

# Report

Report to:	<b>Employee Issues Forum</b>
Date of Meeting:	<b>25 January 2022</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Trauma Informed Practice in South Lanarkshire</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ update the Employee Issues Forum on progress towards the Council implementing the Scottish Government's vision that all employers in Scotland become trauma informed

## 2. Recommendation(s)

2.1. The Employee Issues Forum is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted.

## 3. Background

3.1. The Trauma Informed Practice: A Tool Kit for Scotland defines trauma as:-

- ♦ Individual trauma results from an event, series of events or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional or spiritual wellbeing. (2021:8)

3.2. It is widely recognised that trauma is common and its effects can be wide ranging, substantial, long lasting and costly. As a result, it is the Scottish Government's ambition that all employers, including local authorities, ensure that all aspects of service provision are trauma informed and responsive to both its employees and customers/service users.

3.3. However, it is also widely recognised that services underpinned by trauma informed practice can support the resilience and recovery of people, including children, affected by trauma. Trauma informed practice is applicable across all sectors of public service. It works from the assumption that all people the service comes into contact with, including employees, may have trauma histories which may adversely affect their ability to effectively use the service.

3.4. Consequently, a trauma informed service ensures that its structure, organisation and delivery is 'grounded in and directed by a complete understanding of how trauma exposure affects service user's neurological, biological, psychological and social development' (IBID) In practice this means paying close attention to how people experience every aspect of the service ensuring that experience is commensurate with the 5 key principles of trauma informed practice: safety, trustworthiness, choice, collaboration and empowerment.

- 3.5. Becoming trauma informed requires an ongoing process of significant organisational change with a view to 'profound paradigm shift in knowledge, perspective, attitude and skills' (Tool Kit, 2021:11). Given the transformational nature of the vision, it is acknowledged this is a long-term endeavour to be seen as a continuum of implementation; a journey rather than a destination.

#### **4. Trauma Informed Practice – National Picture**

- 4.1. To support employers on this journey, the *Transforming Psychological Trauma: A Knowledge and Skills Framework for the Scottish Workforce* has been developed. Supported by NHS Education Scotland (NES), COSLA and the Improvement Service (IS), the framework details the required knowledge and skills for each part of the workforce, has a focus on staff wellbeing and provides guidance on taking a trauma informed lens to service provision.
- 4.2. The framework categorises the workforce into 4 levels: informed, skilled, enhanced and specialist. The 4 levels reflect that while everyone in the workforce has a role to play in understanding and responding to trauma, the level of skill and knowledge required will be different and dependent on remit. Thus, while the whole SLC workforce will be required to be trained to the standards of Level 1 Informed, significantly less will required to be trained to the standards of Level 3 Enhanced or Level 4 Specialist.
- 4.3. The National Trauma Training Programme (NTTP) is in place. This provides a range of learning programmes which are aligned to each level. These range from information films, e-learning courses and skills-based synchronous virtual courses. Further information is available on the NTTP website.
- 4.4. It is recognised that learning and training on trauma only becomes purposeful if it takes place in an organisational context committed to implementing trauma informed practice. As indicated above, this will require a long-term project of profound change and to support this, a number of tools have been created. These include the *10 Implementation Domains* as detailed in Appendix 1 of the Toolkit and the *Taking a Trauma Informed Lens: Walk Through Framework* which enables service providers to view their service through the eyes of the service user.
- 4.5. The Scottish Government has made available additional funding to support this work. For financial year 2021/2022, each local authority has received £50,000. Subject to Scottish Parliament budget approval, the Council will receive a further £50,000 in year 2022/2023. This represents a total of £100,000 additional funding.

#### **5. Trauma informed Practice in South Lanarkshire – Progress**

- 5.1. The Council has 'signed' the Leadership Pledge of Support and is committed to embedding trauma informed principles and practice. Head of Service, Adults and Older People and the Learning and Development Advisor have been identified as Trauma Champions. Working links have been made with the national Trauma Champions Network which is supported by IS and the Pan Lanarkshire Trauma Steering Group.
- 5.2. Trauma informed practice is on the agenda of each Resource's Learning and Workforce Development Board. A South Lanarkshire Trauma Steering Group has also been established to oversee and co-ordinate development and implementation. Chaired by the Head of Service, Adults and Older People, the following bodies and services are represented on this:-

- ◆ Each of the Resource Boards
- ◆ Personnel, Communications, Estates and Psychological Services
- ◆ Public Protection Committee, Alcohol and Drug Partnership and NHS
- ◆ Trade Unions

Discussions are underway regarding third sector representation.

- 5.3. In 2021, a total of 85 employees from across the resources attended Trauma Informed Leadership events. Agreement has been reached to include some of the NTTP training material into Learn on Line Courses. Council employees also have access to the e-learning courses hosted on, Turas, the content and learning management platform administered by NES. There have been 4 Social Work managers who participated in Safety and Stabilisation Training.
- 5.4. A paper will be submitted to the Finance and Corporate Resources Committee in February 2022 requesting approval for the additional funding to be used to create a 2-year fixed term FTE Development Officer post. Positioned at Grade 3 level 2 - 4, the post will sit in the Learning and Development Service. Supported by the Trauma Steering Group, the post holder will co-ordinate the implementation of trauma informed practice across South Lanarkshire.

## **6. Employee Implications**

- 6.1. There are no employee implications arising from this specific report.

## **7. Financial Implications**

- 7.1. There are no financial implications arising from this specific report.

## **8. Climate Change, Sustainability and Environmental Implications**

- 8.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

## **9. Other Implications**

- 9.1. There are no additional risk implications associated with this report.
- 9.2. There are no other implications associated with this report.

## **10. Equality Impact Assessment and Consultation Arrangements**

- 10.1. This report does not introduce a new policy, function or strategy, or recommend a change to an existing policy, function or strategy and therefore, no impact assessment is required. The Council's recruitment procedures in relation to equality and diversity will be followed.
- 10.2. Trade Unions have been consulted on this activity through updates at the Joint Consultative Forum for Social Work Resources.

**Paul Manning**

**Executive Director (Finance and Corporate Resources)**

6 January 2022

**Link(s) to Council Values/Ambitions/Objectives**

- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Ambitious self-aware and improving

**Previous References**

- ◆ None

**List of Background Papers**

Useful Links:-

<https://www.gov.scot/publications/trauma-informed-practice-toolkit-scotland/>

<https://www.nes.scot.nhs.uk/our-work/trauma-national-trauma-training-programme/>

<https://learn.nes.nhs.scot/44605/national-trauma-training-programme/taking-a-trauma-informed-lens>

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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