principles and adapting in your practice and context**



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