

# EITP Trauma Informed Practice (TIP) Project

Year 4

Performance Report Card No. 1 covering the  
period April - September 2021

Safeguarding Board for Northern Ireland (SBNI)

# About the Trauma Informed Practice (TIP) project

The Trauma Informed Practice (TIP) project is a workforce development project housed at SBNI and working to embed Trauma Informed Practice across Health, Social Care, Education, Justice and the Community and Voluntary Sector. It is fully funded through the Tackling Paramilitarism, Criminality & Organised Crime Programme (TPP). This funding supports the delivery of the Trauma Informed Practice deliverables across the sectors. It also supports the SBNI to participate fully in the TPP Enabling Framework that includes leadership, governance, partnerships, alignment and the promotion of best practice.

Building on aims of Year 1-3 of the Trauma Informed Practice project, the project team are working strategically across the system in Year 4 to ensure that SBNI member agencies are supported to implement aim four of the project 'to develop policies and practices to embed trauma informed practice in their work'. This is being delivered through the following objectives:

- ▶ **Deepen collaboration:** SBNI will support cross-sectoral collaborative working and coordination to generate TI systemic approaches for those impacted by childhood adversity through promoting an awareness and understanding of the application of the Sequential Intercept Model (SIM) and Universal Service Delivery Process;
- ▶ **Embed ACES/TI knowledge:** SBNI will continue to support organisations to further embed Adverse Childhood Experiences (ACEs) and TIP knowledge across the system through promoting awareness and understanding of the application of the Universal Service Delivery Process underpinned with SAMHSA 6 Key Principles and 10 Implementation Domains as a methodology to improve outcomes;
- ▶ **Develop trauma informed organisational practice:** SBNI will continue to support organisations to translate the knowledge and learning of their current organisational practice through the mapping of the Universal Service Delivery Process into strategic planning /action planning to enhance/develop organisational and system governance.
- ▶ **Sustain workforce development:** SBNI will support and encourage organisations and government departments to continue to develop their workforces to raise awareness of childhood adversity and trauma sensitive approaches to practice through promoting an awareness and understanding of the SIM and USD process methodology.

The SBNI continues to work within the five sectors identified above to build the capacity of the workforce in their understanding of ACEs and trauma sensitive approaches to practice. In addition the project team are also working across housing, local government and the faith communities through its implementation.

The Trauma Informed Practice Project consists of a number of elements of workforce development for identified professionals and volunteers across these sectors (e.g. Train-the-Trainer training). This report card presents the performance data for activities delivered by the Trauma Informed Practice Project between the months of April and September 2021.

# Summary of progress

- ▶ 119 workshops / sessions delivered between April and September 2021 to 843 participants from across Health, Social Care, Education, Justice and the Community and Voluntary Sectors. A wide range of activities were delivered including:
  - ▶ Training sessions: 12 participants attended the Level 2 training, whilst 67 attended the Train-the-Trainer refresher workshops.
  - ▶ Webinars and other meetings: 764 individuals attended a range of meetings / support sessions including: webinars (247 individuals), strategic planning meetings (174), L&D strategy / framework development meetings (44), and other meetings / activities (299).
- ▶ 100% of training sessions / meetings scheduled were undertaken and attendance rates overall were very high at an average of 99% across all of the activities.
- ▶ Feedback from participants on the quality of the Train-the-Trainer sessions was very positive: 92% of those trained rated it “Excellent”. A small proportion of those trained would have preferred it to be a bit longer.
- ▶ 100% of those who completed an evaluation of the SIM/USD implementation webinar felt it had met its objectives, whilst 88% stated that the session was useful in learning how the SIM/USD model might be applied in practice. Participants most valued the facilitation skills of the presenters.
- ▶ In terms of the impact of the Train-the-Trainer training:
  - ▶ 100% of those who completed the evaluation stated that the training had improved their knowledge of the concepts and principles underpinning a trauma sensitive approach.
  - ▶ The majority (85% or more) felt that the training had provided them with the skills and confidence to be able to deliver either Level 1 or Level 2 training to their peers.
  - ▶ Similar proportions (88% or more) stated that as a result of this training, they would prioritise this area of work as part of their continuing professional development and would include it within the annual appraisal cycle.
  - ▶ Whilst 81% of those evaluated stated that their organisation is committed to embedding a trauma informed approach within their organisation - a lower proportion felt that they would have the necessary time and resources to do this effectively.

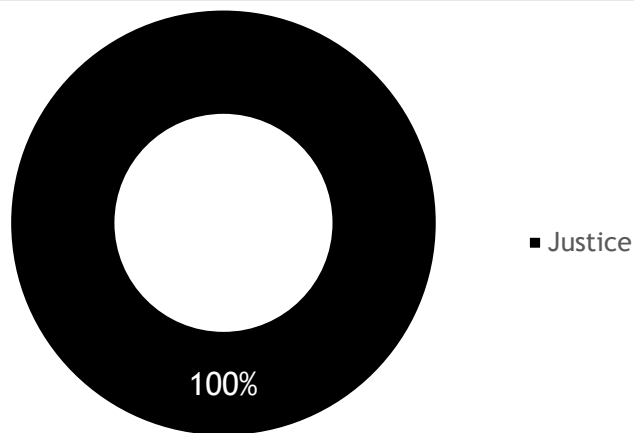
▶ How much did the TIP project do?

How well did it do it

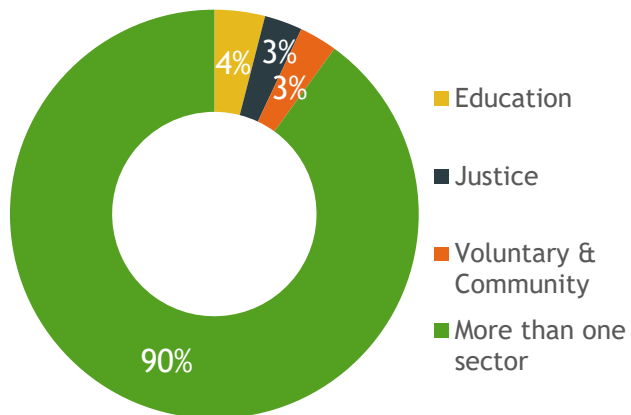
Is anyone better off?

# HOW MUCH DID WE DO?

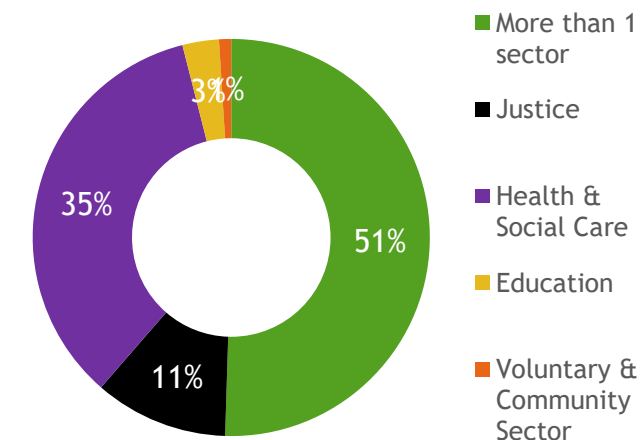
## 1. LEVEL 2 WORKSHOP(S)



## 2. TRAIN-THE-TRAINER REFRESHER



## 3. WEBINARS (INC. SIM/USD IMPLEMENTATION)



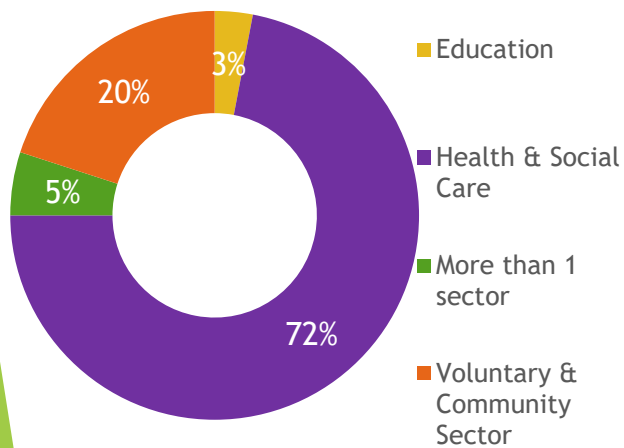
**No. of workshops planned= 1 /undertaken= 1**  
**Total no. attendees: 12**  
**Avg. per session: 12**

**No. of workshops planned= 8 / undertaken= 8**  
**Total no. attendees: 67**  
**Avg. per workshop: 8**

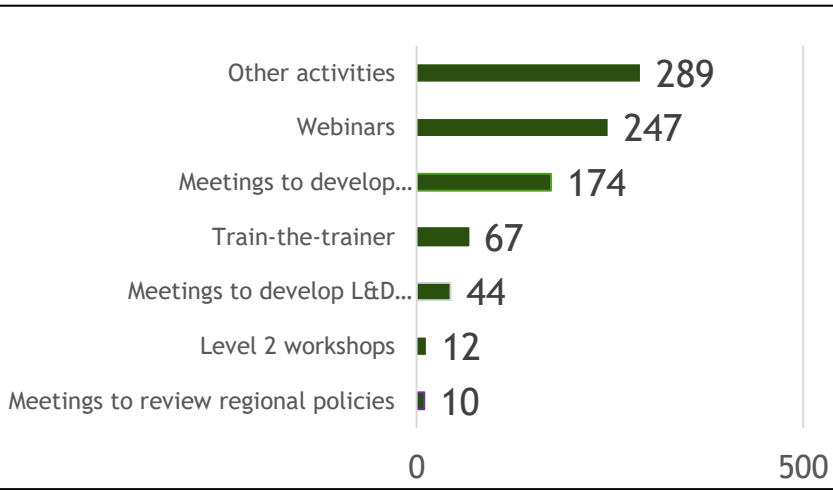
**No. of webinars planned 15 / undertaken=15**  
**Total no. attendees: 247**  
**Avg. per session: 16**

*Total no. participants taking part in training / workshops / meetings: 843*

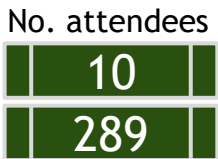
## 4. MEETING TO DEVELOP ACTION / STRATEGIC PLANS



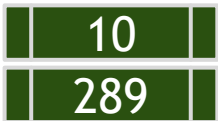
**No. of workshops planned=36 / undertaken=36**  
**Total no. attendees: 174.**  
**Avg. per workshop: 5**



**6. Meeting to review regional policies**

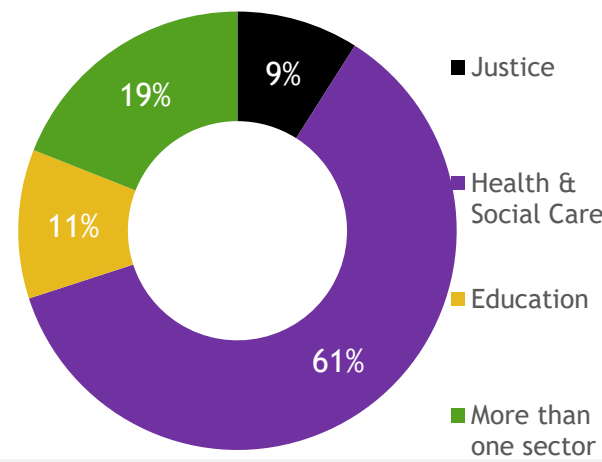


**7. Other activities**



Other meetings included, for example:  
 - 5 nations ACEs network meeting  
 - Review of Tackling Paramilitarism programme benefits  
 - Meeting with universities / college to develop curriculum

## 5. MEETINGS TO DEVELOP LEARNING AND DEVELOPMENT STRATEGIES/Frameworks



**No. of meetings planned = 12 / undertaken = 11**  
**Total no. attendees: 44**  
**Avg. per meeting: 4**

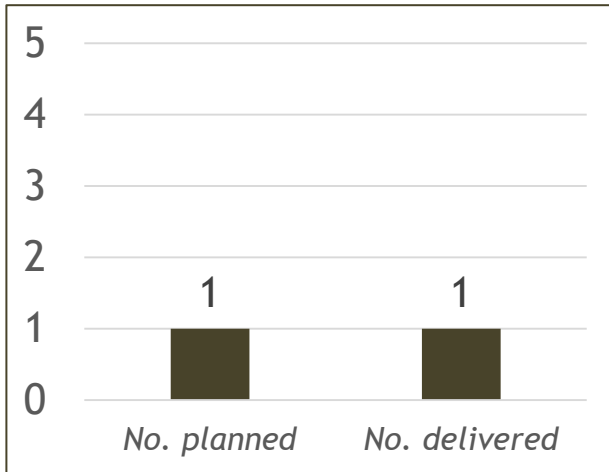
How much did the TIP project do?

▶ **How well did it do it**

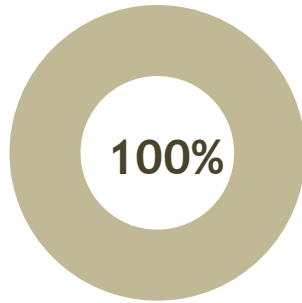
Is anyone better off?

# TRAINING/SUPPORT SESSIONS ATTENDANCE - PLANNED VS. ACTUAL

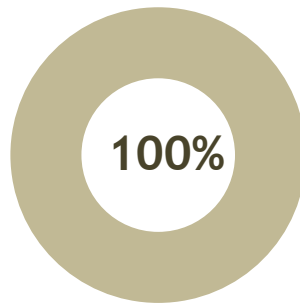
## LEVEL 2 WORKSHOPS



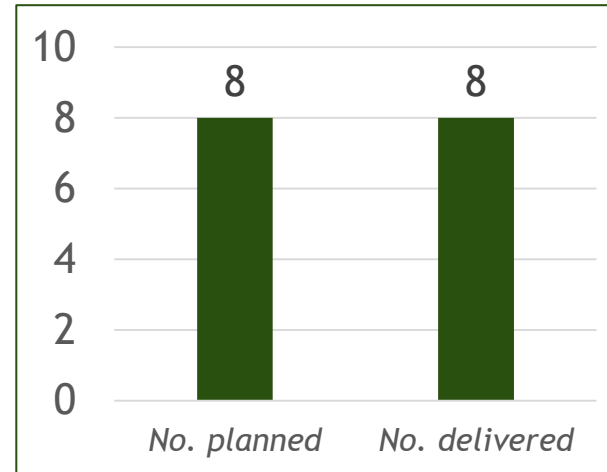
% of planned sessions delivered



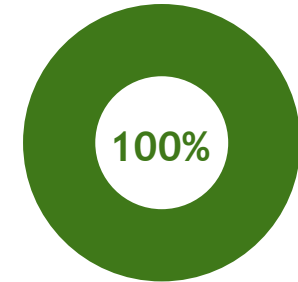
Attendance as a % of those registered



## TRAIN-THE-TRAINER REFRESHER



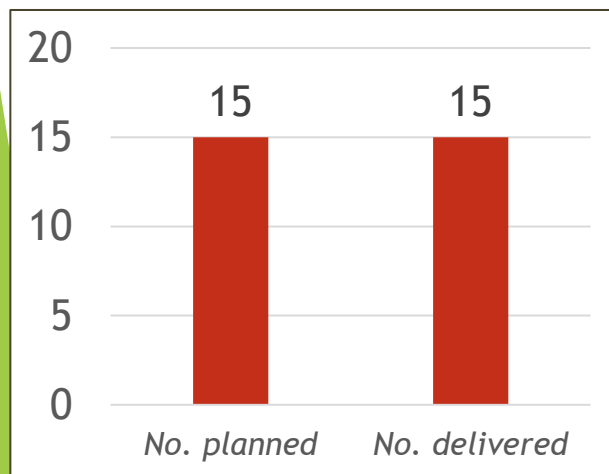
% of planned sessions delivered



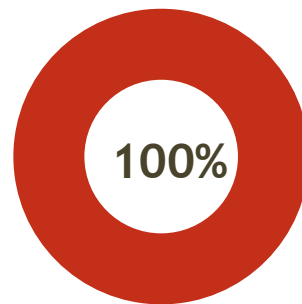
Attendance as a % of those registered



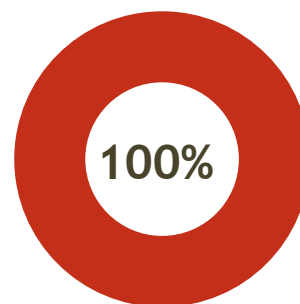
## WEBINARS (INC. SIM/USD IMPLEMENTATION)



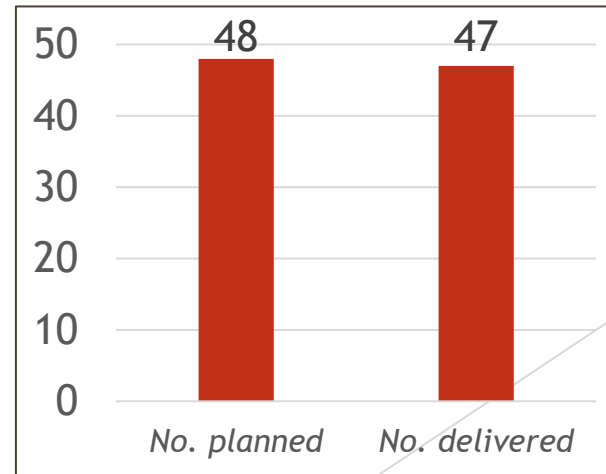
% of planned sessions delivered



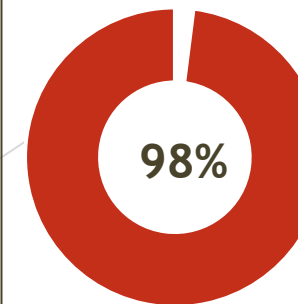
Attendance as a % of those registered



## MEETINGS (TO DEVELOP ACTION PLANS / FRAMEWORKS & L&D STRATEGIES / FRAMEWORKS)



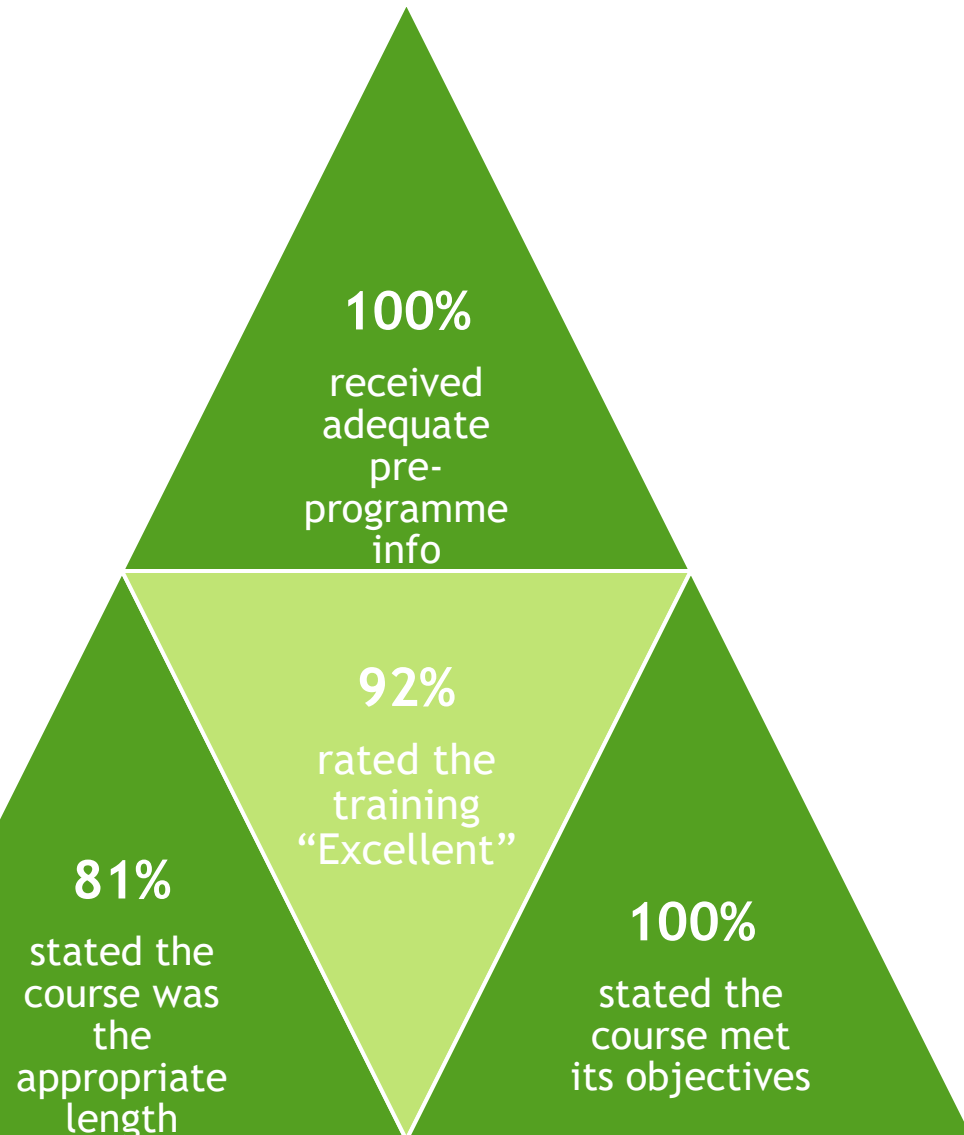
% of planned sessions delivered



Attendance as a % of those registered



## FEEDBACK ON THE QUALITY OF THE TRAIN-THE-TRAINER SESSION



*"The trainers modelled how to present this training in a very positive way."*

---

*"The training was delivered effectively. I just need to build my confidence."*

---

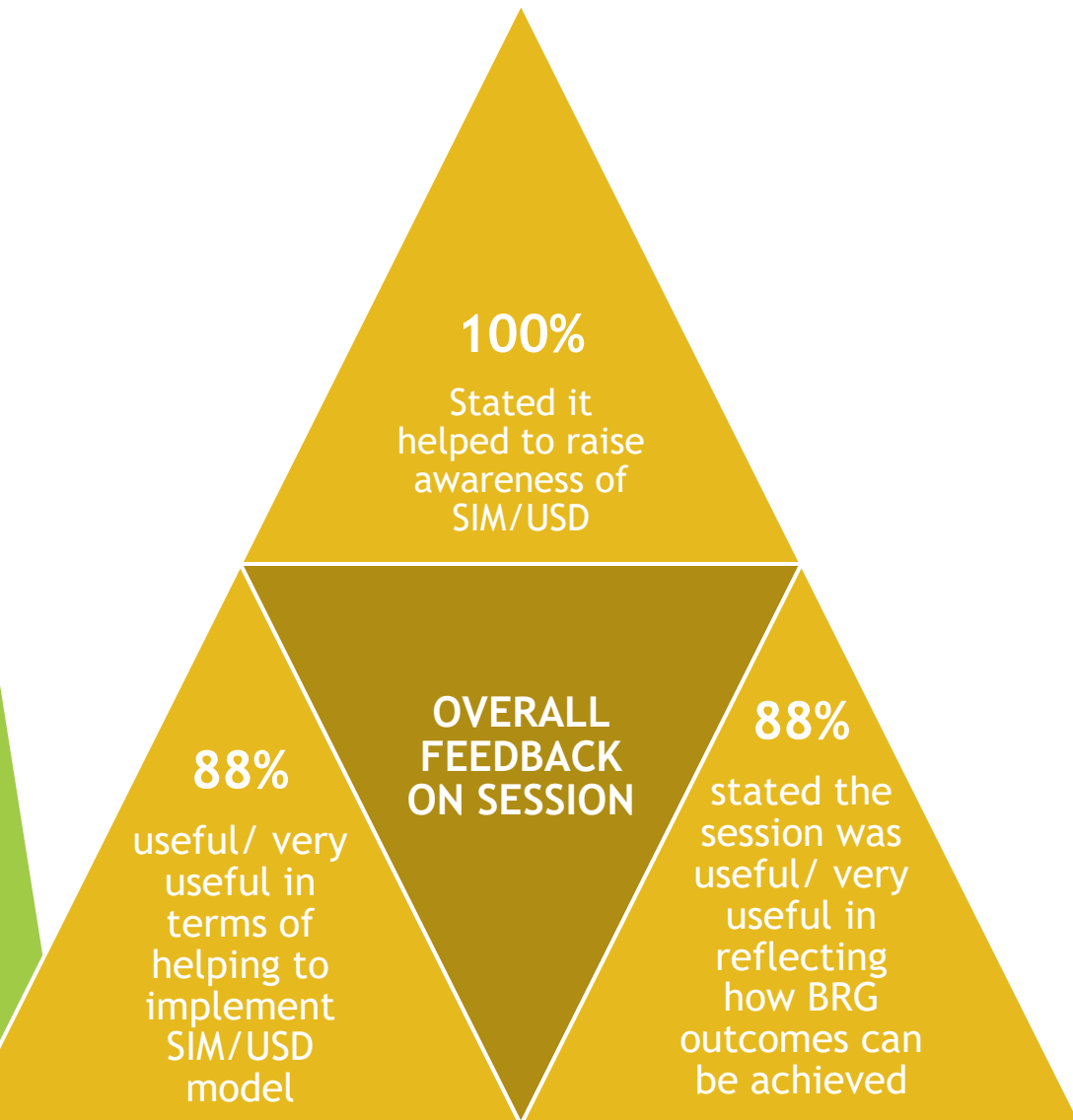
*"I felt the training was delivered very well for the fact that it was online which maybe made it more difficult to deliver."*

---

*"The training was very informative. I think through time and facilitating this training regularly will in turn definitely help my public speaking and confidence."*



## FEEDBACK ON THE QUALITY OF THE SIM/USD IMPLEMENTATION WEBINAR



*“Trauma Informed Practice team were excellent facilitators and presentation from Youth Justice Agency was a game changer.”*

---

*“a very worthwhile day, and the conversations it created during in the break-out space were valuable in understanding the process.”*

---

*“Well done, and Helen's passion is admirable!”*

---

*“Thoroughly enjoyed the interaction with others face to face.”*

How much did the TIP project do?

How well did it do it

▶ **Is anyone better off?**

# IMPACT OF TIP TRAIN-THE-TRAINER PROGRAMME

## Knowledge

*% who agree/  
strongly agree*

My understanding of the concepts and principles underpinning a trauma sensitive approach are sufficiently developed to enable me to deliver training to others (n=26)

100%

I feel I have sufficient knowledge to be able to support the development of a common language and understanding of ACEs and trauma sensitive approaches across the sector (n=36)

100%

I have a strong understanding of the concepts and principles underpinning a trauma sensitive approach (n=26)

100%

## Professional development

*% who agree/  
strongly agree*

I feel more committed to ensuring this area of work is prioritised in terms of my professional development (n=26)

96%

I have a greater interest in finding out what other training or continuous professional development opportunities might be available to me in this area (n=26)

88%

I will try to make sure that this area of work features to a greater extent in my annual review/appraisal (n=26)

88%

## Skills and confidence

*% who agree/  
strongly agree*

I feel confident to be able to manage the group work exercises so that everyone has an opportunity to contribute their views (n=26)

92%

I feel confident that I can effectively manage groups to effectively develop those I train in the future (n=26)

92%

I am confident I can deliver all aspects of a trauma sensitive approach to a very high standard (n=26)

88%

I feel confident that I will be able to respond appropriately to questions in relation to the key concepts and principles of a trauma sensitive approach (n=26)

88%

I can anticipate the potential aspects of a trauma sensitive approach that might be difficult for others to grasp (n=26)

85%

## Organisational support

*% who agree/  
strongly agree*

My organisation is fully supportive of implementing an ACE/trauma sensitive approach across all of our work (n=26)

81%

I am confident I will have sufficient time to reflect on/review my delivery and, if necessary, make changes (n=26)

81%

I am confident I will have enough time to plan each programme delivery (n=26)

77%

My organisation has committed to three programme deliveries per year following delivery of this training (n=26)

69%

I am confident I will have enough administration support to enable smooth delivery of each programme delivery (n=26)

69%

