

Trauma Informed Shropshire

PRIORITY SETTING WORKSHOP- October 24th, 2024

Caroline Chioto

Penny Bason

Naomi Roche



Midlands Partnership University

NHS Foundation Trust



Workshop Structure

1. Background, Purpose of the workshop, Introductions, Stats/evidence and knowledge, progress so far, today's focus...
2. Group discussion on the overarching ambition
3. The West Midlands Coalition framework- summary
4. Facilitated group discussions – based on our agreed overarching ambition and WM TI framework
5. Large group Feedback and agreement of key areas to include in an action plan.
6. Closing remarks and thanks

Introductions & pre-evaluation

1. How are you feeling today?
2. Have you completed a trauma awareness training (any level)?
3. Does your team or organisation have access to fully funded trauma awareness training?
4. Did you see film 'Resilience – the biology of stress the and science of hope,' in 2023?



Mentimeter

QR Code Here



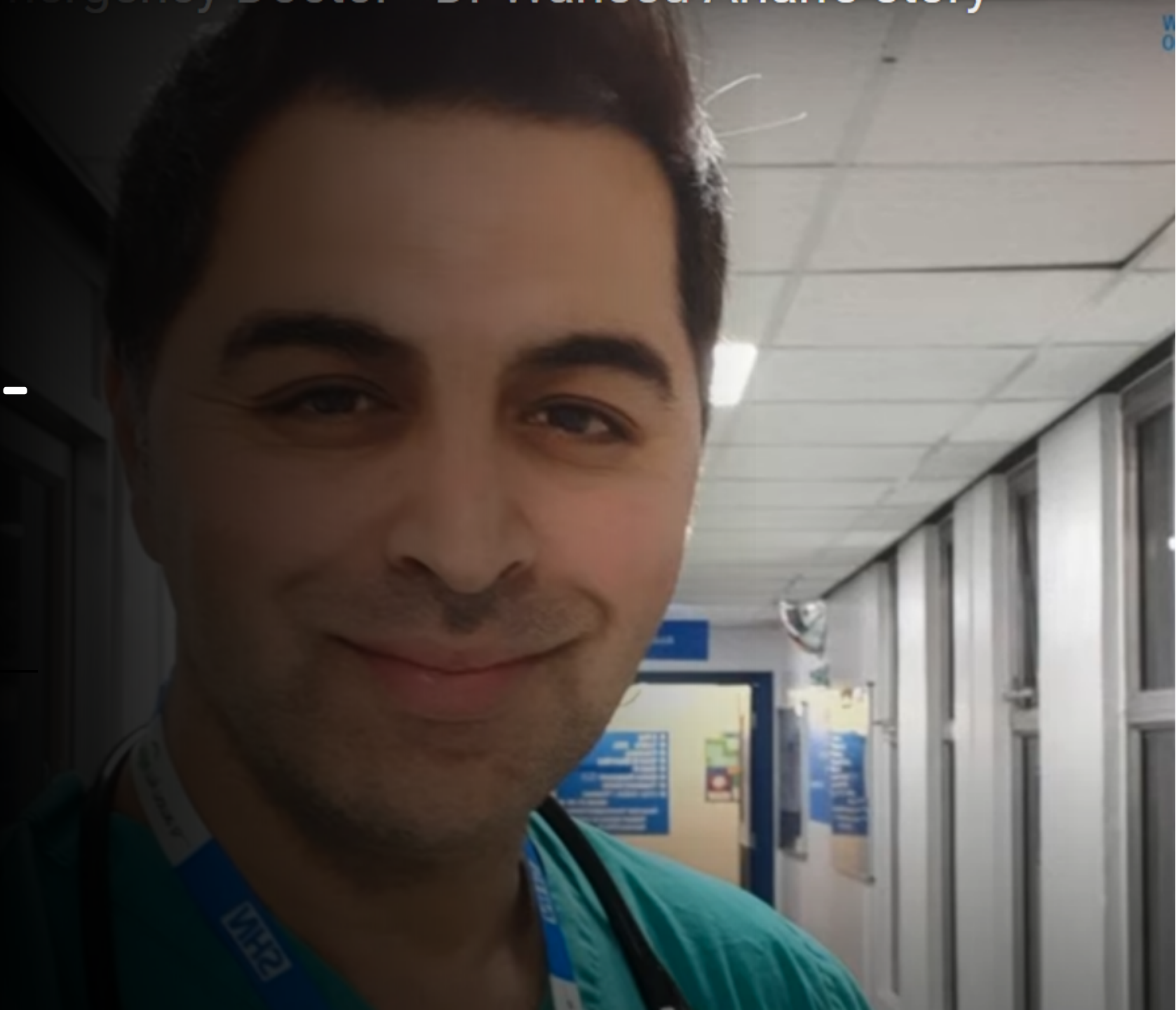
Go to menti.com.

Enter code: **25923600**



Guest Speaker - Dr Waheed Arian

Healing through Compassion and
Hope



Trauma Informed work -Alignment with system plans

ICS Joint Forward Plan
Person-Centred Approach

Shropshire Council Target Operating Model (TOM) "Breaking generational cycles"

ICS Children and Young People Mental Health Transformation Plan

Shropshire Suicide Prevention Strategy

Armed Forces Covenant

Shropshire Council Inequalities Plan

Shropshire Integrated Place Partnership Strategic Plan

Shropshire Integration and Transformation work

Priority of Shropshire Joint Health and Wellbeing Strategy

Shropshire prevention framework

The Shropshire Plan - Healthy People:
Tackle inequalities, Early intervention, Partnerships Healthy Organisation: *Best workforce, align our resources*

National statistics — Impact & inequalities

- Around **1 in 3** adults in England report having experienced at least one traumatic event. These include road accidents, violence/prolonged abuse, natural disasters, serious illnesses ¹
- In England, a household survey found that **nearly half** of adults had experienced at least **one** ACE, including childhood sexual, physical or verbal abuse, as well as household domestic violence and abuse (DVA) ¹
- In the household survey in England and Wales, adults who had experienced four ACEs were **twice as likely** to attend their general practice repeatedly, compared with those with no ACEs history, and incidence of health service use **rose** as the ACEs increased ³
- People experiencing socio-economic disadvantage, women, minoritized ethnic groups, and the LGBTQ+ community are disproportionately affected by violence and trauma ³
- In a systematic review and meta-analysis of 37 observational studies of health behaviours and adult disease, patients with four or more ACEs were at higher risk of a range of poorer health outcomes including cardiovascular disease and mental ill health, versus those with no ACEs history. ²

Reminder of 8 recommendations to progress- 2023

- Through agreement at the HWBB, the system has been working together towards making Shropshire a trauma informed place
- As a starting point, our core priorities for TIA are:
 - ✓ Training
 - ✓ Raising Awareness
 - ✓ Developing our Commissioning Approach
 - ✓ Developing resources



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:



Induction Tier - mandatory online training module developed as soon as possible, available to all across the Integrated Care System (ICS)



Awareness and Universal tier (Practitioner level)



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



Trauma Informed integral for staff too (TRIM)

Progress so far...

- **Priority** of the Health and Wellbeing Board (HWBB) 2022-2027
- **700 + workforce staff** (incl. Cabinet, ShIPP, HWBB, Primary Care, Community Health Trust, Hospital Trusts, Adult and Childrens' Social Care, Public Health, VCS) attended 'Resilience – the biology of stress & the science of hope,' film & facilitated workshop so far. Monthly screenings in'23
- **Multi-agency TI group** meets bi-monthly. Aim to create trauma informed workforce across the system. 4 levels of training identified. Needs to be consistent and implemented afterwards. Mapped training and TI practice. Good practice in place, but inconsistent and fragmented.
- Successful, well received 'Miss Kendra' (right of child) PSHE pilot. Progress made on developing a Miss/Mrs/Mr Kendra resilience toolkit for schools
- Examples of good practice compiled (communication plans still needed)

**How do we help
people to live in
bodies that feel
fundamentally
safe?**

[How the body keeps the
score on trauma | Bessel
van der Kolk for Big
Think+](#)



How can we support people who have experienced Trauma? From the Body Keeps Score, Bessel Van der Kolk

- These experiences leave traces on people's biology and identity and have devastating social consequences—medical illnesses, problems with school and work performance, drug addiction and a variety of psychiatric illness. In fact, the Centers for Disease Control and Prevention calculate that childhood trauma is our single largest public health issue—more costly than cancer or heart disease—and one that is largely preventable by early prevention and intervention.
- In order to overcome trauma people need to feel safe enough to open up their hearts and minds to others and become engaged with new possibilities. This can only be done if trauma survivors, and their communities, are helped to confront and confess the reality of what has happened and are helped to feel safe again. In many non-Western cultures this involves communal rhythmical activities, such as dancing, athletics, and collective prayer. Communal rituals of acknowledgment, support, and repentance can play a substantial role in healing from trauma.
- Treatments that focus solely on decreasing a few PTSD symptoms, or on drugs to obliterate feelings, ignore the importance of integrating the traumatic experience in the overall arc of one's life, and they fail to help survivors reconnect with their communities. The scientific evidence for the efficacy of these therapies, while widely promulgated and practiced, is, in fact, quite disappointing.
- Probably the most important challenge in recovering from trauma is learning to regulate oneself. We can activate this innate capacity by utilizing breath, touch, movement, and rhythmical engagement with one's fellow human beings, such as yoga, tai chi, and dancing, methods that are not widely utilized in medical settings or in school systems.

Today's focus

Have a quick look
at **our**
achievements

Agree our
collective ambition
going forward

Understand what
we need to do to
achieve our
ambition

Agree key areas for
an **Action Plan**

Discuss and Gain
commitment for
delivery



Group discussion 1

Building on the HWBB ambition of Shropshire being trauma informed system, what does this mean for Shropshire?

**Comfort Break- 5
minutes**



THE WEST MIDLANDS Trauma Informed Coalition

Transforming the West Midlands Together

EMBEDMENT WORKSHOP 1A
WORKFORCE LEARNING AND
DEVELOPMENT FRAMEWORK



West Midlands
Combined Authority



west midlands
police and crime
commissioner

BARNARD'S



Workforce Learning and Development Framework (100 consultants) | Commissioning Guidance | Community of Practice (200 members) | Cost and Benefit Analysis



Aims

- A shared understanding of trauma prevalence, trauma, potential impact and recovery.
- A shared language and terminology around trauma, potential impact and recovery.
- A shared understanding of what learning and development and good practice might look like while allowing for innovation and flexibility on a sector-by-sector basis.
- A regional understanding of the process of adopting whole organisational approaches to trauma and adversity.
- A shared understanding of the potential impact of secondary traumas and protective factors for those supporting trauma-experienced individuals and groups.


HOW WAS THE FRAMEWORK DEVELOPED?

- 35 Specialised named reference group members
- 65 Public Consultation participants
- Young voices consultation

Empowerment feels like



WHO IS THE FRAMEWORK FOR AND HOW CAN IT BE USED?



Use

The framework helps professionals identify strengths, weaknesses, and find training to improve trauma-informed practice.

The framework helps design trauma training programs, and supports the wellbeing of staff who may be exposed to the potential impact of secondary traumas.

By who?

Professionals working in the West Midlands statutory, private, public and third sector organisations.

Organisations seeking to adopt a whole organisational approach.

Senior and strategic leads

Managers, supervisors and those with decision-making responsibility

Training providers delivering content around trauma and emotional safety.

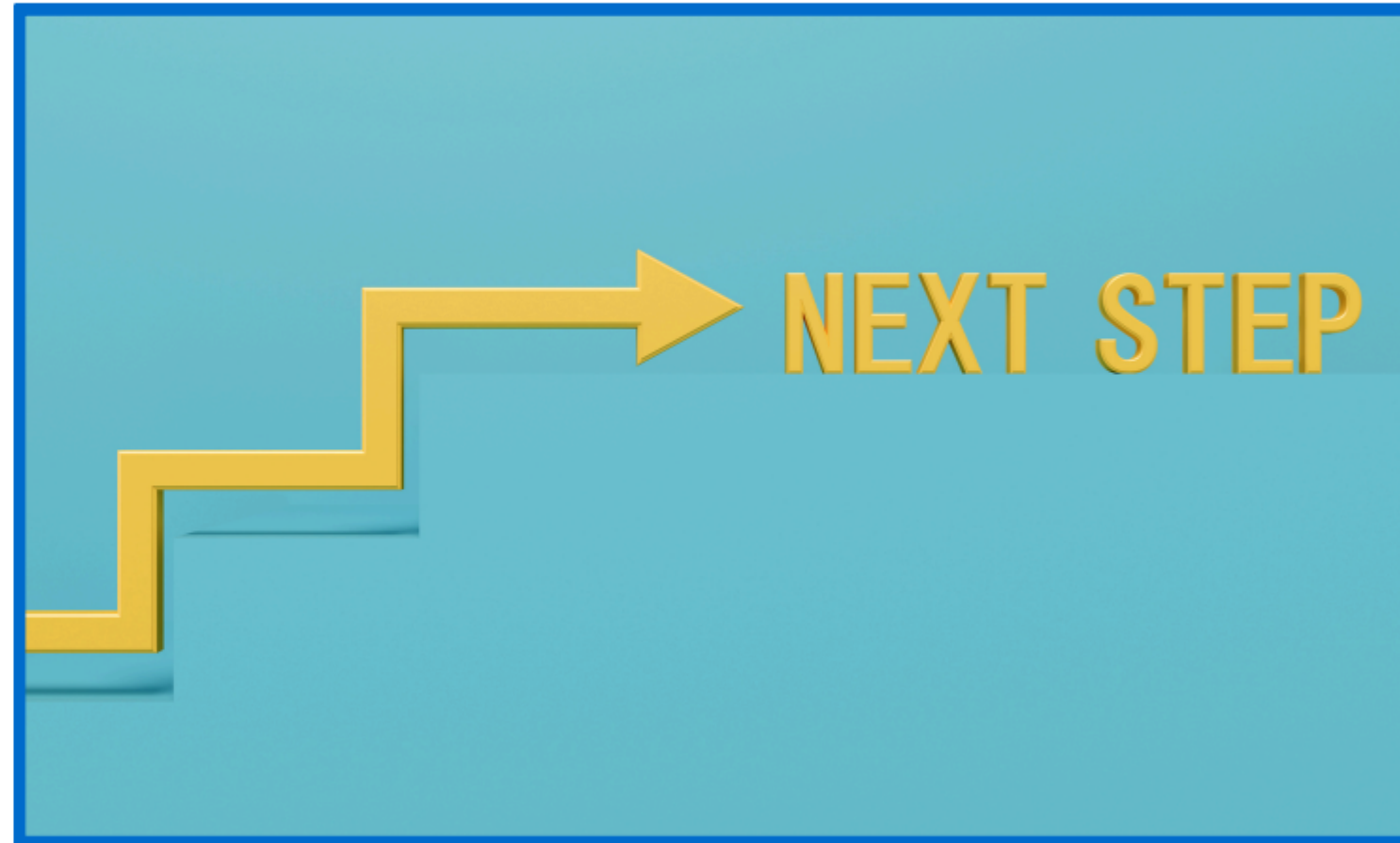
Organisations seeking to adopt a whole organisational approach.

STRUCTURE

Levels

- Trauma Aware
- Trauma Informed
- Trauma Responsive

Trauma Specialist





Themes

- Knowledge and Awareness
- Infusing Trauma Informed Language
- Creating Emotionally, Physically, and Psychologically Safe Environments
- Listening to and Supporting Those with Lived Experience
- Cultural Humility and Context
- Staff and Organisational Wellbeing

THEME: Knowledge and Understanding

Level	Guidance Point: Workers are expected to...
Trauma Aware	Understand that people's behaviour or responses can be affected by previous experiences of trauma.
Trauma Informed	Recognise that due to the correlating feelings of powerlessness associated with experiences leading to trauma, some people will seek a sense of control through other outlets, such as food control, which may result in presentations of disordered eating behaviours.
Trauma Responsive	Understand social determinants of health that could influence outcomes, including the conditions in which people are born, grow, work, live, and age, and the broader set of forces and systems shaping the needs of daily life. These forces and systems include economic and political policies and systems, development agendas, social norms and social policies.



THEME: Infusing Trauma Informed Language

Level	Guidance Point: Workers are expected to...
Trauma Aware	Understand the importance of inclusivity, equity and accessibility within all lines of communication.
Trauma Informed	Understand the benefits of embedding trauma-informed language into service information, policies, processes, strategies and systems across organisations so they become routine terminology focussed on strengths and recovery.
Trauma Responsive	Understand how utilising common language across service and systems can support effective research and evaluation. Promoting this by capturing consistent understanding to support the regional understanding representing baseline positionality, progression and goal setting.



THEME: Creating Emotionally, Physically, and Psychologically Safe Environments

Level	Guidance Point: Workers are expected to...
Trauma Aware	Understand what welcoming, inclusive and accessible spaces look, sound and feel like and how these environments can create emotional safety and enhance wellbeing.
Trauma Informed	Know that an expectation to build immediate trust can be challenging and/or harmful to those who have experienced or continue to experience ongoing threats. Building trust can be particularly complex when breaches of trust have occurred within the contexts of interpersonal relationships, perceived trusted positions, or systems.
Trauma Responsive	Understand how to facilitate and design psychologically safe and accessible physical environments and services across all spaces, while incorporating understanding of how physical spaces can cause re-traumatisation or distress.



THEME: Listening to and Supporting Those with Lived Experience

Level	Guidance Point: Workers are expected to...
Trauma Aware	Understand what lived experience is and the benefits of including lived experience' voice and influence' in creating and designing services and support.
Trauma Informed	Have clarity on how they listen to individuals and groups with lived or living experiences and should consider accessibility and methods of wisdom sharing to ensure that those who would like to partake in conversations can feel fully supported to do so.
Trauma Responsive	Have a robust understanding of accompanying services that can contribute towards post-traumatic growth outcomes, such as trauma specialist services, domestic abuse refuges, social housing support, drugs and alcohol services, physical and mental health services and debt management services.



THEME: Cultural Humility and Context

Level	Guidance Point: Workers are expected to...
Trauma Aware	Understand that racialised, underrecognised, or other discriminated against groups experience trauma in disproportionate ways.
Trauma Informed	Recognise how intersectionality related to identity and protected characteristics (Including, but not limited to, age, religion, gender, income, marital status, geographical location, race, recreational activities, disability, and sexual orientation) plays a significant role in how an individual might experience trauma, impact and recovery.
Trauma Responsive	Understand that many current systems are designed in ethnocentric ways, which predominantly prioritise a white, global minority, male, heterosexual and neurotypical perspective. Professionals should be able to acknowledge this as a barrier to forging resilient systems and proactively seek to identify and implement solutions.



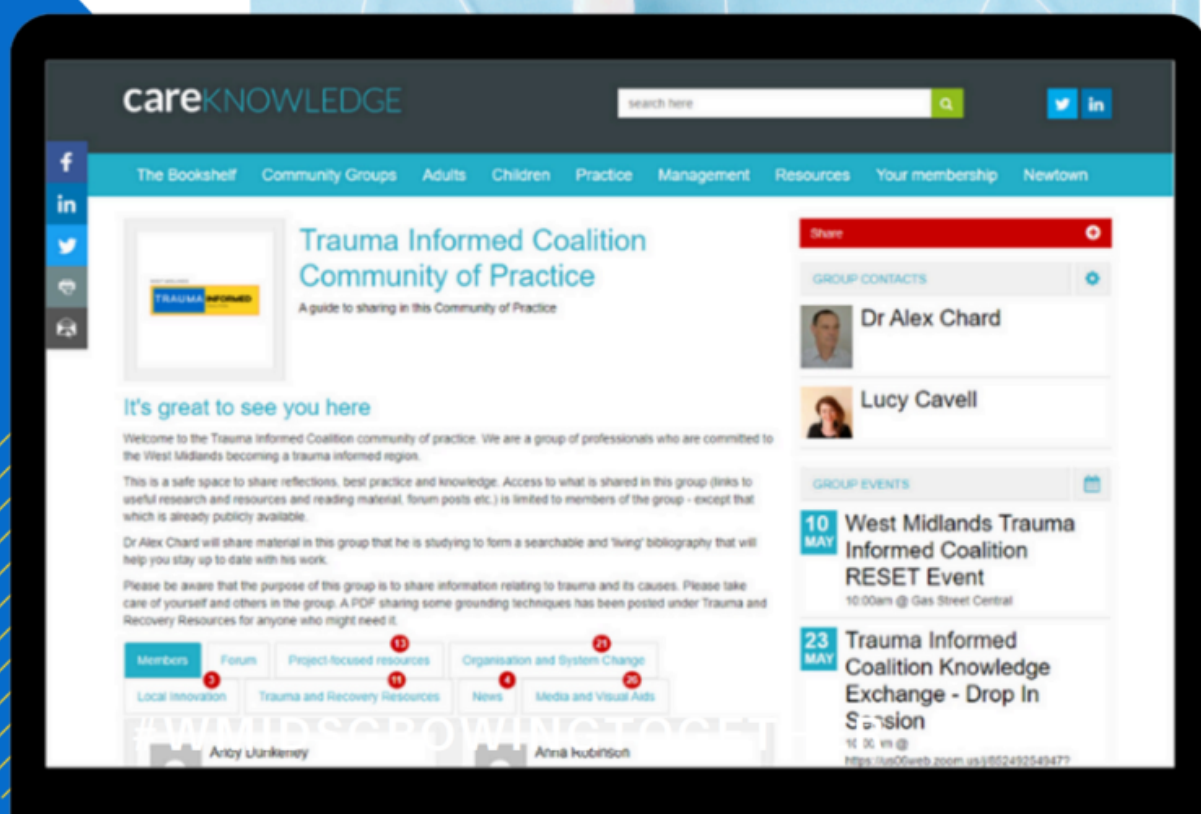
THEME: Staff and Organisational Wellbeing

Level	Guidance Point: Workers are expected to...
Trauma Aware	Recognise compassion satisfaction as a significant outcome for many professionals working within the context of trauma.
Trauma Informed	Understand the potential warning signs and symptoms of secondary traumas, including Compassion Fatigue, Secondary Trauma, Transference, Vicarious Trauma, and Burnout.
Trauma Responsive	Understand how collective traumas such as unexpected loss of funding, episodes of staff misconduct, times of transition, bereavement, severe or sudden challenges for those under an organisation's care or support, staffing restructures, redundancies and sudden changes can impact teams and organisations, and know the protective factors that can support wellbeing during these times.



WEST MIDLANDS

TRAUMA INFORMED
COALITION



Community of Practice

Online resource bank

Forum

Networking

**Comfort Break – 5
minutes**

Group discussion 2- Learning and Development

Based on our agreed overarching ambition and WM Learning & Development Trauma Informed framework

- I. How are we going to treat each other in a trauma informed way?
- II. What needs to happen for our organisations and for the system to make a commitment to delivering trauma informed approaches with our communities? And how is your organisation/team going to make a commitment to the system work?
- III. What can you do in your organisation to embed our trauma informed approach and what support do you need?
- IV. How do we monitor progress?



Group discussion 3- commissioning embedment

What steps do we need to take to introduce & embed the Commissioning Guidance across the system?

Large group feedback

Based on today's discussions, what are the key areas to include in an action plan?

**Closing remarks
and thanks.**