

Report

Report to:	Finance and Corporate Resources Committee
Date of Meeting:	9 February 2022
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Creation of Development Officer (Trauma Informed Practice) Post
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1. Purpose of Report

1.1. The purpose of the report is to -

- ◆ seek approval to create a fixed term Development Officer post to take forward the Transforming Psychological Trauma agenda for a 23 month period

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that 1 FTE post of Development Officer be added to the Learning and Development establishment of Finance and Corporate Resources for a fixed term period of 23 months as detailed in section 6 below.

3. Background

- 3.1. The occurrence of psychological trauma is common place in Scotland and its effects are wide ranging, substantial, long lasting and costly to individuals and communities. However, services underpinned by trauma informed practice can mitigate these and support the resilience and recovery of people affected by trauma.
- 3.2. 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. To support employers achieve this, 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, 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.
- 3.4. Scottish Government has also 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.

4. Trauma informed Practice in South Lanarkshire

- 4.1. The Council has 'signed' the Leadership Pledge of Support and is committed to embedding trauma informed principles and practice. Ian Beattie, Head of Service and Lindsay Hall, Learning and Development Advisors have been identified as Trauma Champions and links have been made with the national Trauma Champions Network and the Pan Lanarkshire Trauma Steering Group.
- 4.2. Trauma informed practice is on the agenda of each Resource Learning and Workforce Development Board. A South Lanarkshire Trauma Steering Group has also been established to oversee and coordinate development and implementation. Chaired by Ian Beattie, the following bodies and services are represented on this Group:-
- ◆ 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.

Integral to the Steering Group is recognition of the scale and scope of trauma informed practice already happening in South Lanarkshire and ensuring further development and implementation complements and strengthens this.

5. Post of Development Officer (Trauma Informed Practice)

- 5.1. Due to the scale of the task, the Steering Group judges the most effective use of the additional funding is the creation of a 2 year fixed term FTE Development Officer post which would be added to the establishment in the Learning and Development Service within Personnel Services.
- 5.2. It's primary task will be to coordinate the implementation of trauma informed practice across South Lanarkshire. This will include the following responsibilities and activities:-
- ◆ with support from the existing trauma champions and the South Lanarkshire Trauma Steering Group, develop a strategic action plan to support the implementation of trauma informed practice
 - ◆ to work with the Resource Learning and Workforce Development Boards and the Learning and Development Service to develop a training plan for each Resource
 - ◆ working with colleagues from the Learning and Development Service and partner agency colleagues develop internal learning opportunities as required
 - ◆ working with colleagues and community-based partners, find meaningful and ethical ways to ensure the voice of lived experience informs South Lanarkshire's journey towards being trauma informed and responsive
 - ◆ support Council services to assess their policies, practices and physical environments against trauma informed principles
 - ◆ work with Community Planning partners to ensure a joined up and stream lined trauma response across South Lanarkshire

6. Employee Implications

- 6.1. It is proposed that the following post is added to the Learning and Development establishment on a fixed term basis for 23 months.

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3% (23 months)
Development Officer	1	Grade 3 Level 2 -4	63-74	£18.08 - £21.25	£32,994.19 - £38,779.13	£82,400.24 - £96,847.63

7. Financial Implications

- 7.1. The post will be funded for 23 months from additional Scottish Government funding to progress the development of trauma informed practice in local authorities.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no climate change, sustainability or environmental implications arising from the information presented in this report.

9. Other Implications

- 9.1. This post will make a significant contribution to supporting the Council to meet the ask of the Scottish Government regarding its ambition that all employers become trauma informed and responsive.

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. Consultation has taken place with the Trade Unions regarding the recommendations contained within this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

16 December 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ improve health, care, and wellbeing

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

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

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