

EITP Trauma Informed Practice (TIP) Project

Year 3

Performance Report
Card No. 1 covering the
period April to
September 2020

Safeguarding Board for
Northern Ireland (SBNI)



About the Trauma Informed Practice (TIP) project

The EITP* Trauma Informed Practice (TIP) project is a workforce development project that has been funded through the cross departmental funded Early Intervention Transformation Programme (EITP) and is housed in the SBNI. Building on aims of Year 1 and 2 of the Trauma Informed Practice project, the project team are working strategically across the system in Year 3 to ensure that SBNI member agencies are supported to implement aim four of the project 'to develop policies and practices to embed trauma informed practice in their work'. This is being delivered through the following objectives:

- Enable cross sectoral collaborative working and coordination to generate trauma informed systemic approaches for those impacted by childhood adversity through the application of the Sequential Intercept Model;
- Embed ACEs and Trauma Informed Practice knowledge across the system to improve outcomes for children, families and adults who have been impacted by adversity;
- Translate knowledge and learning into strategic planning and governance for organisations and the system; and
- Assist organisations and government departments to continue to develop their workforces to raise awareness of childhood adversity and trauma sensitive approaches to practice through leadership, policy and practice.

The SBNI continues to work within five sectors to build the capacity of the workforce in their understanding of ACEs and trauma sensitive approaches to practice through strategic and operational practice. These sectors are the Community and Voluntary; Education; Health and Social Care and Justice. In addition the project team are also working across housing, local government and the faith communities through its implementation.

The EITP Trauma Informed Practice Project continues to deliver a number of workforce development elements for identified professionals and volunteers across these sectors (e.g. Level 1 ACEs Awareness). This report card presents the performance data for activities delivered by the Trauma Informed Practice Project between the months of April 2020 and September 2020, of which includes the impact of the final training workshops delivered by SBNI and ASCERT and introducing the wider trauma review implementation support that has taken place across the system.

* Early Intervention Transformation Programme.

Summary of progress [1 of 2]

- In total, 2,882 professionals received training and support (through ACE/TIP exploratory sessions; Level 1, 2 and Train the Trainer programmes; Solihull Understanding Trauma online learning; e-learning Levels 1 & 2, and; implementation support for SIM/USD) over the period April to September 2020.
- In terms of training, a total of 567 registered across all training types and 550 attended (an overall attendance rate of 97%). By training level:
 - ACE/TIP Exploratory sessions: 472 individuals registered and attended sessions. 95% were from the education sector;
 - Level 1 ACE Awareness training: 28 individuals registered to attend with 15 attending. All of the attendees were from the education sector;
 - Level 2 Trauma Sensitive Approaches to Practice Training*: 56 individuals registered with 52 attending. The majority (84%) were from the education sector, with 8% from C&V sector and 8% from health and social care;
 - Train-the-Trainer Programme: 11 individuals registered and attended this training. This was an additional session hosted by the project to support the system. 45% were from C&V sector, 45% were from the health and social care sector, whilst 10% were from 'other'.
- ACE/Trauma Informed online/e-learning programmes:
 - Solihull Understanding Trauma Online Course reported a total of 318 **new** registrations during the period;
 - Level 1 E-Learning programme had a total of 1,052 participants; and
 - Level 2 E-Learning programme had a total of 485 participants.
- Other activities undertaken within the Trauma Informed Practice Project during this period included:
 - 36 SIM/USD implementation meetings/workshops (See Appendix 4 for more details);
 - 9 project briefings/meetings (e.g. EITP TIP Steering Group, Departmental briefings and Strategic TIP Steering Group meetings);
 - Three project restart education webinars of which included a special schools principals webinar attended by 250 school principals; and
 - A consultation with 10 parents re the What Just Happened Support Booklet.
- A total of 9 resources were developed to support implementation including, for example, Integrated Family Approaches Booklet and Electronic Version.

* Includes Level 1&2 training

Summary of progress [2/2]

- Session delivery and attendance:
 - The vast majority (96%) of planned training and support sessions were delivered achieving an attendance rate of 97% overall.
 - In terms of the Solihull Understanding Trauma online course – 89% of registered users were active learners on the course (i.e. had progressed on the path towards completion). Of these, 78% completed between 70% and 100% of the module.
- Level 1: *[Please note number of completed evaluations is low: n=8]*
 - 93% of attendees stated that the workshop had helped to improve their knowledge of the various aspects of the ACEs training and a slightly lower proportion - 86% of attendees agreed/strongly agreed that the training has boosted their levels of understanding, confidence and skills to be able to use a trauma informed approach in their work.
 - 63% stated that the training had helped them to better recognise the importance of self-care and where support can be accessed to promote this.
- Level 2: *[Please note number of completed evaluations is low: n=7]*
 - 83% of attendees believed that the workshop had helped to support them in better understanding trauma, whilst 86% stated the training had helped to improve their understanding of the impacts of trauma on the body and how they can use a trauma sensitive approach in their current role.
 - 86% of respondents believed that the training had helped them recognise the importance of self-care.
- TIP Train-the-Trainer Programme: *[Please note number of completed evaluations is low: n= between 5 and 7]*
 - Overall, 100% or more of attendees stated that their knowledge of key concepts and principles had improved as a result of this and other training they had attended. *[n=7]*
 - 100% or more those who completed an evaluation felt more skilled and confident in using Trauma Informed approach. *[n=7]*
 - In terms of professional development:
 - 100% *[n=5]* attendees stated they felt more committed to ensuring this area of work is prioritised in terms of their own professional development.
 - 100% of attendees *[n=5]* felt that their organisation is fully committed to implementing an ACE/Trauma sensitive approach across the work that they do, and the same proportion of attendees believed that the resources would be available to match this commitment.
 - A follow-up trainers impact survey was disseminated in July 2020. Of those who participated in the Train-the-Trainer Programme the survey achieved 72 responses or c. 21% of all those trained. The survey findings illustrated that the support provided had fully prepared the vast majority of respondents with the knowledge and skills to deliver their own training sessions. The project team provide ongoing support to the sectors to further training delivery.

1

How
much did
we do?

How well did
we do it?

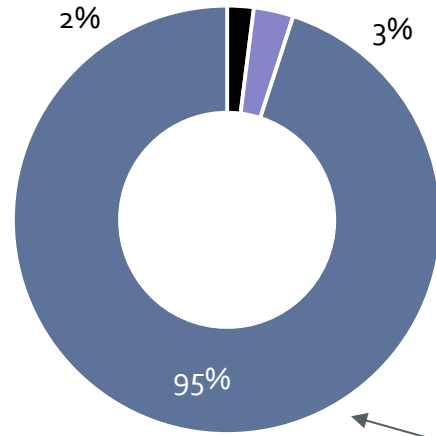
Is anyone better off



*Developing trauma informed whole school approaches in Northern Ireland
(St. John the Baptist College)*

HOW MUCH DID WE DO? [PART 1 OF 3]

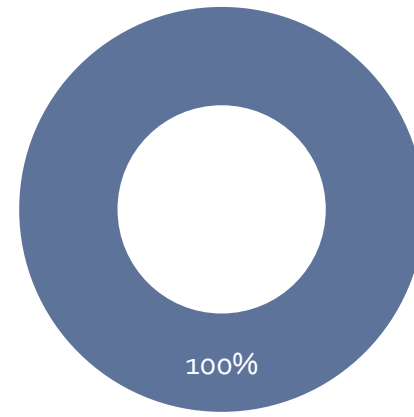
ACE/TIP EXPLORATORY SESSIONS



■ C&V ■ H&SC ■ Education

No. of workshops planned= 12 /undertaken= 12
Total no. attendees: 472
Avg. per session: 39

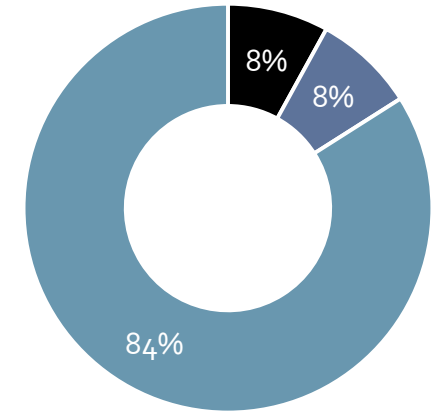
LEVEL 1 WORKSHOPS



■ Education

No. of workshops planned= 3 / undertaken= 3
Total no. attendees: 28
Avg. per workshop: 9

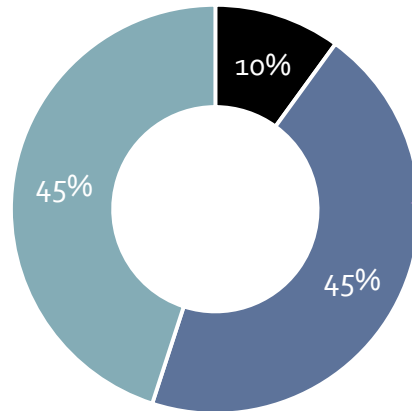
LEVEL 2 WORKSHOPS*



■ C&V ■ H&SC ■ Education

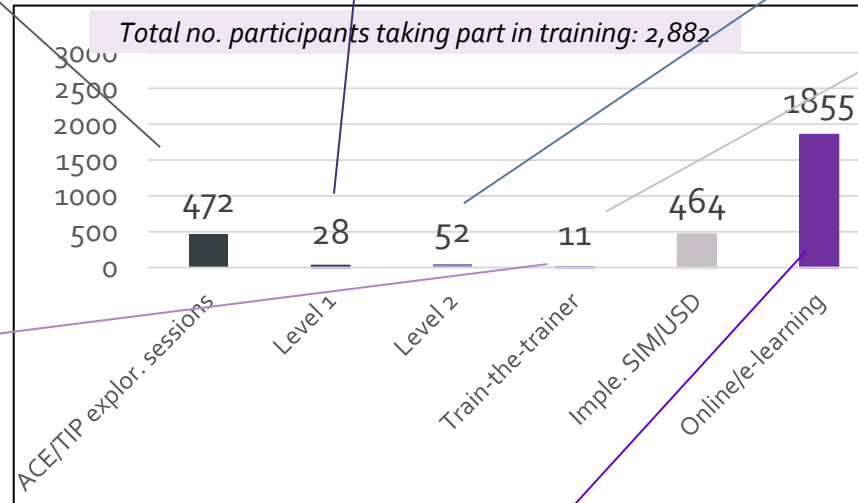
No. of workshops planned= 6 / undertaken= 5
Total no. attendees: 52
Avg. per session: 13 [Based on data for 4 workshops]

TRAIN-THE-TRAINER



■ C&V ■ H&SC ■ Other

No. of workshops planned= 3 / undertaken= 3
Total no. attendees: 11
Avg. per session: 4



ONLINE/E-LEARNING

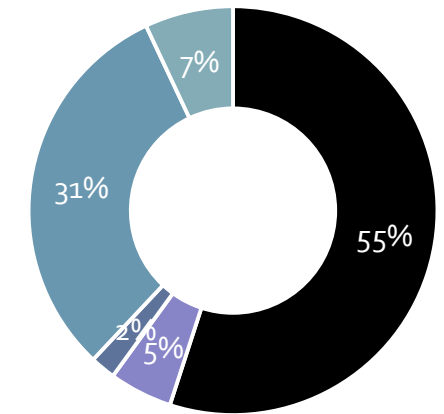
Solihull Understand Trauma

Level 1 E-learning

Level 2 E-learning

318
1,052
485

IMPLEMENTATION MEETINGS/WORKSHOPS (TI SIM/USD)



■ C&V ■ Justice ■ H&SC ■ Education ■ Other

No. of workshops planned = 36 / undertaken = 36
Total no. attendees: 464
Avg. per meeting: 13

HOW MUCH DID WE DO? [PART 2 OF 2]

Project briefings and Strategic meetings

Project briefings and strategic meetings	No. meetings	Avg. attendance per meeting	Total attendance
Strategic Steering Group for TIP	3	18	54
EITP TIP Steering Group	2	10	20
5 Nations Government ACE forum	1	25	25
SBNI Board	1	27	27
CAWT MACE Project	1	6	6
Total	8	n/a	132

x 8

Direct work with schools and parents/carers to support them through Covid 19

- Primary School Principals Webinar: Supporting school re-opening through Trauma Informed Approaches - June 2020 with 250 principals registered and attended this webinar from across primary schools in NI
- Consultation with Parents – June 2020 – 12 parents registered to attend and 10 Parents attended the consultant session from Parenting NI Parents Forum re the What Just Happened Support Booklet

x 2

Resources

- Integrated Family Approaches Booklet and Electronic Version
- COVID-19 What Just Happened? Parents Guide
- Generic SIM-USD presentation - Applying a trauma (re)view across the system through the application of SIM/USD Processes
- SIM-USD Case Study Material for a systemic application
- TIP Train the Trainer Programme - Appendix - Additional/Complex Needs
- TIP Train the Trainer Programme - Appendix - The impact of trauma for Refugees and Asylum Seekers
- TIP Train the Trainer Programme - Appendix - Georgie's Wall of Need (Education sector)
- Open University Video input to support awareness of ACES and their impact among the student population

x 8

For more info & to access some of these resources, go to: <https://www.safeguardingni.org/aces/publications-and-helpful-resources>

How much
did we do?

2
**How well
did we
do it?**

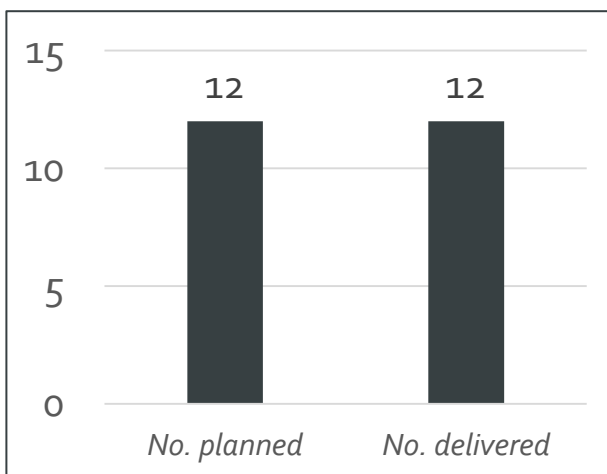
Is anyone better off



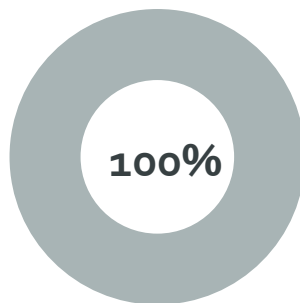
*Ni Prison Service welcoming the TIP project to the opening of Davies House,
Maghaberry Prison*

SESSION/WORKSHOP DELIVERY AND ATTENDANCE – PLANNED VS. ACTUAL

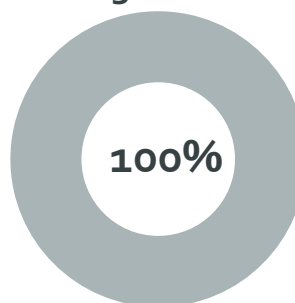
ACE/TIP inputs/exploratory sessions/developments



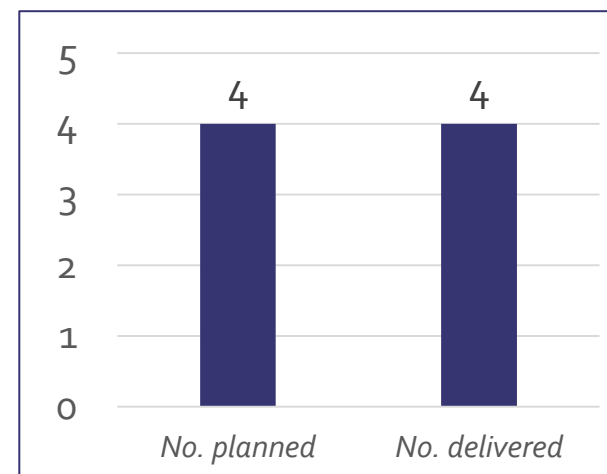
% of planned sessions delivered



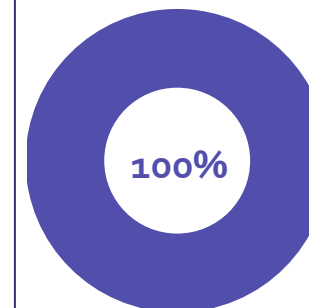
Attendance as a % of those registered



LEVEL 1 WORKSHOPS



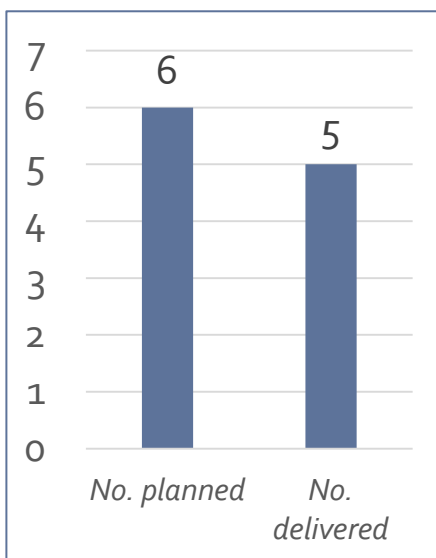
% of planned sessions delivered



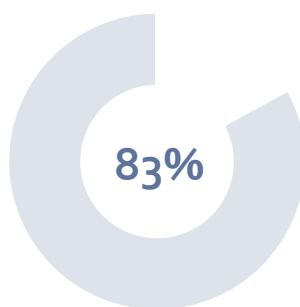
Attendance as a % of those registered



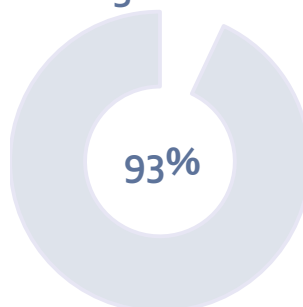
LEVEL 2 WORKSHOPS



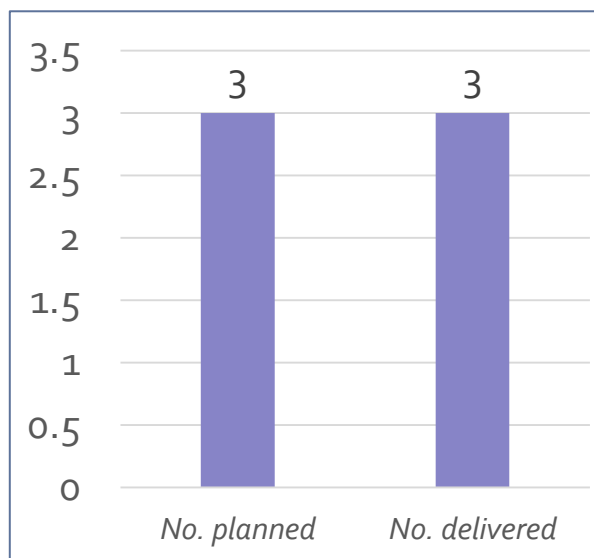
% of planned sessions delivered



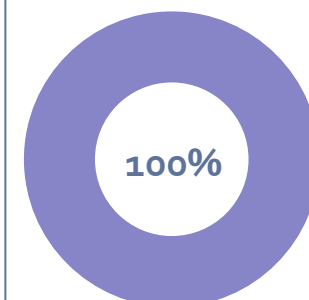
Attendance as a % of those registered



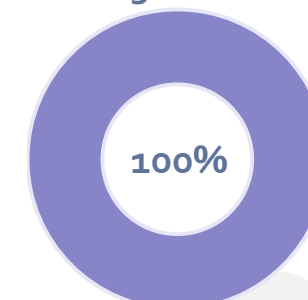
TRAIN-THE-TRAINER



% of planned sessions delivered



Attendance as a % of those registered

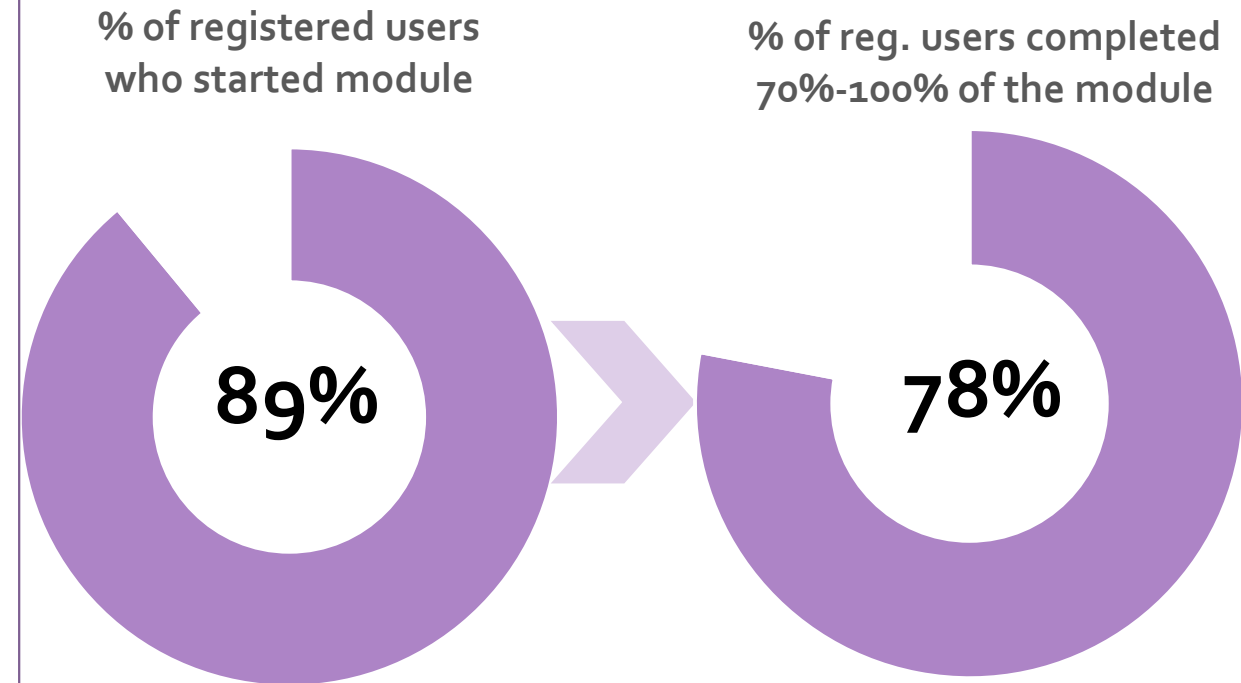


SOLIHULL UNDERSTANDING TRAUMA ONLINE COURSE – REGISTRATIONS & COMPLETIONS

No. registered users – totals at each time point



Progression rates



How much
did we do?

How well did
we do it?

Is anyone better off?

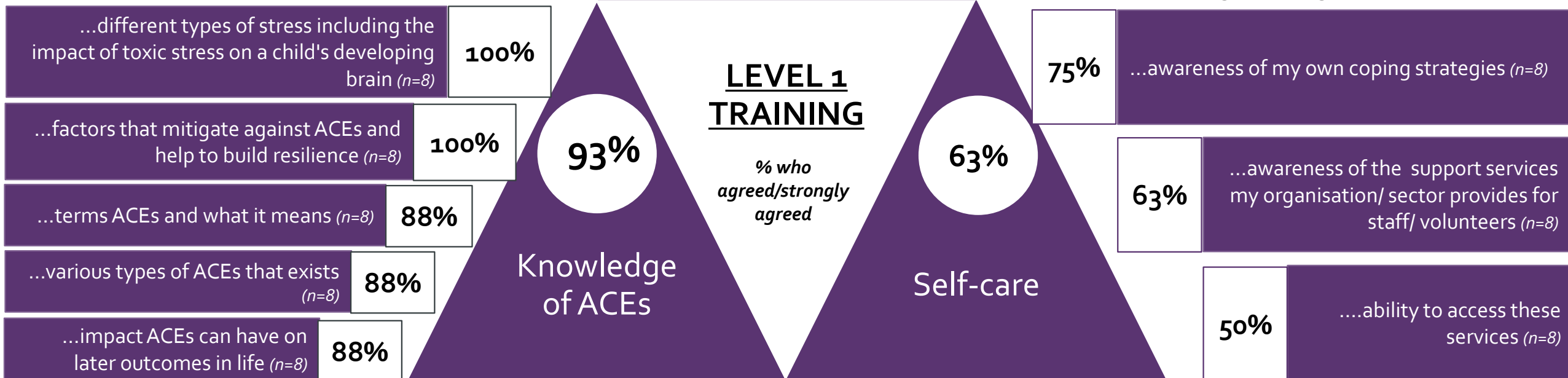
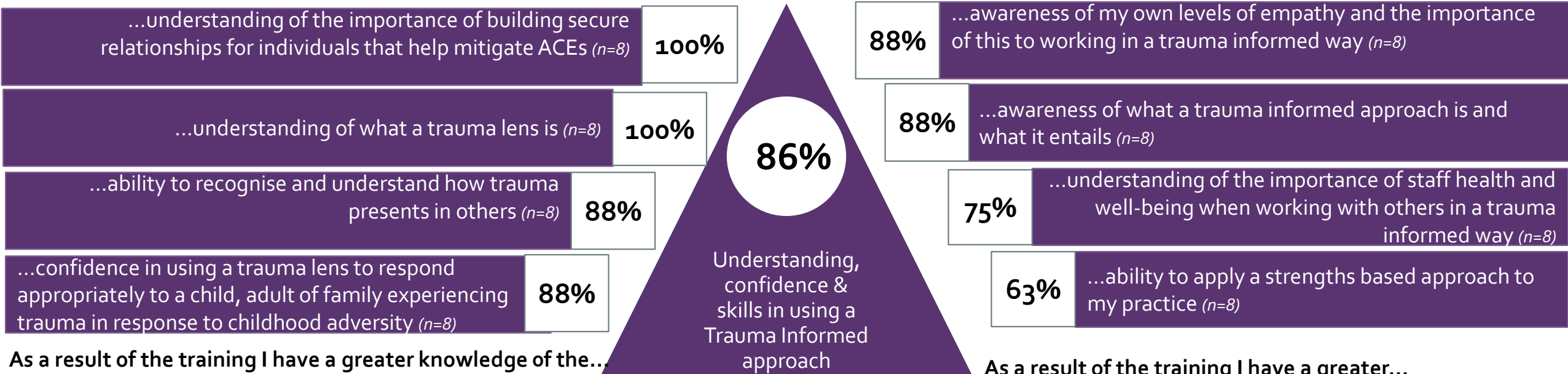
3



Exploring models of Trauma Informed Practice across the Faith Communities and Belfast HSC Trust

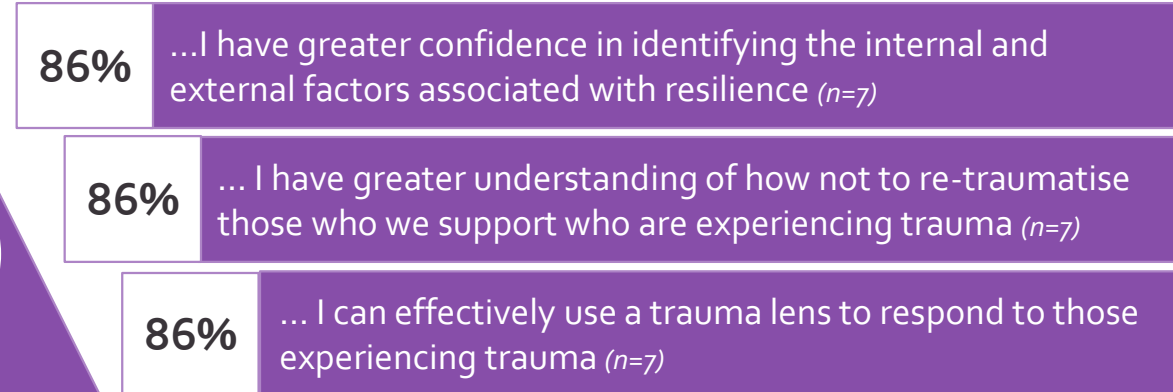
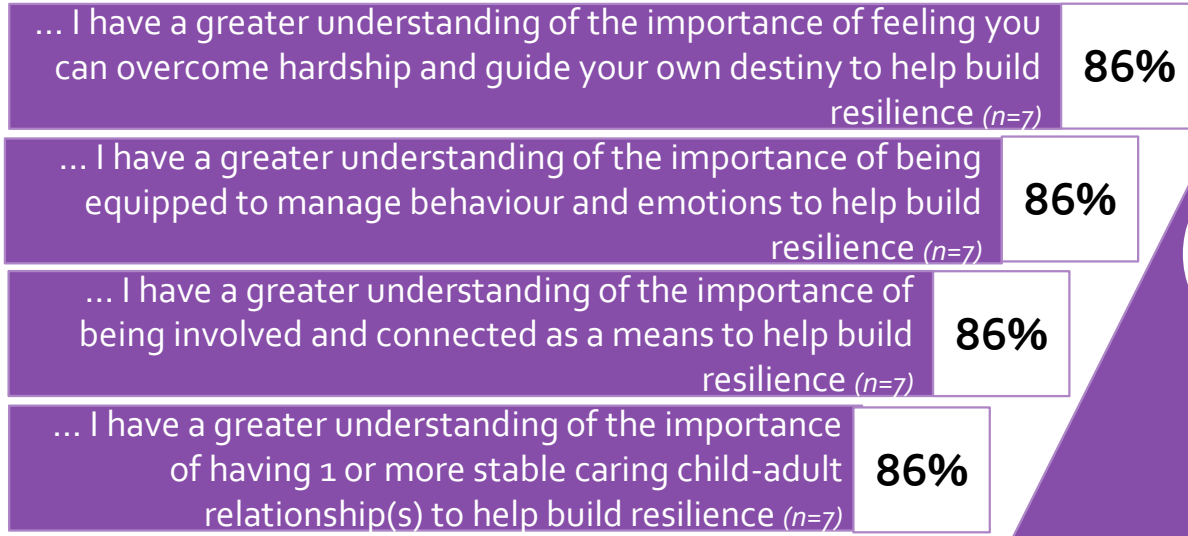
IMPACT OF LEVEL 1 TRAINING

As a result of the training I have a greater...



IMPACT OF LEVEL 2 TRAINING

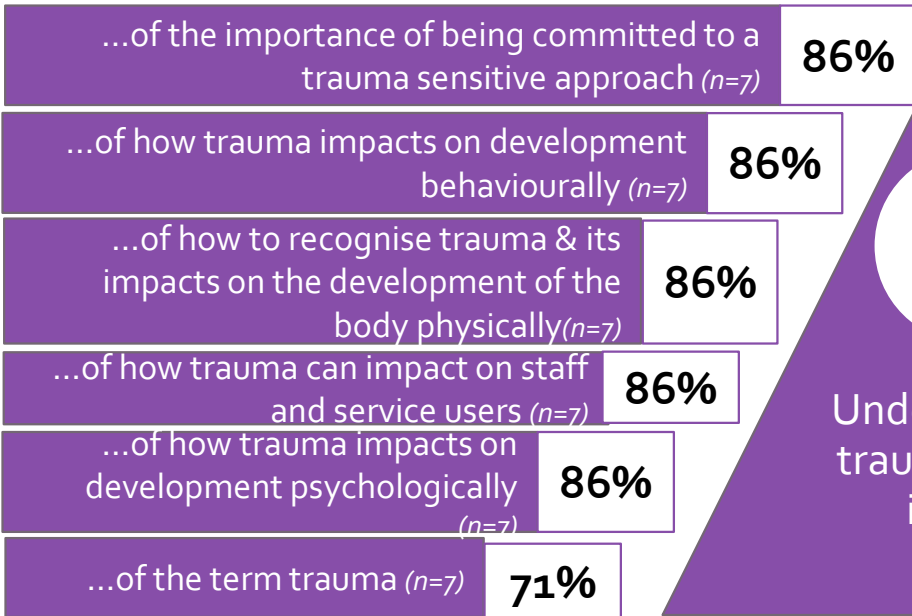
As a result of the training...



86%

Using a trauma sensitive approach

As a result of the training I have a greater understanding...



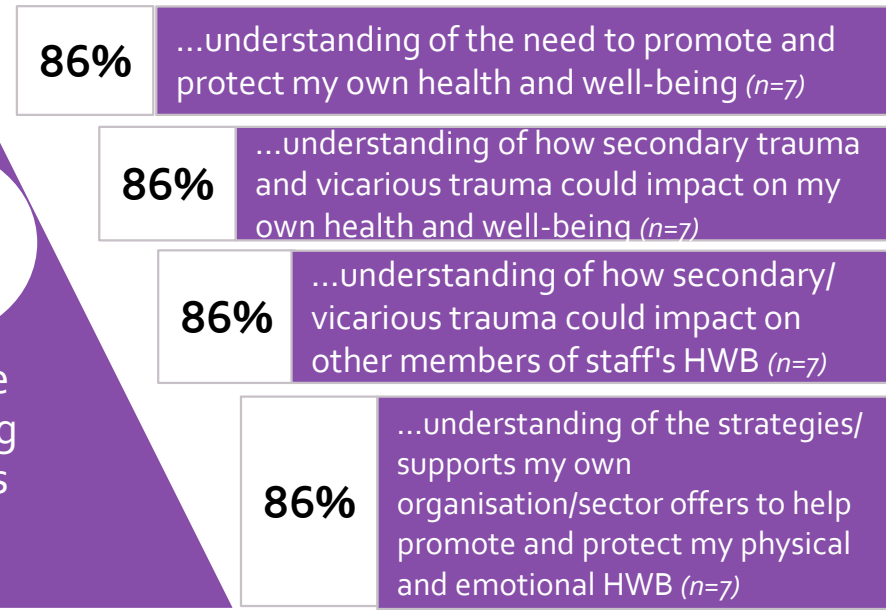
83%

Understanding trauma and its impact

LEVEL 2
TRAINING

% who
agreed/strongly
agreed

As a result of the training I have a greater...



86%

Self-care
(including
vicarious
trauma)

IMPACT OF TIP TRAIN-THE-TRAINER PROGRAMME

Knowledge

% who agree/
strongly agree

My understanding of the concepts and principles underpinning a trauma sensitive approach are sufficiently developed to enable me to deliver training to others (n=7)

100%

I feel I have sufficient knowledge to be able to support the development of a common language and understanding of ACEs and trauma sensitive approaches across the sector (n=7)

100%

I have a strong understanding of the concepts and principles underpinning a trauma sensitive approach (n=7)

100%

Professional development

% who agree/
strongly agree

I have a greater interest in finding out what other training or continuous professional development opportunities might be available to me in this area (n=7)

100%

I feel more committed to ensuring this area of work is prioritised in terms of my professional development (n=7)

100%

I will try to make sure that this area of work features to a greater extent in my annual review/appraisal (n=7)

100%

Skills and confidence

% who agree/
strongly agree

I feel confident that I can effectively manage groups to effectively develop those I train in the future (n=7)

100%

I feel confident to be able to manage the group work exercises so that everyone has an opportunity to contribute their views (n=7)

100%

I am confident I can deliver all aspects of a trauma sensitive approach to a very high standard (n=7)

100%

I can anticipate the potential aspects of a trauma sensitive approach that might be difficult for others to grasp (n=7)

100%

I feel confident that I will be able to respond appropriately to questions in relation to the key concepts and principles of a trauma sensitive approach (n=7)

100%

Organisational support

% who agree/
strongly agree

My organisation is fully supportive of implementing an ACE/trauma sensitive approach across all of our work (n=5)

100%

I am confident I will have sufficient time to reflect on/review my delivery and, if necessary, make changes (n=5)

100%

I am confident I will have enough time to plan each programme delivery (n=5)

100%

I am confident I will have enough administration support to enable smooth delivery of each programme delivery (n=5)

80%

My organisation has committed to three programme deliveries per year following delivery of this training (n=5)

60%

APPENDIX 1: TIP Train the Trainer Programme – Trainers Impact Survey 2020

Background:

A follow-up survey was administered to those who participated in the TIP Train-the-Trainer programme in 2019 & 2020 had been able to put their own training in practice by delivering a range of TI workshops in their own organisation including:

- Level 1 – ACE Awareness;
- Level 2 – Developing Trauma Sensitive Approaches to Practice Training; and
- Combined Level 1&2 training.

In addition, the survey sought to understand the extent to which the Train-the-Trainer programme has supported them with the knowledge, skills and confidence to be able to deliver this training to a high standard.

Response rate

21%

[n=72]

Role of respondent

Frontline practitioners and service managers accounted for 73% of all respondents

Impact of Train-the-Trainer

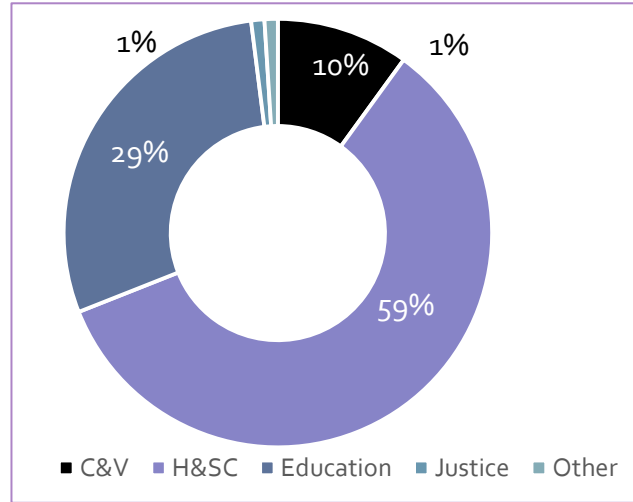
	% agreed/ strongly agreed
A strong understanding of the subject matter including the concepts and principles underpinning a trauma sensitive approach	89%
A strong understanding of the concepts and principles underpinning a trauma sensitive approach	83%
development of a common language and understanding of ACEs and trauma sensitive approaches across the sector	94%
Confidence to effectively manage groups and develop those that have been trained	78%
Confidence to be able to manage the group work exercises so that everyone has an opportunity to contribute their views	89%
appropriately to questions in relation to the key concepts and principles of a trauma sensitive approach	89%
An ability to anticipate potential aspects of a trauma sensitive approach that might be difficult for others to grasp	83%
Confidence to be able to deliver all aspects of a trauma sensitive approach to a very high standard	78%

Session delivery & attendance data

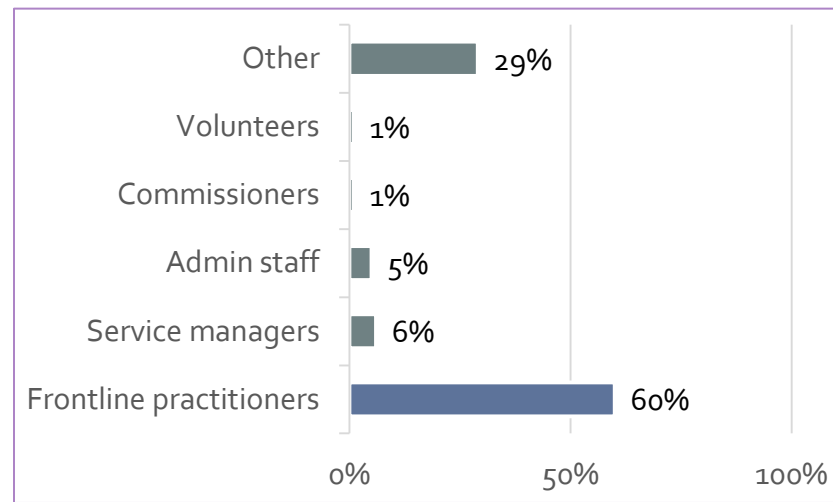
	Level 1	Level 2	Level 1 & 2	Overall
Session delivery				
No. of respondents who delivered 1 or more session	18	6	18	42
Total no. of sessions delivered	25	7	46	78
Average no. of sessions delivered per respondent	3	1.4	4.6	1.9
Attendance data				
No. of sessions for which attendance data available	8	4	8	20
Total no. of attendees	182	44	628	854
Average no. attendees per session	23	11	79	43

APPENDIX 2: SOLIHULL UNDERSTANDING TRAUMA ONLINE PROGRAMME

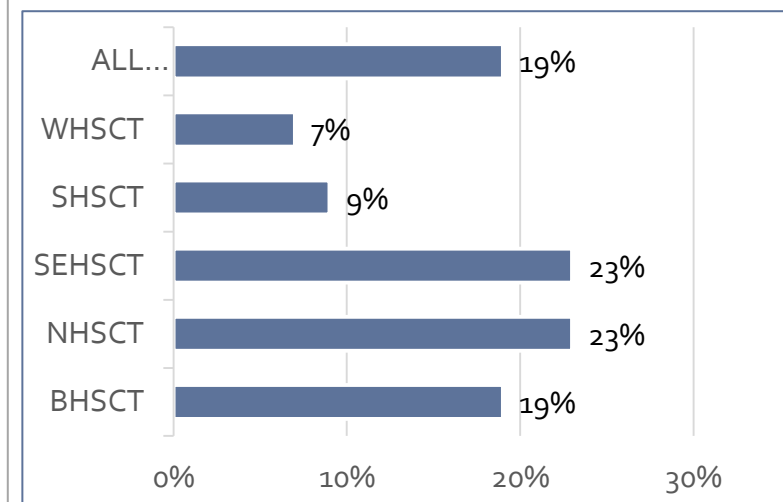
% OF REGISTRATIONS BY SECTOR



% OF REGISTRATIONS BY JOB ROLE



% OF REGISTRATIONS BY GEOGRAPHY



APPENDIX 3: QUALITATIVE FEEDBACK ON TRAINING FROM PARTICIPANTS

TRAINING	QUALITATIVE FEEDBACK
LEVEL 2 - Trauma Sensitive Approaches to Practice Training	<p>“The trainer was very knowledgeable and had very helpful anecdotes and personal examples that helped illustrate his points.”</p> <p>“[The trainer] delivered this training in a clear, concise and relatable manner.”</p>
LEVEL 3 – Trainer-the-Trainer	<p>“The course resources provide excellent information and places to go to for further reading. I would also feel comfortable phoning SBNI if I had a query/needed specific information/guidance.”</p> <p>“Looking at the behaviour from a trauma informed lens is transformative not only for our approach but also for the outcomes we can potentially achieve for service users.”</p>
School principals webinar	<p>“The webinar provided us with an insight into necessary strategies to ensure a culture of ‘Flourishing Schools’, working together to rebuild and strengthen school community, greater insight into psychological impact of isolation, trauma and necessary steps to provide help.”</p> <p>“The understanding of trauma and how it can affect pupils/staff in terms of COVID and the importance of developing a trauma sensitive recovery curriculum for around the re-entry of pupils and staff into the school from a trauma sensitive approach was very valuable.”</p>

APPENDIX 4: ADDITIONAL INFORMATION ON PROJECT AREAS BEING SUPPORTED TO IMPLEMENT SIM/USD MODEL

From April to Sept 2020 the TIP Project have hosted 36 SIM/USD implementation meetings/workshops across the five sectors of the project to facilitate an understanding of the application of the SIM/USD models as part of a trauma re(view) process within organisations and across the system. Below summarises some of the main project areas progressing the strategic implementation trauma informed practice with the support of the project team in 2020/21.

Health & Social Care - Belfast HSC Trust

Key priority areas;

- Workforce Development and Training across all service directorates
- Enabling trauma sensitive responses across adult and children's programmes of care including Human Resources, organisational development, management and through the Belfast Recovery College to support staff wellbeing
- Collaborative between QUB, BHSCT & the CEC to support new graduate nurses into practice

Health & Social Care - Northern HSC Trust

Key priority areas;

- Workforce Development Strategy and Training Plan across all service directorates
- Develop trauma sensitive policy and guidelines across NHSCT; including Communication Strategies

Health & Social Care – Across all HSC Trusts Towards Zero Suicide

Key priority areas;

- Ensure through the application of the USD Process that all restrictive practice within inpatient hospital settings is underpinned with a trauma aware/sensitive response by all key stakeholders across HSC Trusts

Justice Sector – Support Hubs

Key priority areas;

- To take forward a management review to map SIM/USD Process/ Domains & Key Principles within current service delivery
- Develop implementation plans following mapping to identify current trauma sensitive practice and areas for improvement/development
- To recognise good models of practice for working across interfaces and identify areas for improvement.

Education Sector

Key priority areas;

- Enhancing existing and new staff emotional health and wellbeing policies and practice
- Workforce development & training to sustain ACE/TIP within the education sector
- Policy Dev. to enable a TI whole school approaches
- Enhance current monitoring, assessment and interventions through quality improvement frameworks
- Collaborative partnerships throughout continuity of learning programmes to implement Education Restart underpinned by sustainable TIP
- Quality Assurance Framework through ETI creating sustainable TI School
- TIP pilot schools across primary, special post primary education
- Review of TI commissioning to support mental health & wellbeing of pupils in schools.

APPENDIX 4: ADDITIONAL INFORMATION ON PROJECT AREAS BEING SUPPORTED TO IMPLEMENT SIM/USD MODEL

Justice Sector - Youth Justice Agency

Key priority areas;

- To develop an overarching policy that sets out the organisations statement of intent to progress the trauma informed agenda through all YJA service delivery
- All new and existing policies will be reviewed/trauma proofed to promote a trauma sensitive response to all YJA activity for staff and service users.
- YJA will embark on a management review of the service user journey from entry to exit from a trauma informed perspective

Housing Sector – Northern Ireland Housing Executive

Key priority areas;

- Strategic Commitment and Leadership Direction
- Workforce Training & Development
- Creating staff safety & wellbeing across the workforce through a compassionate, empathetic management structure
- Consideration to creating psychological safe spaces for both staff and service users

Local Government

- Armagh City, Banbridge and Craigavon Borough Council
- Belfast City Council
- Newry, Mourne and Down District Council

Key priority areas;

- Workforce Development & Training
- Staff safety and wellbeing through compassionate leadership models and policy guidance to inform management and HR processes
- Creating physical & psychological safety for staff & service users in community & leisure

Community and Voluntary Sector – Developing Trauma Informed Communities Approaches

- Salvation Army – enhancing service delivery approaches across their support programmes (Thorndale Family Services & Centenary House Homeless People's Services)
- East Belfast Community Development Association – trauma sensitive approaches to practice within East Belfast Resilience Strategy
- Bogside and Brandywell Health Forum – understanding trauma sensitive approaches within practice through application of SIM/USD processes

For further information on the project areas that are being supported through the Trauma Informed Practice Project please contact the project team.

