

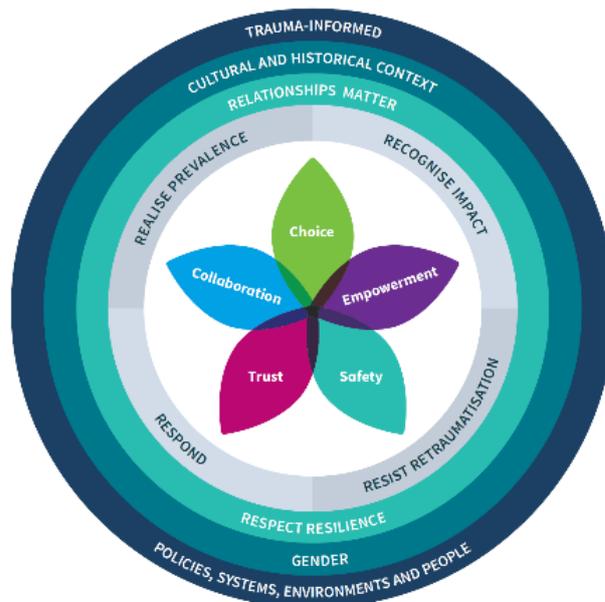
National Trauma Training Programme Online Resources

This document summarises the key trauma training resources from the National Trauma Training Programme that are openly available to support all members of the Scottish workforce to meet the vision of

“A trauma informed and responsive nation and workforce, that is capable of recognising where people are affected by trauma and adversity, that is able to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances.”

Trauma is ‘everyone’s business’ and every member of the Scottish Workforce has a role to play in understanding and responding to people affected by trauma. This doesn’t mean that everyone needs to be a trauma expert - we know that different expertise and skills are required to support people’s recovery – but it does mean that all workers, in the context of their own role and work remit, have a unique and essential trauma-informed role to play in responding to people who are affected by trauma.

TRAUMA-INFORMED ORGANISATIONS



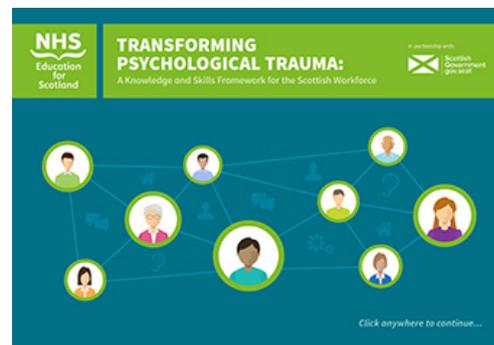
1. Key Resources
2. Staff Wellbeing
3. Practice level 1 (Trauma Informed)
4. Practice level 2 (Trauma Skilled)
5. Practice level 3 & 4 (Trauma Enhanced & Skilled)
6. Trauma Informed Organisations
7. Trauma Informed Leaders video series

Key Resources:

1. Introduction to the National Trauma Training Programme [from Dr Sandra Ferguson](#)

2. Transforming Psychological Trauma: Knowledge and Skills Framework for the Workforce

This framework lays out the essential and core knowledge and skills needed by all tiers of the Scottish workforce to ensure that the needs of children and adults who are affected by trauma are recognised, understood and responded to in a way which recognises individual strengths, acknowledges rights and ensures timely access to effective care, support and interventions for those who need it. The framework also has an essential focus on staff well-being, and is designed to support managers and supervisors to recognise the learning and development needs of staff in the workplace and trainers to develop training to meet these learning needs.



Full Framework [here](#)

Executive summary [here](#)

3. Scottish Transforming Psychological Trauma Training Plan

The Trauma Training Plan provides essential guidance and planning tools to support:

- a) Workers, managers and organisations to identify their own trauma training needs with reference to the Trauma Framework
- b) Service managers and commissioners to develop or commission training to address the needs of their organisations and workers
- c) Training providers to develop and deliver high quality trauma training
- d) An understanding of key principles to bear in mind in developing and commissioning trauma training
- e) An understanding of organisational factors that will support and maintain the translation of training into practice



Full Training Plan [here](#)

Staff Wellbeing Resources:

1. **Looking after yourself: Wellbeing planning tool & animation** (brief e-module coming soon):

[Wellbeing planning tool download](#)

Animation:

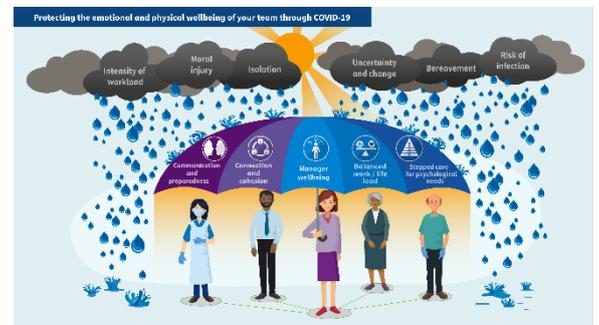
<https://learn.nes.nhs.scot/29700/psychosocial-mental-health-and-wellbeing-support/taking-care-of-myself>



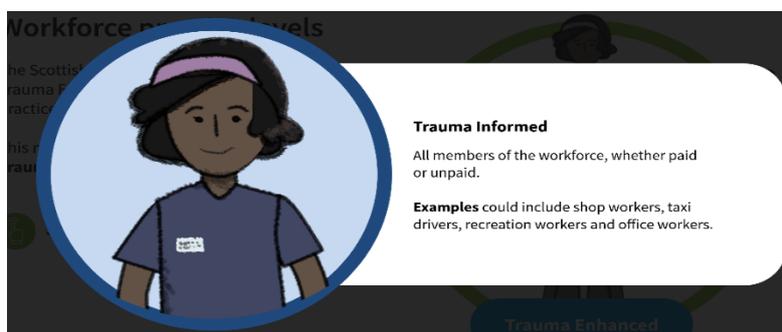
2. **Protecting the Psychological Wellbeing of staff for Managers and Team Leaders**

<https://learn.nes.nhs.scot/30532/psychosocial-mental-health-and-wellbeing-support/taking-care-of-your-staff/protecting-the-psychological-wellbeing-of-staff-and-teams-for-managers-and-team-leader>

(Registration with Turas learn is necessary for access, but anyone with an email address, no matter what their location or role is, can register)



Practice Level 1 (Trauma Informed) Resources:



What people affected by trauma told us:

“Trust is the biggest issue. I decided at onset I would be honest and have stuck with that. If I am giving honesty, I want that back. I am lucky, I get that. I ask questions and I get honest answers. For someone who has my background, trust will be broken easily. You have never had it your entire life.”

1. Trauma Informed Practice for the Workforce:

[Opening Doors Animation](#)

This animation is designed to support workers to know how to adapt the way they work to make a positive difference to people affected by trauma and adversity. Trauma is everybody’s business



2. Trauma Informed practice for anyone working with children and young people: [Sowing Seeds](#)

This animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed to be relevant to all workers within the Scottish workforce who work with children and young people. It aims to support staff to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma



3. Taking a Trauma Informed Lens to Your Practice Workshops.

There are two standalone workshops for staff teams focussing on developing their individual trauma informed practice with adults (opening doors) and children (sowing seeds).

- a. Taking a trauma informed lens to your service and practice: **Opening Doors** for working with adults [Workshop with Dr Caroline Bruce](#)
- b. Taking a trauma informed lens to your service and practice: **Sowing seeds** for working with children and young people [Workshop with Dr Nina Koruth](#)

Practice Level 2 (Trauma Skilled) Resources



Trauma Skilled

Workers who are likely to be coming into contact with people who may have been affected by trauma.

Examples could include some lawyers, GPs, teachers, support for learning staff, police officers, nursery staff, sports-club coaches, receptionists, dentists, judges, A&E workers, lecturers, housing workers, care workers, service managers, youth development workers, health visitors and counsellors.

What people affected by trauma told us:

“Don’t try to make it right, but hold people in their pain and remind them they won’t be crushed by the pain.”

“[She was] genuine, calm, fair, truthful. Never reactive when I have been defiant and unreasonable. I can trust her judgement. She can tell the truth and even if I don’t like it I will take it.”

1. Developing your trauma skilled practice e-module:

[link to module here](#)

(Registration with Turas learn is necessary for access, but anyone with an email address, no matter what their location or role is, can register)



2. Understanding how the experience of trauma can affect our Window of Tolerance

[Video with Jennie Young](#)

3. COVID 19 resources

In the context of COVID 19, NES developed a number of specific resources to support staff to look after others, themselves, and their staff teams, which will remain relevant on the post covid world. These can collectively be found [here](#).

Psychological First Aid e-module

<https://learn.nes.nhs.scot/28724/psychosocial-mental-health-and-wellbeing-support/covid-19-psychological-first-aid>



Practice Level 3 & 4 (Trauma Enhanced and Specialist) Resources



Trauma Enhanced

Workers who have a specific remit to respond to people known to be affected by trauma **AND** are required to provide advocacy support or interventions **OR** are required to adapt the way they work to take into account trauma reactions to do their job well and reduce risk of retraumatisation.

Examples could include lawyers, mental health nurses and workers, specialist domestic abuse support and advocacy workers, educational support teachers, some specialist police officers, some psychiatrists, forensic medical examiners, social workers, prison staff, secure unit workers, drug and alcohol workers and specialist counsellors.



Trauma Specialist

Workers who have a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs.

Examples could include social workers with specialist roles / training, major incident workers, some psychiatrists, managers of highly specialist services, psychologists and other therapists.

“[She] is a tremendous listener, she really hears me. She remembers, she knows, she offers guidance. [She says]‘I am willing if you are’ rather than talking about her expertise.”

“We don’t heal because we see a psychologist, I heal because I have been given the skills to release the pain.”

Most elements of the NES / SG National Trauma Training Programme at Enhanced and Specialist level are delivered face to face, and are not available online.

Enhanced

Safety and Stabilisation is a 2 +1 day training to develop the skills and competencies to deliver safety and stabilisation interventions as part of the phased based treatment of people affected by experiences of prolonged and repeated trauma.

Survive and Thrive is a 2 + ½ day course where attendees develop the competencies and skills to deliver Survive and Thrive, a group based psycho-educational course as part of the phased based treatment for people affected by prolonged and repeated trauma. More information here: [Survive and Thrive](#)

Specialist

Specialist CBT for PTSD workshop

Specialist Masterclasses

Some additional resources for specific workforces are available here:

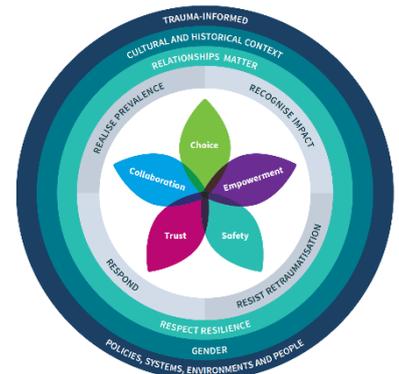
1. **Supporting children and young people to recover from the effects of psychological trauma**
[video with Dr Nina Koruth](#)
2. **Series for justice professionals:**
 - a. Ways to avoid re-traumatising witnesses part 1: Trauma and Credibility
[Video 1 with Dr Caroline Bruce](#)
 - b. Ways to avoid re-traumatising witnesses part 2: Trauma Informed Approaches
[Video 2 with Dr Caroline Bruce](#)
 - c. Ways to avoid re-traumatising witnesses part 3: Window of tolerance
[Video 3 with Dr Caroline Bruce](#)
 - d. Trauma Informed Sexual Offences Examinations, for Forensic Medical Examiners
[Interview with Dr Julie Cumming, Forensic Medical Examiner and Dr Caroline Bruce](#)

Trauma Informed Organisations



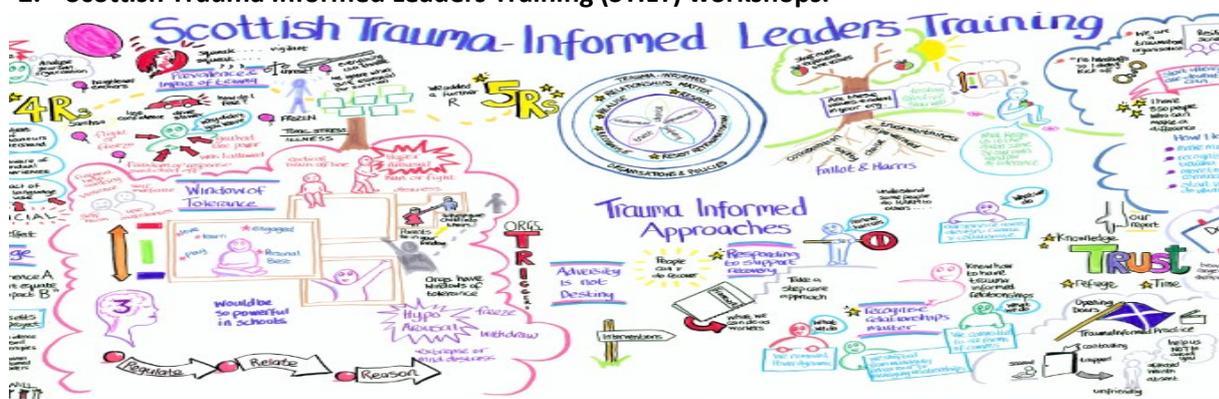
TRAUMA-INFORMED ORGANISATIONS

The NES STILT training programme was created in recognition that trauma informed and responsive practice can only happen in the context of trauma informed and responsive environments, policies, systems and organisations. STILT was initially designed as a 1 + ½ day programme to support leaders of organisations to develop trauma informed systems, processes, environments and teams from top down as well as bottom up. We are currently in the process of reviewing STILT training resources in response to social distancing, and plans for the new STILT programme will be announced in Autumn 2020 .



Some key STILT resources:

1. **The impact of psychological trauma on the window of tolerance in organisations, services and systems.** [Video with Jennie Young](#)
2. **Scottish Trauma Informed Leaders Training (STILT) workshops.**



The following workshops are currently delivered as part of the NES face to face STILT programme and are not available online.

- a. **Taking a Trauma Informed Lens to your Organisation Workshop.** In this Scottish Trauma Informed Leaders Training (STILT) workshop, [the PDF "trauma informed lens tool"](#) and the [opening doors](#) and [sowing seeds](#) animations are used to support managers and leaders to actively take a trauma informed lens to their own organisations and plan for change.
- b. **Identifying and Addressing Organisational Trauma Related Training Needs** using the Transforming Psychological Trauma Framework and Training Plan. This is another STILT workshop to support managers and leaders to take a strategic approach to understanding and addressing the trauma related training needs of their staff groups. There is also a brief version of this workshop that is used with mixed staff groups (frontline or leaders) to think about the different roles and practice levels within their organisation. Both are good ways for managers to become familiar with and start using the framework and training plan.

7. Trauma Informed Leaders video series

Working with experts by experience in developing and delivering trauma informed services with Shumela Ahmed from Resilience Learning Partnership

<https://vimeo.com/341311003>

Creating trauma informed working environments with Sandie Barton from Rape Crisis Scotland

<https://vimeo.com/334916843>

Trauma informed education in schools with Gail Nowek from Education Scotland.

<https://vimeo.com/335858099>

Trauma informed Policing with Paul Main, former Chief Superintendant for Police Scotland

<https://vimeo.com/337972461>

The importance of co-designing trauma informed environments and systems in secure care with children and young people.

Dan Johnson, Clinical Director, Kibble Education and Care Centre

<https://vimeo.com/337970690>