



## SHROPSHIRE HEALTH AND WELLBEING BOARD

### Report

Meeting Date	21 <sup>st</sup> November 2024					
Title of report	Trauma Informed Approach for Shropshire					
This report is for	Discussion and agreement of recommendations		Approval of recommendations (with discussion by exception)	X	Information only (No recommendations)	
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Which Joint Health & Wellbeing Strategy priorities does this report address? Please tick all that apply	Children & Young People	x	Joined up working	x		
	Mental Health	x	Improving Population Health	x		
	Healthy Weight & Physical Activity		Working with and building strong and vibrant communities	x		
	Workforce	x	Reduce inequalities (see below)	x		
What inequalities does this report address?	People experiencing socio-economic disadvantage, women, minoritized ethnic groups, and the LGBTQ + community are disproportionately affected by violence and trauma.					

#### 1. Executive Summary

Trauma-informed approaches have become increasingly cited in policy and adopted in practice as a means for reducing the negative impact of trauma experiences and supporting mental and physical health outcomes. They build on evidence developed over several decades.

In Shropshire, in 2021 the HWBB agreed to develop a trauma informed approach in Shropshire. On 23<sup>rd</sup> April, 2023, Shropshire's HWBB were asked to endorse the following recommendations:

Making Shropshire a trauma informed county cannot happen unless our system collectively agrees to commit to this work going forward. The recommendations below were formulated and agreed by the Trauma Informed Steering Group:

- The Board is asked to support a recommendation to make their workforces Trauma Informed in principle
- Focus on Early Years and Primary Education; working with partners to develop support for a 'Miss Kendra' approach in early years and primary school, where children feel valued and safe
- Production of a simple resource, that provides 'how to' information for different parts of the system (Public Sector, Voluntary sector, all services) with key trauma informed messages and tips
- Continued work to develop a consistent training offer for the system (including evidence of implementation) which consists of:
  - o Induction Tier - mandatory online training module developed as soon as possible, available to all across the Integrated Care System (ICS)

- o Awareness and Universal tier (Practitioner level)
- o Advanced and specialist tier (Train the trainer) Delivering the practitioner level for sustainability
- Work with system leadership and commissioners to determine how we embed trauma approaches in commissioning and service delivery.

Our current action plan set out the continuing actions to deliver on the agreed recommendations, with a goal to making Shropshire a Trauma Informed Place. This involves a system approach across the ICS to achieve our goal, via the multi-agency steering group.

Progress on this continuing work of the Trauma Informed Steering Group and the importance of continued support at a system level.

- 700 + workforce staff including Cabinet, ShIPP, HWBB, Primary Care, Community Health Trust, Hospital Trusts, Adult and Children's Social Care, Public Health, VCS attended 'Resilience – the biology of stress & the science of hope,' film & facilitated workshop. Monthly screenings between 2021 and 2023
- Examples of good practice compiled (communication plans still needed)
- Successful, well received 'Miss Kendra' (right of child) PSHE pilot. Progress made on developing a Miss/Mrs/Mr Kendra resilience toolkit for schools - a codesigned therapeutic universal offer that aims to address trauma with all children creating emotionally safe environments. The toolkit is now at design stage and there are plans to disseminate it via education forums, the VCSE, Health social care forums.
- The development of a trauma informed resource for organisations
- Multi-agency TI bi-monthly meetings. The group is in process of exploring priorities and new ways to monitor impact.

There is important connectivity to many strategic priorities and plans across the system, such as:

- ICS Joint Forward Plan Person-Centred Approach
- Shropshire Suicide Prevention Strategy
- Armed Forces Covenant
- ICS Children and Young People Mental Health Transformation Plan
- Shropshire Council Inequalities Plan
- Priority of Shropshire Joint Health and Wellbeing Strategy

The purpose of **this** report is to provide the HWBB with outputs and recommendations from a recent workshop, led by our Trauma Informed Steering Group, to further develop our approach and to ensure continued commitment to making Shropshire a trauma informed place.

It has been recognised that an updated action plan with SMART objectives is needed so that we can track progress and hold each other to account for delivering the HWBB vision for improving our approach to trauma.

## **2. Recommendations**

This report recommends that the HWBB:

- o Continue to endorse the development of a trauma informed place
- o Endorse the priorities of (i) learning and development across all services, (ii) commissioning and (iii) awareness raising
- o Endorse the adoption of an additional priority regarding a trauma informed culture, taking into account compassion, psychological safety and working together
- o Request an updated action plan, agreed by the TI Steering Group, at the next HWBB in February
- o Recognise the risk associated to delivering this ambition, with lack of investment.

### 3. Report

The steering group have been working on reviewing priorities to decide our plan and to make sure that the work continues to move forward.

Shropshire is an active member of the West Midlands Trauma Informed Coalition which is facilitated through the West Midlands Combined Authority and informed by the evidence of work developed and implemented in Scotland, Wales and Northern Ireland over the past few years. The overarching goal for the WM Coalition is to see a trauma-informed, emotionally safe West Midlands for all. The Coalition offers members a Community of Practice, insight into locality-based network activity and opportunities to share practice, learning and successes. The coalition have recently launched two frameworks- the learning and development framework and commissioning framework. The Steering group agreed to utilise the frameworks in our work as a system and within our individual organisations. The group will be exploring a model on how to localise the frameworks and what this may involve, how and when.

#### Workshop:

On 24<sup>th</sup> October 2024, the Trauma Informed steering group hosted an in-person workshop at Shirehall as a starting point with partners to re-establish the ambition and priorities for Shropshire. The workshop was well attended by organisations across the Shropshire, which highlights the level of commitment to making Shropshire a Trauma Informed Place among system partners. The workshop utilised the guidance from the learning and development frameworks to guide us in our priority setting review. (see Appx)

#### Workshop themes

- The learning and development and embedment of trauma informed approaches
- Embedment of trauma approaches in commissioning
- Measuring impact

We asked partners 'how are we going to treat each other in a trauma informed way'?

Kindness, emotional safety, active listening, respect, good supervisions and transparency are among the many ways suggested by Partners.



#### Summary of the Key areas that Partners suggested to be included in the action plan

- Culture and workforce

At an organisation level, partners highlighted the importance of the values of the organisation, the need for culture change, and leaders leading by example. Help people to understand the importance of making these changes and the benefits, using a top-down approach. This includes how organisation support staff with secondary trauma; it also includes how we have and demonstrate kindness and compassion.

<ul style="list-style-type: none"> <li>- Policies and procedures</li> <li>- Learning and Training</li> <li>- Commissioning</li> <li>- Communication and dissemination of knowledge</li> <li>- Lived Experience</li> </ul>	<p>There is a shared ambition to embed TI in all policies and procedures</p> <p>Organisations and teams are training staff to be trauma aware/informed, however partners recognise that the offer is dis-jointed and inconsistent; the Coalitions development and training framework could help with this.</p> <p>there is a shared ambition to embed the TI in our policies and commissioning utilising the Coalition's framework</p> <p>agreeing tools and resources and developing a communication plan</p> <p>embedding lived experience throughout our programmes and transformation will significantly support developing our trauma approaches</p>						
<p><b>Next steps:</b></p> <ul style="list-style-type: none"> <li>- The findings/suggestions from our workshop are now going to be taken to the steering group and a task and finish group for further discussion and priority setting to form SMART actions. This will involve aligning the priorities and actions across the system to embed trauma approaches in all services across health, social care and voluntary sector.</li> <li>- Future update to the Health and Wellbeing Board on the action plan, the agreed priorities and how we will measure impact moving forward</li> </ul>							
<p><b>Risk assessment and opportunities appraisal</b> (NB This will include the following: Risk Management, Human Rights, Equalities, Community, Environmental consequences and other Consultation)</p>	<p>Commitment from system senior leaders to enable all their staff to be trauma informed, through training, practice and implementation is essential. While acknowledging that there is good work and progress in Shropshire, the risk of fragmented understanding and practices remains.</p> <p>This programme has been developed by drawing together willing staff resource who have demonstrated significant commitment to developing a trauma informed place. Given the lack of dedicated financial investment, great strides have been made, however, progress is limited and will remain limited without total commitment and investment in the approach.</p>						
<p><b>Financial implications</b> (Any financial implications of note)</p>	<p>Financial implications from the cost of training.</p>						
<p><b>Climate Change Appraisal as applicable</b></p>	<p>N/A</p>						
<p><b>Where else has the paper been presented?</b></p>	<table border="1"> <tr> <td>System Partnership Boards</td> <td></td> </tr> <tr> <td>Voluntary Sector</td> <td></td> </tr> <tr> <td>Other</td> <td></td> </tr> </table>	System Partnership Boards		Voluntary Sector		Other	
System Partnership Boards							
Voluntary Sector							
Other							
<p><b>List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)</b></p>							

June 2023 HWBB - Healthy Lives - Trauma Informed Approach  
September 2023 HWBB - Healthy Lives - Trauma Informed Approach

**Cabinet Member (Portfolio Holder)** Portfolio holders can be found [here](#) or your organisational lead e.g., Exec lead or Non-Exec/Clinical Lead

Cllr Cecelia Motley, Portfolio Holder for Adult Social Care, Public Health & Communities

**Appendices**

- A. Trauma Informed Workshop 24.10.24 - presentation
- B. Trauma Informed Workshop 24.10.24 – group discussions (excel spreadsheet)
- C. West Midlands Trauma Informed Workforce: Learning and development framework