

**Trauma Informed Practice Team Newsletter**  
**Autumn 2025**

# Welcome to the Autumn edition of our newsletter

We hope you enjoyed reading the first edition of our newsletter and found it both informative and encouraging in your journey toward embedding a trauma informed approach (TIA) in your work. It and all future newsletters can be accessed on the SBNI website, in the TIA section.



We hope the summer break offered you space to nurture yourself, reconnect with what matters, and return with a renewed sense of purpose , as we move into the season of change. In trauma informed work, caring for ourselves and each other is not a luxury, it's a necessity.

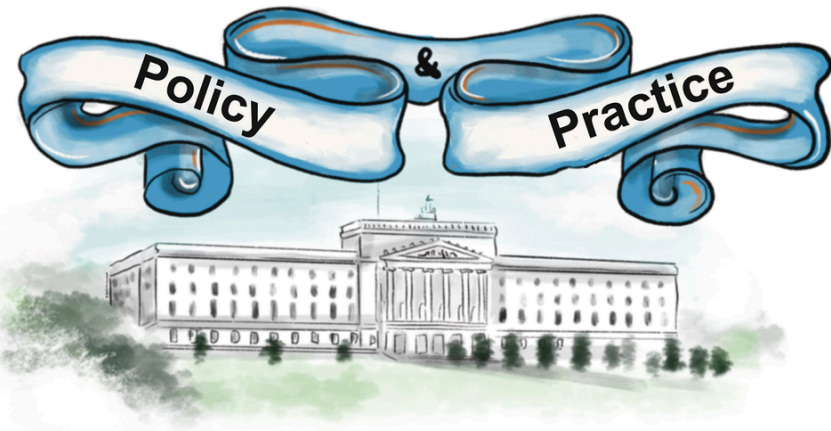
This edition continues to build on our shared commitment to creating safe, supportive, and empowering environments for all.

As you move through this newsletter you'll find updates, insights, and practical tools to help you deepen your trauma informed approach, whether you're just beginning or well along the path.

If you have not received this from the SBNI TIP team and would like to be added to our distribution list please email us with your details on:

[sbni.info@hscni.net](mailto:sbni.info@hscni.net)

# Supporting Trauma Informed Policy Development



The SBNI Trauma Informed Practice (TIP) team hosted a Policy Workshop on 25th September 2025 at Antrim Civic Centre. The event brought together participants from a range of sectors to explore how policy can support, not hinder, trauma informed practice.

Topics covered in the workshop included:

- the role of the policy writer, developer, and reviewer
- the power of language in shaping trauma informed environments
- identifying policies that are already trauma informed and those that need to be.

Reviewing policy through a trauma informed lens is not about starting from scratch. Rather, it enhances existing processes by considering the impact of policies on both service users and staff. Whether working in a large government department or a small community organisation, policy makers and reviewers are encouraged to reflect on how their policies align with trauma informed values and principles.

There was significant interest in this workshop, leading to 2 additional workshops:

25 November, 2025, St Malachy's Youth Centre, Belfast.

26 February, 2026, Bishop St Community Centre, Derry

If you would like your name added to the waiting list please email:

[Sheina.rigg@hscni.net](mailto:Sheina.rigg@hscni.net)

[Aileen.mcguinness@hscni.net](mailto:Aileen.mcguinness@hscni.net)

"Trauma-informed policy is not just about adding new rules—it's about rethinking the values that guide our systems and ensuring they reflect safety, trust, and empowerment."

— Center for Trauma Informed Policy and Practice (CTIPP) 2023 Policy



# A Trauma Informed Approach: A Workforce Development Training Manual

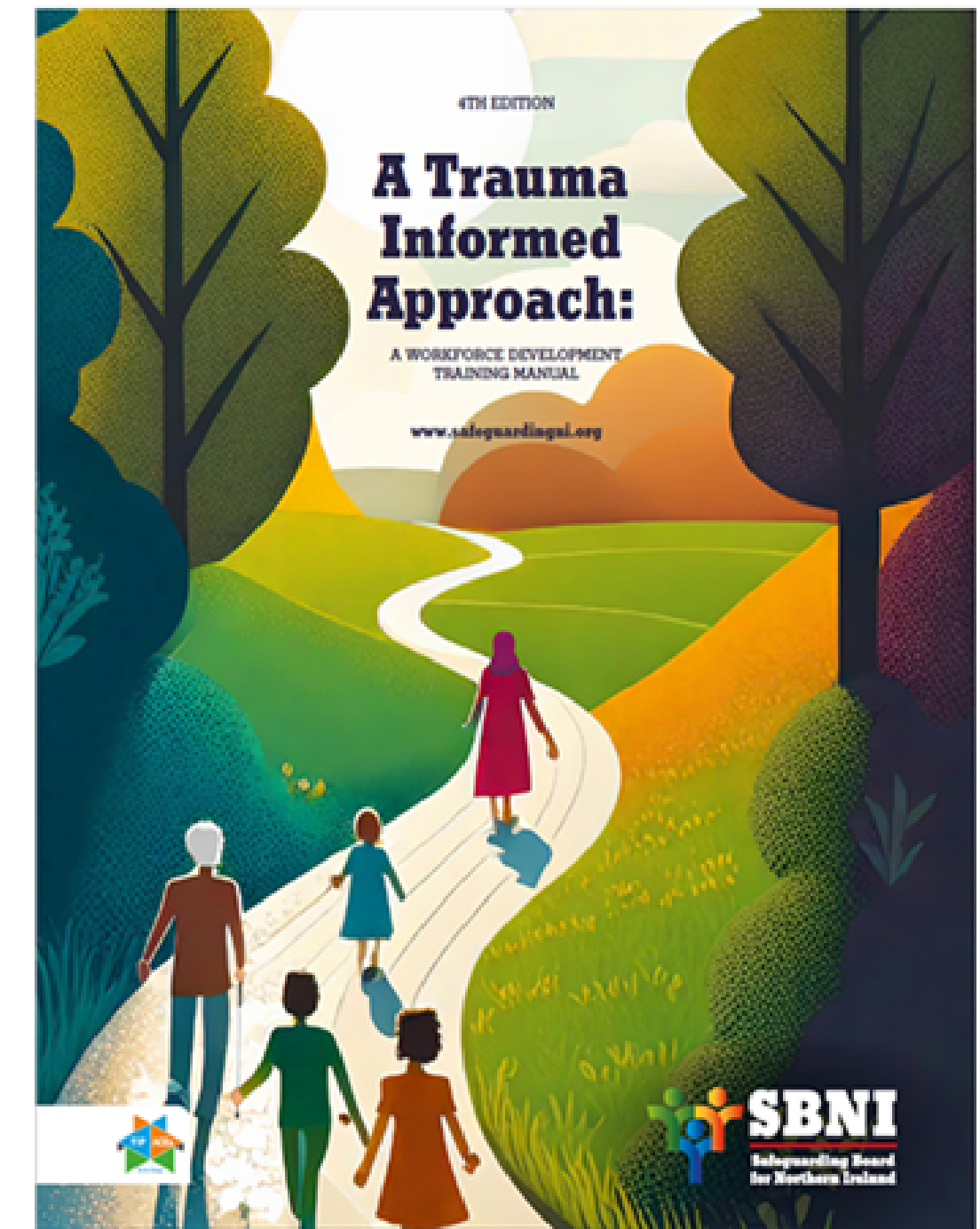
The Trauma Informed Awareness Training Manual and online modules have now been revised and updated, reflecting our commitment to continuous improvement and ensuring that our resources remain current, relevant, and effective.

The updated materials include the integration of new research and statistics from Dr. Colm Walsh and his team's Adverse Childhood Experience prevalence study in Northern Ireland. It also reflects a shift in language and focus, placing greater emphasis on the role of positive childhood experiences and nurturing relationships in building resilience and supporting recovery. This strengths-based approach highlights healing and hope, aligning with emerging evidence in the field.

*(Click on this image to access this research)*

150 TIP trainers have now attended update sessions and received their new manual.

The updated online modules are now available on the Trauma Informed Approach section of the SBNI website or by clicking on the front cover image on this page.





# Development of the 'Lead Trainer' role

**As part of our commitment to building trauma informed capacity across sectors and sustainability, we have developed the role of Lead TIP Trainer. These experienced and confident trainers will help ensure and share TIA learning across the system.**

**The Lead Trainers will deliver Training for Trainers (TfT) in their organisations/sectors, provide mentorship to other TIP trainers, and share emerging research and best practices within their organisations and across peer networks. With the support of their organisations and a willingness to collaborate with the SBNI TIP Team, Lead Trainers are key to a sustainable, consistent and high-quality training model.**

**We would like to express our sincere thanks to all those who have agreed to fulfil this role. If you would like to find out more about the criteria for this role please email:**

**[sheina.rigg@hscni.net](mailto:sheina.rigg@hscni.net)**

**[marian.molloy@hscni.net](mailto:marian.molloy@hscni.net)**



# Practice Perspectives

In this edition, over the next 2 pages, we shine a spotlight on the individuals stepping into two significant new appointments within partner organisations.

These specialist Trauma Informed Practice lead roles reflect a growing commitment from the organisations to creating environments that recognise and respond to the impact of trauma, and to supporting the wellbeing of staff and service users alike.

We want to offer our congratulations and wish them every success in their new, transformative roles.

Watch this space for further updates!



The Salvation Army has appointed Dawn Richardson, from Homelessness Services NI, as their new Trauma Informed Practice(TIP) Lead, a specialist role created within the HR Department .

Over the next two years, Dawn will lead the development and implementation of a territory-wide TIP strategy, working collaboratively with teams and services to promote environments that are responsive to the impact of trauma.

Dawn has been instrumental in developing The Salvation Army's trauma informed journey and has worked closely, over the years, with the TIP Team at the SBNI, consistently championing trauma informed principles across her work. Dawn brings valuable insight and experience to this role.

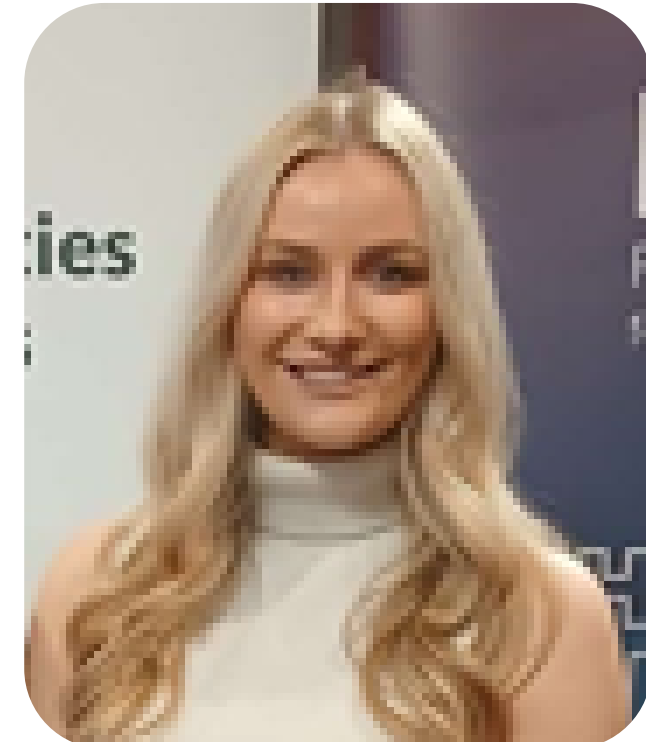
Her leadership and collaborative spirit will support The Salvation Army to further embed a compassionate, reflective, and resilient culture that prioritises the psychological and emotional wellbeing of staff and service users.



# Practice Perspectives



**The Probation Board for Northern Ireland (PBNI) has appointed Kirsten McFarland as the Trauma and Resilience Implementation Co-ordinator for the organisation. This new role is to lead the implementation of PBNI's Trauma and Resilience Implementation Plan, developed by their Trauma and Resilience Implementation Group (TRIG). The actions in the implementation plan are grounded in the insights gained from undertaking the Trauma Informed Oregon baseline assessment, commissioned with the support of the SBNI.**



**Kirsten's focus is on developing processes and supporting the organisation to embed the actions into practice and organisational culture, helping to create a more supportive, responsive, and resilient environment for PBNI staff, service users, and other organisations.**

**Kirsten is incredibly excited about this new opportunity and proud that PBNI recognises the value and need for a dedicated post to support the implementation of TIA. She believes that collaborative working, shared learning, and peer support are necessary ingredients of a successful journey to becoming trauma informed, and she looks forward to developing this new and innovative role.**





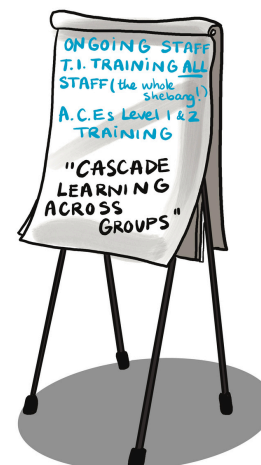
# Quarterly Captures!



**In June, Orla Connolly and Marian Molloy, TIP Implementation Managers, in partnership with Dr Ciara Downes, Consultant Clinical Psychologist from the Regional Trauma Network, co-delivered a TIA training session to the Committee for the Executive Office.**



**Participants from a range of community organisations taking part in the SBNI trauma informed training for trainers programme, organised by the FreshStart programme in the Department for Communities and facilitated by Sheina Rigg. On completion these trainers will deliver the TIP modules on adversity, trauma and resilience to their teams, services and organisations, raising awareness of the value of a TIA being embedded in their service delivery and organisational structures.**



**The Work Psychology Service team from the Department for Communities, who attended an update session on the new and revised TIA training manual. This was facilitated by Sheina Rigg, Implementation Manager.**



# Organisational Toolkit Information Booklets

We're excited to share that a suite of information booklets will be available on the website in December to support organisations to embed a trauma informed approach.

Developed around the 10 focus areas of the SBNI Trauma Informed Organisational Toolkit, these resources will offer practical insights, reflective prompts, and examples to help deepen understanding and strengthen practice.

**Click on any image of the booklet covers on the right to register for our online session:  
3 December 2025, 9.30-12.30**

In this session the TIP team will give an overview of the focus areas and the information booklets developed as an additional resource.

These booklets will be a valuable support for teams at every stage of their trauma informed journey.



# TIP Alerts and Updates



## Online Solihull Modules

The licence for the online Solihull modules on the SBNI website will expire on **31 October 2025**. Please register before this date to enable **ongoing** access to content. The 'Understanding Your Own Trauma' module will still be available after this date.

## Peer Learning Network

On 15 January 2026 we will be hosting a morning workshop, in a central location, aimed at facilitating organisations to establish a **'Trauma Informed Approach Peer Learning Network'**. This session will bring together professionals from across sectors to connect and explore opportunities for collaboration. Through collective reflection and emerging insights, we aim to support organisations in laying the groundwork for an ongoing network dedicated to learning and TIA implementation.

To register your interest please click on the image of the bell!

## 'Leading with a Trauma informed Lens'

A new Trauma Informed Leadership course is currently being co-designed to develop the growth of trauma informed leaders across sectors. Launching in early 2026, this course aims to empower leaders by providing a shared space for learning, cross sector networking and leadership development. The course will integrate reflective and relational approaches to support leaders to create safe, responsive, and inclusive environments. **Click on the image to register your interest.**



## !Attention TIP Trainers!

If you are an existing TIP trainer and have not yet been updated in the new and revised training manual, it is important that you attend an update session.

To register your interest please contact Sheina: [sheina.rigg@hscni.net](mailto:sheina.rigg@hscni.net)

Probation Board for Northern Ireland (PBNI) recorded an episode of their podcast, Probation Matters, on taking a trauma informed approach.

Head of Communications Gail McGreevy talks to PBNI's Trauma and Resilience Implementation Coordinator Kirsten McFarland and Safeguard Board NI's Trauma Informed Practice Implementation Manager Marian Molloy about Probation becoming a trauma informed organisation, how that can be implemented and how it is more natural to do than people think. Watch and listen to the episode by clicking on the picture!





# Trauma Informed Autumn

**A**

**Awareness of the prevalence of trauma and the paths to recovery**

**U**

**Understanding the impact of trauma and responding with empathy**

**T**

**Trusting, safe and transparent relationships will, through connection, promote healing**

**U**

**Unity and collaboration will promote wellbeing in teams and help achieve best outcomes for workforces and service users**

**M**

**Model the six principles of a trauma informed approach in a meaningful and authentic way, in all we do and say**

**N**

**Nurture ourselves and others by creating supportive, safe and healing environments**

If you have any feedback on the newsletter, we would welcome your comments or suggestions.

If you would like any promotional material or if you have any questions in relation to embedding a trauma informed approach, please [email us at the address below](#).

If you wish to be added to the TIP team distribution list for any future circulations regarding information or events or if you would like your details removed from the list, please email us at: [sbni.info@hscni.net](mailto:sbni.info@hscni.net)