

Item: 14

Policy and Resources Committee: 16 February 2021.

NHS Education for Scotland – National Trauma Training Programme.

Report by Chief Officer / Executive Director, Orkney Health and Care.

1. Purpose of Report

To consider signing up to the public Pledge of Support, led by NHS Education for Scotland.

2. Recommendations

The Committee is invited to note:

2.1.

That the Scottish Government has provided investment in a National Trauma Training Programme, led by NHS Education (NES) for Scotland, to support the shared ambition of a trauma-informed and trauma-responsive workforce across Scotland.

2.2.

That the Scottish Government has requested senior leaders from all sectors across Scotland, to provide a strong signal of leadership to the workforce, that delivery of trauma informed care and practice across all services and sectors is a public health priority by signing up to a public pledge of support.

It is recommended:

2.3.

That that Council signs up to the Pledge of Support, attached as Appendix 1 to this report.

2.4.

That the actions, detailed in Appendix 2 to this report, be approved in order to demonstrate the Council's commitment to the Pledge of Support.

3. Background

3.1.

In 2018 and 2019, the Scottish Government's Programme for Government made a commitment to prevent adverse childhood experiences (ACEs) and support the resilience and recovery of all children and adults affected by trauma. This commitment is anchored in the long-standing national approach of Getting It Right for Every Child (GIRFEC).

3.2.

There are currently four key areas for action which are being taken forward in partnership with stakeholders across the country:

- Providing inter-generational support for parents, families and children to prevent ACEs.
- Reducing the negative impact of ACEs for children and young people.
- Developing an adversity and trauma-informed workforce and services.
- Increasing societal awareness of trauma and adversity and supporting action across communities.

3.3.

On the third area for action, the Scottish Government has provided investment in a National Trauma Training Programme, led by NHS Education (NES) for Scotland, to support the shared ambition of a trauma-informed and trauma-responsive workforce across Scotland. The Programme has produced a wide range of universally accessible core resources, including a leadership development component, to support all sectors of the workforce to upskill staff to the appropriate level of trauma informed practice and critically to embed and sustain this model of working.

3.4.

The National Trauma Training Programme is currently funded until 2023, and is overseen by a National Steering Group, chaired by the Deputy First Minister of Scotland. The group includes representation from senior leaders from across the workforce including justice services, social work, health, education, housing, local government, the care sector as well as experts by experience.

4. Pledge of Support

4.1.

Senior leaders from all sectors across Scotland are being asked to sign up to a public Pledge of Support, intended to provide a signal of leadership to the workforce that the delivery of trauma informed care and practice across all services and sectors is a public health priority. The Pledge will demonstrate a shared commitment to adopting and embedding a long term, trauma informed culture in Scotland to support anyone affected by psychological trauma.

4.2.

The overarching vision for national and local Government and many other key partners is to develop a trauma informed and responsive nation and workforce, that:

- Is informed by people with lived experience.
- Recognises the importance of wellbeing in the workforce.
- Recognises where people are affected by trauma and adversity.
- Responds in ways that prevent further harm.
- Supports recovery.
- Can address inequalities and improve life chances.

4.3.

Further details of the Pledge can be found on the NES website [here](#).

4.4.

Attached as Appendix 1 to this report, is the Pledge of Support, together with a Statement of Intent.

4.5.

Attached as Appendix 2 to this report, is a list of actions to evidence the Council's commitment to the Pledge.

4.6.

The Committee is invited to consider signing up to the Pledge of Support. If supported, the Statement of Intent will be published on the Council's website. Further, the Committee is invited to consider the actions to evidence commitment to the Pledge.

5. Corporate Governance

This report relates to the Council complying with governance and its duties as an employer and therefore does not directly support and contribute to improved outcomes for communities as outlined in the Council Plan and the Local Outcomes Improvement Plan.

6. Financial Implications

There are no financial implications arising from this report. However, any additional costs to ensure that the commitment can be met would need to be found within existing resources.

7. Legal Aspects

There are no legal implications arising from this report.

8. Contact Officers

Gillian Morrison, Interim Chief Officer / Executive Director, extension 2611, Email gillian.morrison@orkney.gov.uk

Maureen Swannie, Interim Head of Children's Health Services, Email maureen.swannie@nhs.scot

Jim Lyon, Interim Head of Children and Families, Criminal Justice and Chief Social Work Officer, extension 2611, Email jim.lyon@orkney.gov.uk

9. Appendices

Appendix 1: Leadership Pledge of Support and Statement of Intent.

Appendix 2: Proposed Actions.



Appendix 1.

The Leadership Pledge of Support

We are asking senior leaders across Scotland, to provide a strong signal of leadership to our workforce that the delivery of trauma informed care and practice across all services and sectors is a public health priority by signing up to the following public pledge of support. This pledge will demonstrate our shared commitment to adopting and embedding a long term, trauma informed culture in Scotland to support anyone affected by psychological trauma.

- We pledge to work with others to put trauma-informed and responsive practice in place across our workforce and services.
- We will deliver services that wherever possible are actively informed by people with lived experience of trauma.
- We will recognise the central importance of relationships that offer collaboration, choice, empowerment, safety and trust as part of a trauma-informed approach.
- We will respond in ways that prevent further harm, and that reduce barriers so that people affected by trauma have equal access to the services they need, when they need it, to support their own journey of recovery.

Statement of Intent

Orkney Integration Joint Board, NHS Orkney and Orkney Islands Council are committed to the leadership pledge for trauma informed practice. This has been agreed by all Board and Elected Members and we are fully committed to adopting and embedding a trauma informed culture across the workforce, our services and local communities, in collaboration with our partners.



Appendix 2.

Proposed actions to evidence the Council's commitment to the Pledge of Support

1. Value the Contribution of People with Lived Experience

We will listen to and learn from people who have experienced trauma to understand what changes need to be made. We will recognise where people are affected by trauma, as well as their unique strengths and values.

We will recognise that a large number of the workforce who are providing services will have experienced their own personal trauma, and our organisation will provide a culture where people are supported to share their experiences if they choose to and value the strengths they bring.

2. Show Courageous Leadership and 'Walk the Walk'

We will communicate a shared vision and ongoing commitment to the ambition of trauma informed and responsive services. We will use our position to influence and educate staff through our own passion and belief and by providing clear communication.

We will support changes in the workplace, such as promoting policies that prioritise engagement and building understanding, rather than zero tolerance and a focus on negative behaviours.

3. Support Staff Training and Development in Trauma Informed Practice

We will promote and encourage the use of available training resources and support putting training into practice.

4. Prioritise Staff Wellbeing

We will endorse ongoing support for staff wellbeing and our workforce will know that we value their wellbeing.

5. Monitor, evaluate and improve

We will include feedback from people who use services and staff who work in them to ensure we are meeting addressing the actions outlined above. This will be included in our quality improvement and performance framework.