

# Trauma Informed Practice (TIP) Project

Year 4 Performance Report Card No. 2

*Covering the period October 2021 to March 2022*

**Safeguarding Board for Northern Ireland (SBNI)**

***May 2022***

# 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, Criminology & 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 TIP 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 activities:

- ▶ **Deepen collaboration:** SBNI supports 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 (USD) Process;
- ▶ **Embed ACES/TI knowledge:** SBNI supports 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 supports organisations to translate the knowledge and learning of their current organisational practice through the mapping of the USD Process into strategic planning /action planning to enhance/develop organisational and system governance;
- ▶ **Sustain workforce development:** SBNI supports and encourages 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 October 2021 and March 2022.

# Summary of progress

- ▶ 118 workshops / meetings / sessions delivered between October 2021 and March 2022 to 623 participants from across Health, Social Care, Education, Justice and the Community and Voluntary Sectors. A wide range of activities were delivered including:
  - ▶ Training sessions: 57 attended the Train-the-Trainer refresher workshops.
  - ▶ Webinars and other meetings: 566 individuals attended a range of meetings / support sessions including: webinars (89 individuals), strategic planning meetings (181), L&D strategy / framework development meetings (82), and other meetings / activities (204).
- ▶ E-learning:
  - ▶ 387 individuals completed the HSC Level 1 ACEs Awareness e-learning module and 233 individuals completed the Level 2 Developing Trauma Sensitive Practices e-learning module.
  - ▶ 649 individuals registered for the Ascert hosted Level 1 ACEs Awareness e-learning module and 542 registered for the Level 2 Developing Trauma Sensitive Practice e-learning module.
  - ▶ 2,117 registered for the Solihull Understanding Trauma e-learning module in total.
- ▶ 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 continued to be positive: 94% of those trained rated it “Excellent”. A small proportion (9%) of those trained would have preferred it to be a bit longer.
- ▶ 91% of those who completed an evaluation of the SIM/USD implementation webinar felt it had met its objectives, whilst the same proportion of respondents (91%) 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:
  - ▶ At least four-fifths or more of those who completed the evaluation stated that the training had improved their knowledge of the concepts and principles underpinning a trauma sensitive approach. For example, 91% stated they have a strong understanding of the concepts and principles underpinning a trauma sensitive approach as a result of the training.
  - ▶ Over three-quarters (76% 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 (76% 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 76% 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.

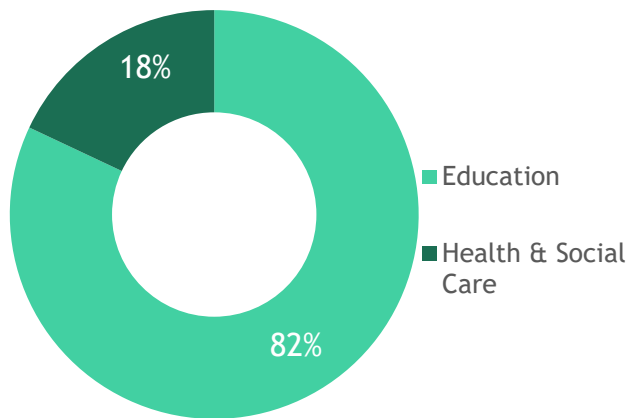
## ▶ How much did the TIP project do?

How well did it do it

Is anyone better off?

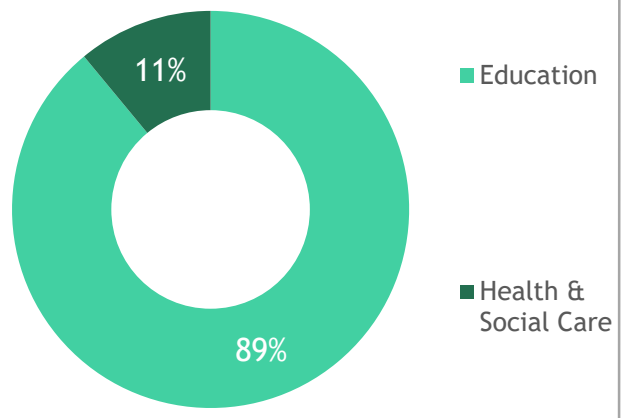
# HOW MUCH DID WE DO?

## 1. TRAIN-THE-TRAINER REFRESHER



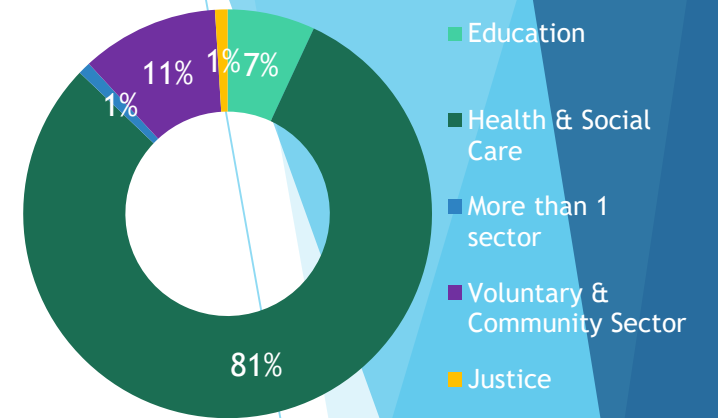
**No. of workshops planned= 8 / undertaken= 8**  
**Total no. attendees: 57**  
**Avg. per workshop: 7**

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



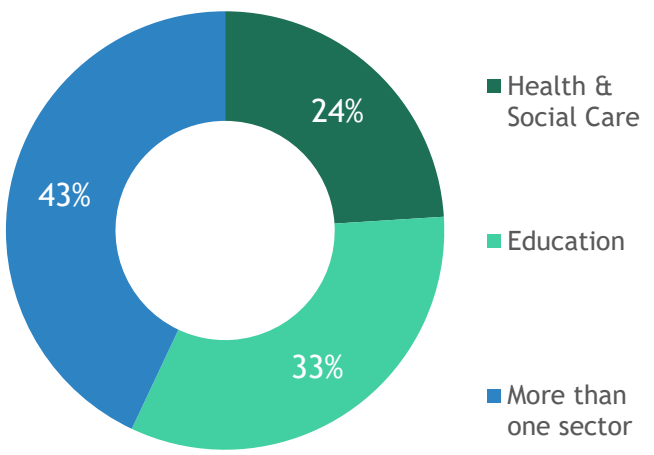
**No. of webinars planned = 5 / undertaken=5**  
**Total no. attendees: 89**  
**Avg. per session: 18**

## 3. MEETINGS TO DEVELOP ACTION/STRATEGIC PLANS



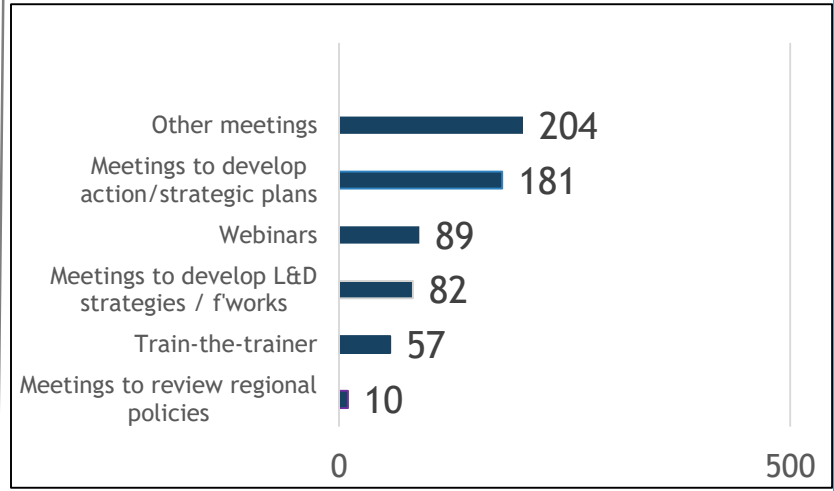
**No. of workshops planned=39 / undertaken=39**  
**Total no. attendees: 181**  
**Avg. per workshop: 5**

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



**No. of meetings planned= 23/undertaken= 23**  
**Total no. attendees: 82**  
**Avg. per meeting: 4**

*Total no. participants taking part in training / workshops / meetings: 623 (excludes e-learning)*



Other meetings included a range of activities, e.g. development meetings, conference prep and delivery, USD/SIM planning meetings

**5. A total of 5 meetings to review regional policies**

**6. A total of 38 other meetings**

No. attendees	
10	
204	

## e-learning

E-Learning module	No. completed Oct 21-Mar 22
HSC Level 1 ACEs awareness	387
HSC Level 2 Developing Trauma Sensitive Practice	233
E-Learning module	Total registrations
Ascert hosted Level 1 ACEs awareness	649
Ascert hosted Level 2 Developing Trauma Sensitive Practice	542
Solihull understanding trauma	2117

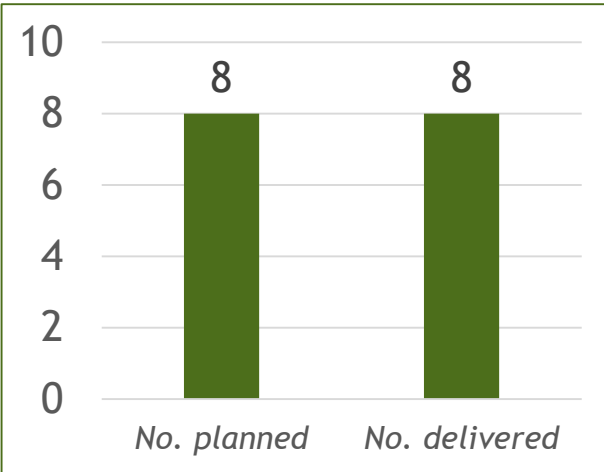
How much did the TIP project do?

▶ **How well did it do it**

Is anyone better off?

# TRAINING/SUPPORT SESSIONS ATTENDANCE - PLANNED VS. ACTUAL

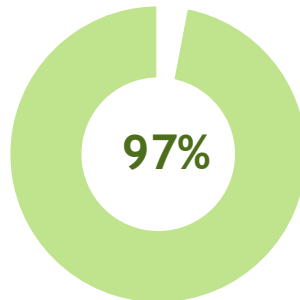
## TRAIN-THE-TRAINER REFRESHER



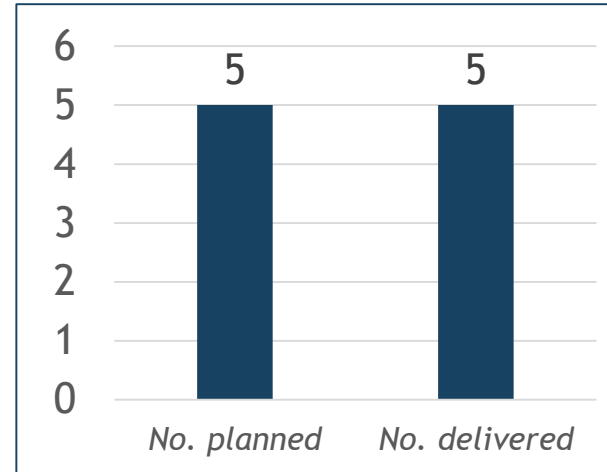
% of planned sessions delivered



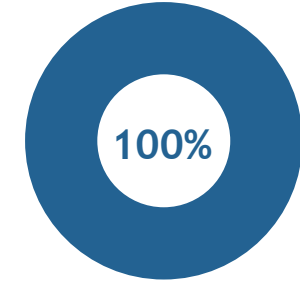
Attendance as a % of those registered



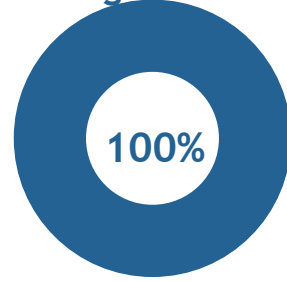
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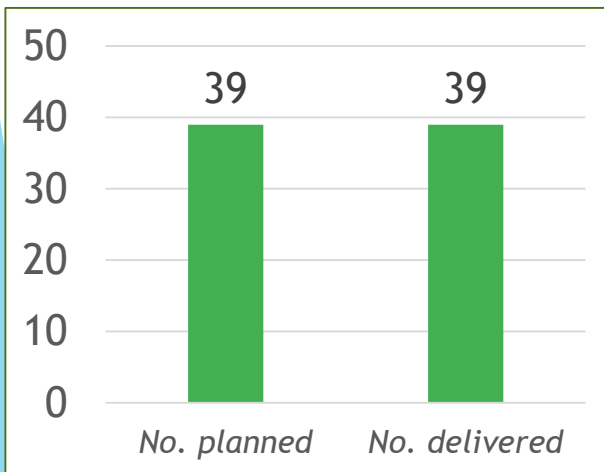
% of planned sessions delivered



Attendance as a % of those registered



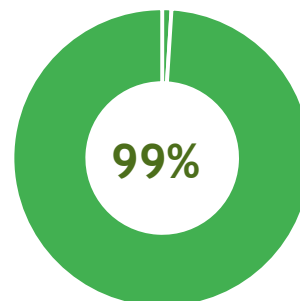
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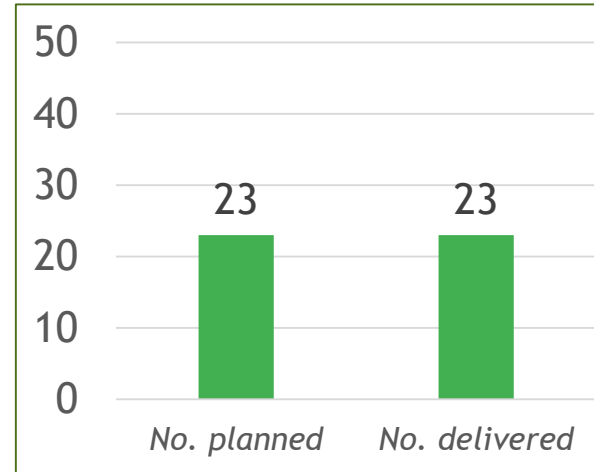
% of planned sessions delivered



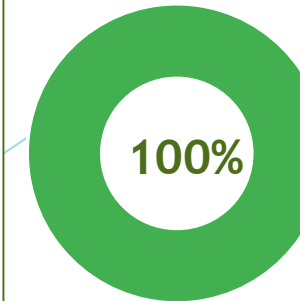
Attendance as a % of those registered



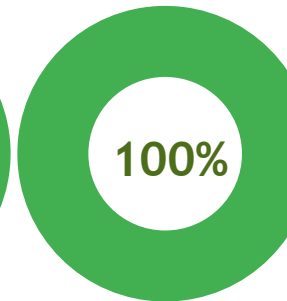
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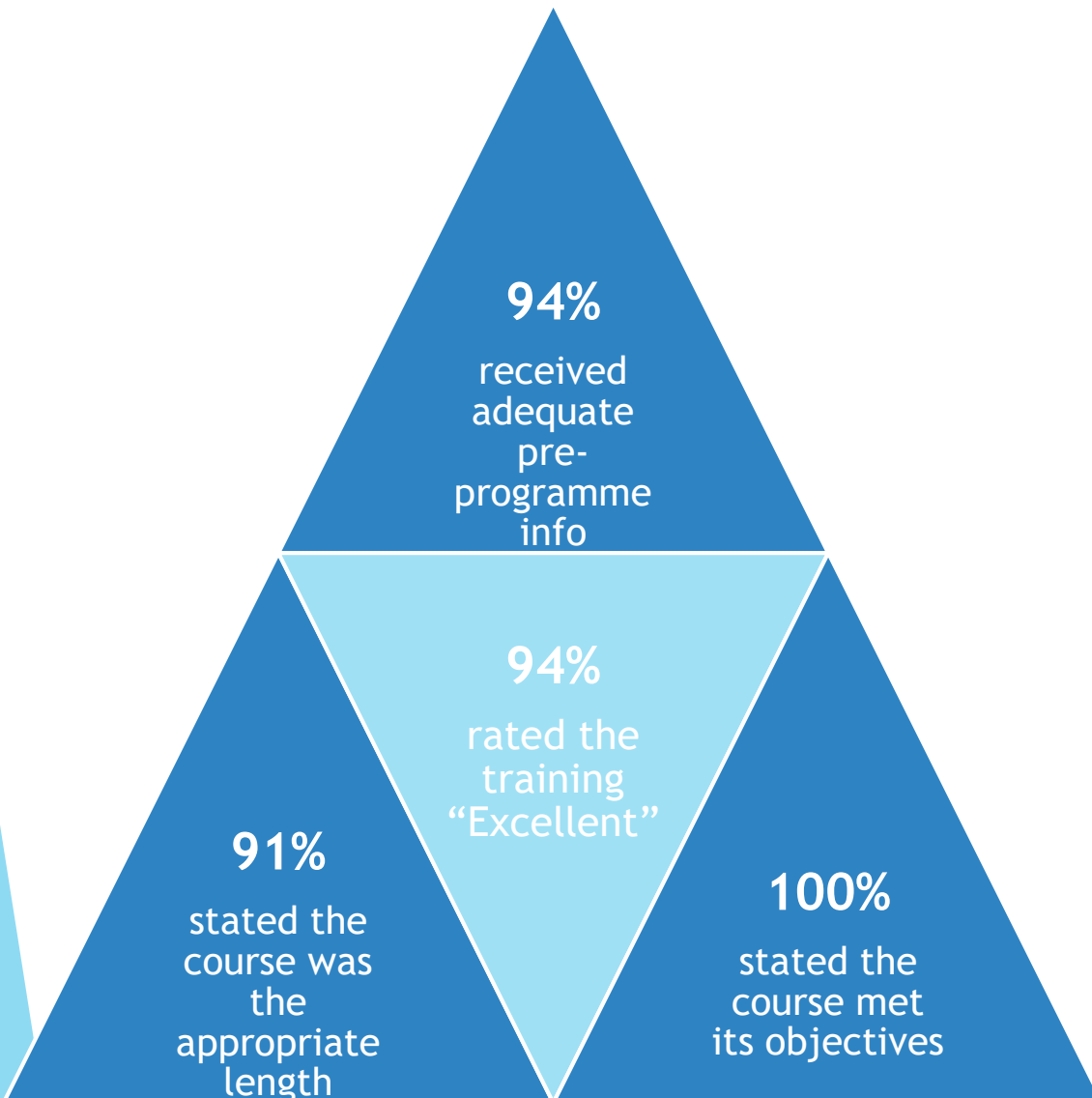
% of planned sessions delivered



Attendance as a % of those registered



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



*"Thoroughly enjoyed the training. It was insightful, interesting and informative."*

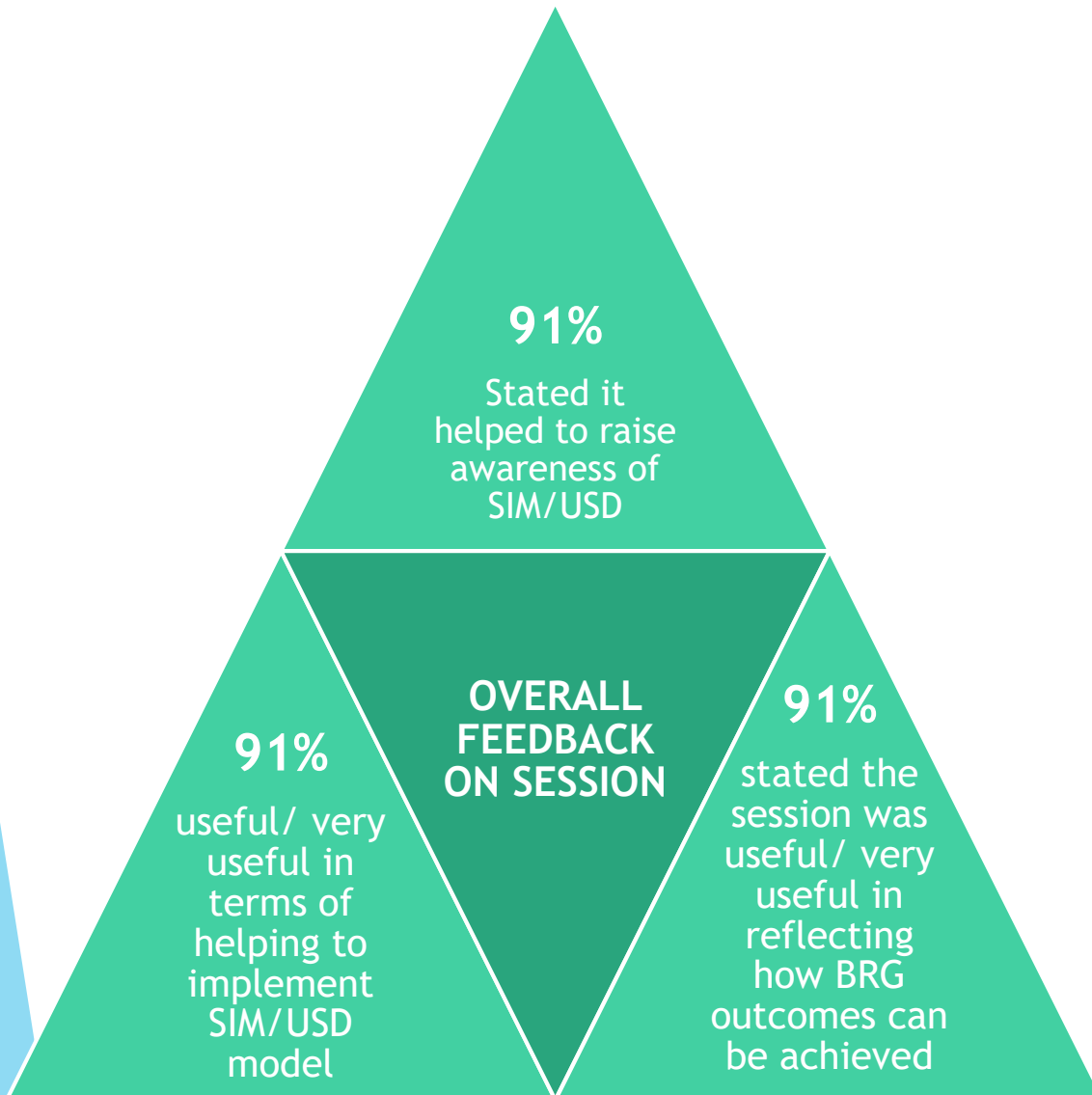
*"I think it did a great job within the time limits and in a virtual session format."*

*"All relevant information was covered in the training."*

*"This was a very interactive and engaging session."*

*"I found the training was pitched at just the right level and gave a good understanding of most of the concepts required."*





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

*“I now understand that all agencies face the same challenges and issues... [The workshop was] useful to share experiences and lessons learned with one another.”*

*“Well delivered! Would have liked more time to speak to Salvation Army personnel.”*

*“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?**

## Knowledge

% who agree/  
strongly agree

I have a strong understanding of the concepts and principles underpinning a trauma sensitive approach (n=34)

91%

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=34)

88%

My understanding of the concepts and principles underpinning a trauma sensitive approach are sufficiently developed to enable me to deliver training to others (n=34)

79%

## Skills and confidence

% who agree/  
strongly agree

I can anticipate the potential aspects of a trauma sensitive approach that might be difficult for others to grasp (n=34)

88%

I feel confident to be able to manage the group work exercises so that everyone has an opportunity to contribute their views (n=34)

85%

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=34)

82%

I feel confident that I can effectively manage groups to effectively develop those I train in the future (n=34)

79%

I am confident I can deliver all aspects of a trauma sensitive approach to a very high standard (n=34)

76%

## 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=34)

88%

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=34)

88%

I will try to make sure that this area of work features to a greater extent in my annual review/appraisal (n=34)

76%

## Organisational support

% who agree/  
strongly agree

My organisation is fully supportive of implementing an ACE/trauma sensitive approach across all of our work (n=34)

76%

I am confident I will have sufficient time to reflect on/review my delivery and, if necessary, make changes (n=34)

65%

I am confident I will have enough time to plan each programme delivery (n=34)

53%

I am confident I will have enough administration support to enable smooth delivery of each programme delivery (n=34)

53%

My organisation has committed to three programme deliveries per year following delivery of this training (n=34)

38%

