

Transforming Psychological Trauma

National Trauma Training Programme Online Resources



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INTRODUCTION



Introduction to the National Trauma Training Programme (8mins)

with Dr Sandra Ferguson

About the Programme

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.

To find out more about the National Trauma Training Programme go to our website [here](#).

INTRODUCTION: What people affected by trauma told us about their recovery

“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.”

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

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

“[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.”

“[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.”

KEY RESOURCES



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.



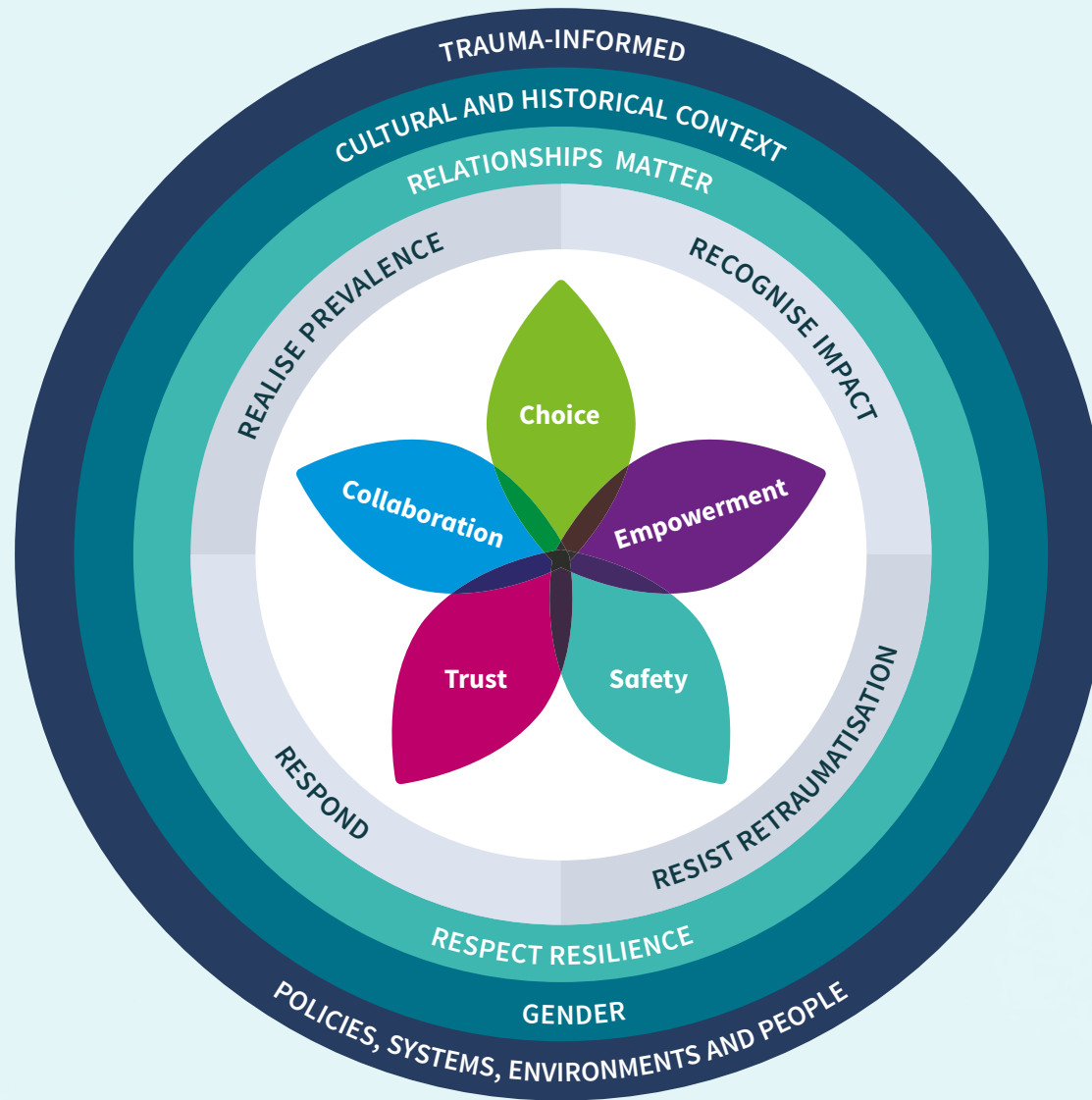
Scottish Transforming Psychological Trauma Training Plan

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

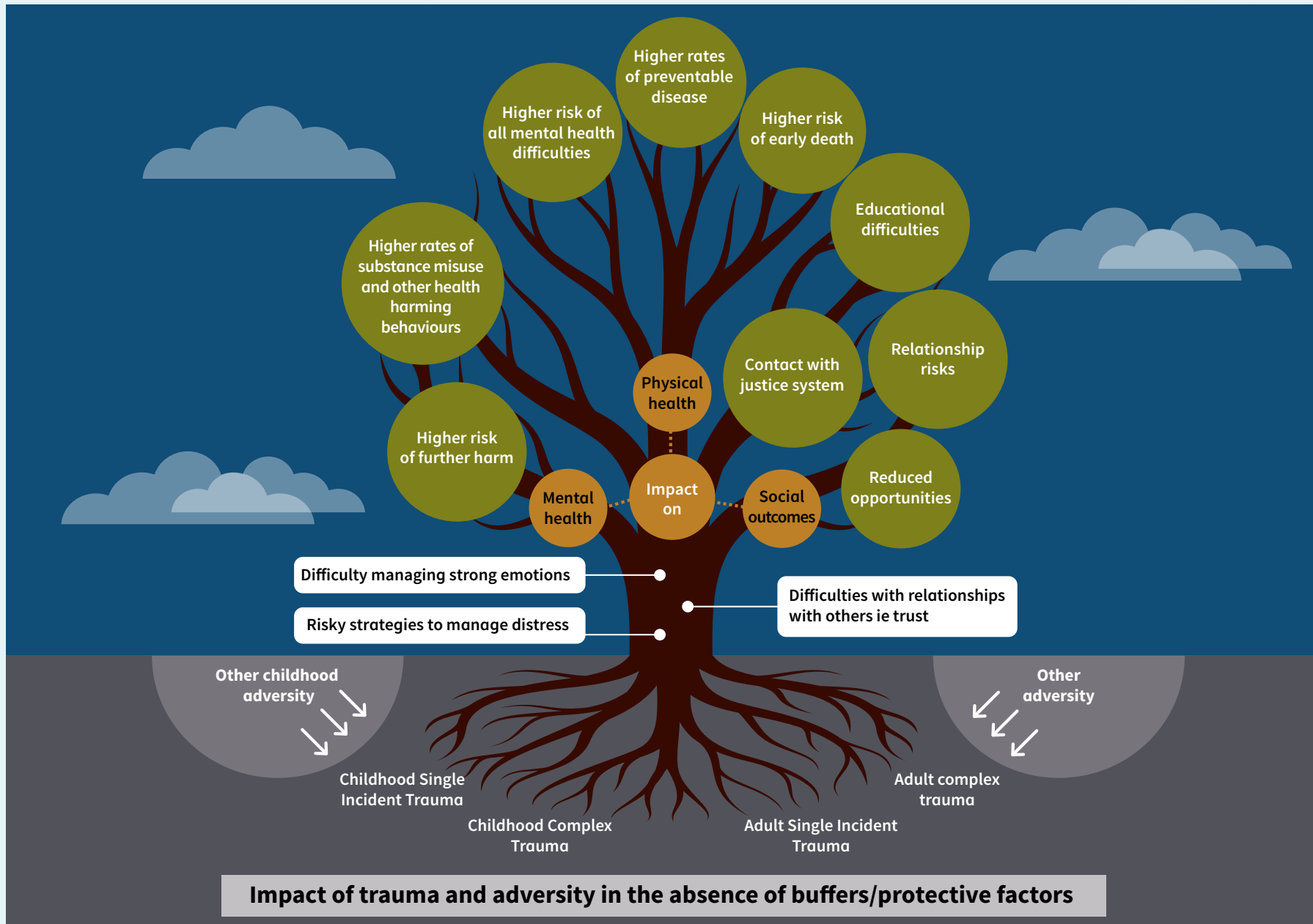
- + Workers, managers and organisations to identify their own trauma training needs with reference to the Trauma Framework
- + Service managers and commissioners to develop or commission training to address the needs of their organisations and workers
- + Training providers to develop and deliver high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

KEY RESOURCES: Visuals

Trauma Informed Systems

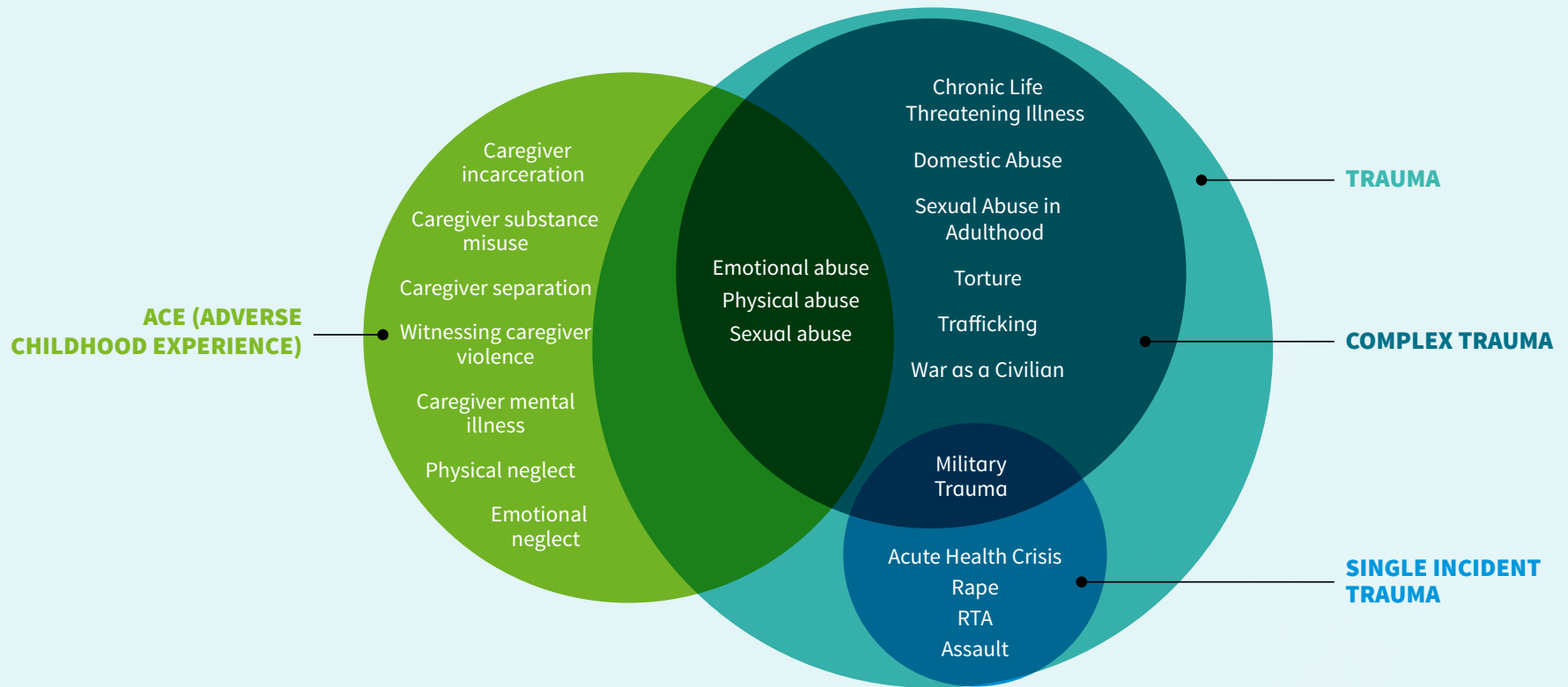


KEY RESOURCES: Visuals



KEY RESOURCES: Visuals

The language of Trauma and Adversity



WELLBEING

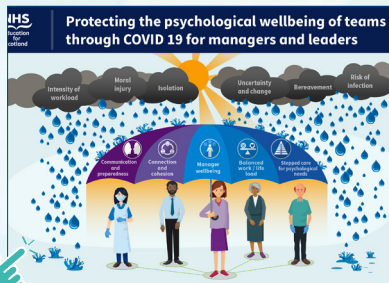


Looking after yourself: Wellbeing planning tool and animation

To be able to look after others safely and effectively, we first have to take care of ourselves. You can use this animation along with the wellbeing planning tool to help you create your own unique plan for looking after yourself and protecting your wellbeing.

▶ [Wellbeing Animation](#)

[Staff Wellbeing: Taking care of yourself E-module](#)



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

The purpose of this unit is to help managers, planners and leaders of teams understand the evidence based factors that support the wellbeing of teams through crisis events such as COVID-19. It contains information about proactive strategies to protect the wellbeing of teams, and how and when to respond effectively to concerns about an individual's mental health during and after the crisis.

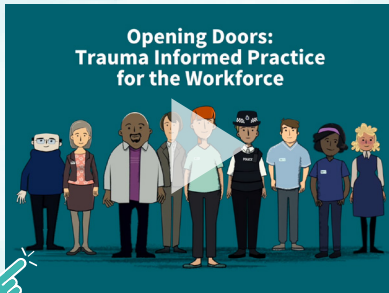
*Access to all of the NTT e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.** You can register for an account [here](#). If you are registering from outside of Scotland, please choose "international" as your sector.

Trauma Informed

All members of the workforce, whether paid or unpaid.



PRACTICE LEVEL 1: Trauma Informed Resources



Trauma Informed Practice for the Workforce: Opening Doors Animation

This animation explains why and how trauma is everyone's business. It is designed to support anyone to become trauma informed - no matter what their job or role in society. It covers traumatic events like childhood sexual abuse and domestic abuse, so it is important to look after yourself as you watch it.



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 for everyone who works with children and young people. It aims to support people 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.

PRACTICE LEVEL 1: Trauma Informed Practice Workshops

The aim of these two workshops is to help individuals and teams examine how they work through a trauma informed lens. There are five key pause points for reflection, discussion, planning and commitment. Whether you watch this as an individual or a team, it will help you to reflect on

- + the extent to which the people you work with may have experienced trauma, and the impact that might have on your work
- + recognising and celebrating your existing trauma informed practices and how to sustain these
- + Identifying, and making an active commitment to the small changes you can make to help you recognise where someone may be affected by trauma, and respond in a way that limits re-traumatisation and supports their recovery using the principles of trauma informed practice.



Taking a Trauma Informed Lens to your service and practice: Opening Doors for working with adults

Workshop With Dr Caroline Bruce, NHS Education for Scotland

 [Access Workshop Facilitators Notes and Practice Tool](#)



Taking a Trauma Informed Lens to your service and practice: Sowing seeds for working with children and young people

Workshop with Dr Nina Koruth, NHS Education for Scotland

 [Access Workshop Facilitators Notes and Practice Tool](#)

Trauma Skilled

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



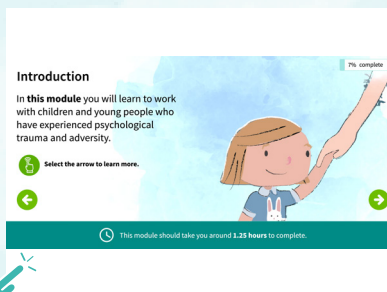
PRACTICE LEVEL 2: Trauma Skilled Resources

The following modules are designed to support anyone who may have contact with people affected by trauma to become trauma skilled in the way you work. We recommend that you start with Module 1, and then move onto the modules that are of relevance for your work.



Developing your trauma skilled practice 1: Understanding the impact of trauma and responding in a trauma-informed way*

This foundational module is comprised of three units and takes around 60-90 minutes to complete. It is designed to increase your understanding of what psychological trauma is, how it can affect the people you work with, and how people can be supported to recover.



Developing your trauma skilled practice 2: Trauma in children and young people*

This module takes around 60-90 minutes to complete. This additional module is part of the Developing your Trauma Skilled Practice e-learning program and is designed for anyone working with children and young people who may have been affected by traumatic events. It is recommended that the foundational module “Developing your trauma skilled practice 1” is completed prior to taking this module.

PRACTICE LEVEL 2: Trauma Skilled Resources



Developing your trauma skilled practice 3: Understanding the impact of trauma on mental health and evidence-based pathways to recovery*

This module is comprised of two units and takes around 45 minutes to complete. It is designed to increase your awareness of the mental health consequences that can arise from trauma and how to increase access to evidence-based interventions if needed. It is recommended that the foundational module “Developing your trauma skilled practice 1” is completed prior to taking this module.

*Access to all of the NTP e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.** You can register for an account [here](#). If you are registering from outside of Scotland, please choose “international” as your sector.

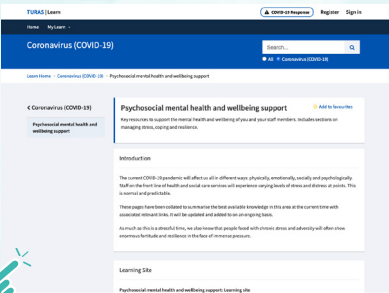
UPDATE: Please note that modules one and three were previously subsumed within one main module developed in 2019. The same content has now been divided across these two modules to provide shorter sections. Module two contains new content released in 2021.

PRACTICE LEVEL 2: Trauma Skilled Resources



Understanding how the experience of trauma can affect our Window of Tolerance (20 mins)

Jennie Young, NHS Education for Scotland



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.

PRACTICE LEVEL 2: Trauma Skilled Resources



Psychological First Aid e-module

Psychological First Aid is an effective (according to various studies and the consensus of many crisis helpers) set of principles that anyone can use to support people during or after any kind of crisis. It involves offering humane, supportive and practical help, and paying attention to the factors that seem to be most helpful to people’s long-term recovery. This brief module cover the seven key elements of PFA, with the second half dedicated to planning for your own wellbeing. It takes around 1 hour to complete.

PRACTICE LEVEL 3 & 4: Trauma Enhanced & Specialist

Trauma Enhanced

Workers who have a specific remit to respond to people known to be affected by trauma

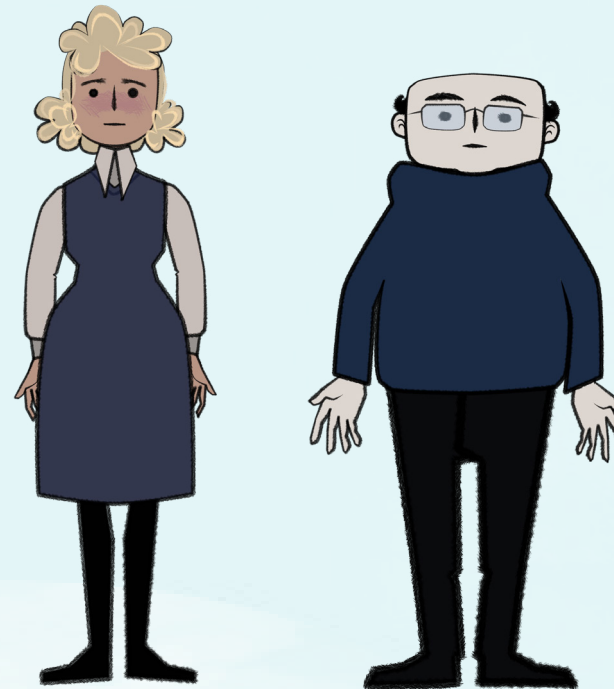
AND are required to provide advocacy support or interventions

OR are required to adapt the way they work to take into account trauma reactions to do their job well and reduce risk of re-traumatisation.



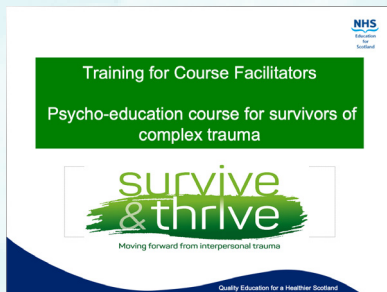
Trauma Specialist

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



PRACTICE LEVEL 3 & 4: Training Programmes

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.



Trauma Enhanced Training Programme

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.



Supporting children and young people to recover from the effects of psychological trauma (10 mins)

Filmed interview with Dr Nina Koruth, NHS Education for Scotland

Trauma Specialist Training Programme

- + Specialist CBT for PTSD workshop
- + Specialist Masterclasses

PRACTICE LEVEL 3 & 4: Video Series for Justice Professionals



Ways to avoid re-traumatizing witnesses part 1: Trauma and Credibility (9mins)

Dr Caroline Bruce,
NHS Education for Scotland



Ways to avoid re-traumatizing witnesses part 2: Trauma Informed Approaches (6mins)

Dr Caroline Bruce,
NHS Education for Scotland



Ways to avoid re-traumatizing witnesses part 3: Window of tolerance (7mins)

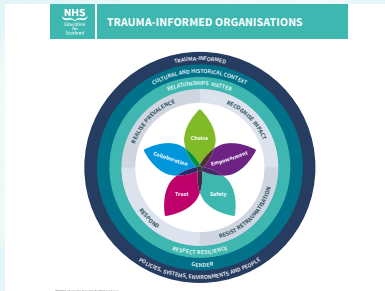
Dr Caroline Bruce,
NHS Education for Scotland



Trauma Informed Sexual Offences Examinations, for Forensic Medical Examiners (50mins)

Dr Julie Cumming, Forensic Medical Examiner and Dr Caroline Bruce,
NHS Education for Scotland

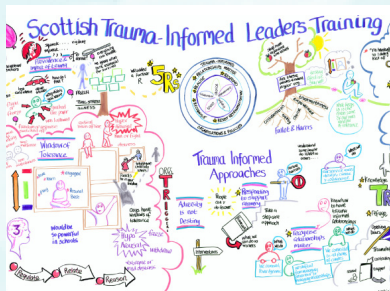
TRAUMA INFORMED ORGANISATIONS



Trauma informed organisations

The NES Scottish Trauma Informed Leaders Training (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 is designed to support leaders of organisations to develop trauma informed systems, processes, environments and teams from top down as well as bottom up. This has now been updated to an online and practice based learning programme that involves:

1. Completing the “developing your trauma skilled practice” e-module,
2. Attending a 3 hour STILT webinar from the NTT
3. Individual and organisational reflection and evaluation in practice, including taking a trauma informed lens
4. Action learning workshops and/or coaching from local TPTICs



Scottish Trauma Informed Leaders Training (STILT) workshops and coaching

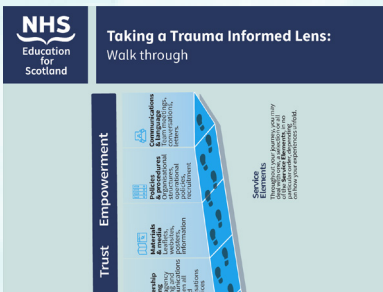
In 2021, we anticipate that the delivery of the STILT learning programme will link to support for local trauma champions across key community planning partners. This includes action learning workshops and ongoing implementation support from the Improvement Service and/or local NTT Implementation Coordinators (TPTICs). Champions have been identified and nominated by their organisations to support a joint commitment to trauma-informed practice across the Scottish workforce in partnership with Scottish government and COSLA.

TRAUMA INFORMED ORGANISATIONS



The impact of psychological trauma on the window of tolerance in organisations, services and systems (15mins)

Jennie Young, NHS Education for Scotland



Taking a Trauma Informed Lens to your Organisation Workshop

The Scottish 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.

 [Trauma Informed Lens Tool](#)

 [Opening Doors](#)

 [Sowing Seeds](#)

TRAUMA INFORMED: Leaders video series



**Working with experts by experience
in developing and delivering
trauma informed service (3.5 mins)**

Shumela Ahmed,
Resilience Learning Partnership



**The importance of co-designing
trauma informed environments and
systems in secure care with children
and young people (4.5mins)**

Dan Johnson, Clinical Director, Kibble
Education and Care Centre.



**The importance of Trauma Informed
Practice for refugees and
asylum seekers (3.5mins)**

Dr Rachel Morley, NHS Greater Glasgow
and Clyde



Trauma informed Policing (5mins)

Paul Main, former Chief Superintendent
for Police Scotland



**Creating trauma informed
working environments (3mins)**

Sandie Barton, Rape Crisis Scotland



**Trauma informed education
in schools (3.5mins)**

Gail Nowek, Education Scotland

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