Trauma Informed Plymouth Network

Trauma Awareness Training – Information for Managers

We would like to encourage managers to reflect on how ready and able their service is to support workers who attend our training. This includes considering how coaching or supervision can be used to apply any new skills and understanding, as well as giving thought to support for staff for whom the course content raises issues around their own personal or professional experience of trauma.

1. Is this the right level of training for my staff member?

This is an introductory level workshop aimed at raising awareness of key concepts and how we are developing trauma informed practice at a local level. We recognise that many staff working with a remit to support people who have experienced trauma will require enhanced training (see link to Scotland NHS trauma training plan below). We will be looking for feedback from managers and attendees about levels of need for enhanced training and working with the Trauma Informed Plymouth Network and local strategic boards to look at how we might commission next level training for our Plymouth workforce.

1. Ensuring organisational readiness to implement training

It is important that staff attending the training are given adequate time and resource to develop their knowledge and understanding. This will include being given time to read our approach document ‘Envisioning Plymouth as a Trauma Informed City’(link below) and having opportunities to discuss the implications of the approach within their teams. We would ask that you consider who in your organisation will be able to provide support and supervision to embed learning before you send staff to this workshop.

1. Measuring the impact of training

This training is being partially externally funded by the Ministry of Housing, Communities and Local Government. We will be evaluating training on the day but also through follow-up surveys which we would ask that you ensure staff complete so that we can understand what difference this workshop has made to local trauma informed practice.

1. Support for staff who have lived experience of trauma

We know from a large body of evidence around ACEs and trauma that these experiences are not uncommon. We recognise that for some staff who attend this course it is possible that there may be some triggering of traumatic memories or issues may be raised that require further support. You should identify support available for staff in these circumstances (supervision, occupational health etc.) prior to sending them to the course.

Recommended reading:

<https://www.colebrooksw.org/wp-content/uploads/2019/05/Trauma-Informed-Plymouth-Approach-2019-compressed.pdf>

<https://www.blueknot.org.au/Resources/Fact-Sheets/Managers-Fact-Sheet>

<https://www.nes.scot.nhs.uk/.../national-trauma-training-framework.aspx>

<https://www.tepou.co.nz/uploads/files/resource-assets/Trauma-informed>

[www.safehandsthinkingminds.co.uk/.../uploads/2016/03/trauma-informed-supervision.pdf](http://www.safehandsthinkingminds.co.uk/.../uploads/2016/03/trauma-informed-supervision.pdf)

Recommended watching:

<https://youtu.be/r_yH3TrUpLo>

<https://vimeo.com/334642616>

<https://www.youtube.com/watch?v=95ovIJ3dsNk>

**Where can I get more support or advice about trauma informed practice and workforce development?**

**If you would like to have a discussion around this training or any aspect of trauma informed practice please email** [anna.moss@plymouth.gov.uk](mailto:anna.moss@plymouth.gov.uk)