

Title of Report Trauma Informed practice development in Midlothian

Report by Nick Clater (Head of Adult Services)

Report for Information

1 Recommendations

Council is recommended to note the report.

2 Purpose of Report/Executive Summary

This is an information report providing an update on the development of trauma informed practice in Midlothian.

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3 Background/Main Body of Report

In Midlothian Council, we are committed to creating a culture that is trauma informed. The vision is for a whole system, multi-level approach to workforce training and development.

Leaders in Midlothian Community Planning Partnership, including service areas within both Midlothian Council and Midlothian HSCP, identified that an understanding was required by the workforce of trauma, adversity and its impact on health, learning and wellbeing. The 'workforce' referred to is multi-agency, and includes a range of roles – from receptionist in universal services to clinical specialists across the lifespan.

A brief scoping exercise identified gaps in Trauma Informed Practice training for people in client-facing roles across Midlothian. Staff in a wide range of Council services all expressed a desire for their practice to be better trauma informed.

In September 2019 a bid to NHS Education for Scotland (NES) from Midlothian HSCP was successful and Midlothian was allocated £40,000 to deliver Trauma Training to the Midlothian workforce. The training model proposed was an open access one. The aim was to provide:

- Level 1 (Trauma Informed) Training to 400 frontline workers and volunteers in a range of public facing Services
- Level 2 (Trauma Skilled) Training to 110 people, initially focusing on the services and partner agencies associated with the new Recovery Hub, Number 11.
- Level 3 (Trauma Enhanced) Training was to be provided by the local TIPTICs.
- To ensure full engagement and ongoing sustainability, key leaders and managers would be expected to attend Scottish Trauma Informed Leadership Training (STILT) which was provided by NES. This was to ensure that they had a good understanding of the Transforming Psychological Trauma agenda and their responsibilities in supporting staff to undertake training and implement learning in their day to day work.
- To build on existing good practice of staff supervision and to support local service areas to embed this within their practice as appropriate to the staff group

This pilot project is now complete with 359 people trained at level 1 and 107 people at level 2 which was very close to the target set. An evaluation report has been compiled with 6 recommendations and forwarded to Scottish Government. This report is attached as an appendix. We have received positive feedback from the Scottish Government.

The governance for this piece of work currently sits under Midlothian Trauma steering group chaired by Head of Adult Services with members from a range of organisations. The Head of Adult Services is also the Trauma Champion across the HSCP and Midlothian Council.

We are in the process of developing a Trauma Informed Practice Development Worker (£100k funding from the Scottish Government for the next two years has been secured). This post will both coordinate the ongoing training to a range of roles and agencies across Midlothian as well as develop Midlothian to become a trauma informed community. This will include exploring how public buildings can be more trauma informed, how we all might be able to modify our behaviours and communication to enable it to be more trauma aware.

It should be noted that there is a commitment to review the membership of the Trauma Steering Group so that it is more congruent with a One Council approach. It has been very much centred on Adult Social Work services. Both the Head of Adult Services and the CSWO and Chief Officer Children's Services, Partnerships and Communities are committed to leading on this piece of work and engaging with other colleagues across Midlothian Council. Moreover, there are clear links with *The Promise*. The post referred to above will work across all areas in Midlothian Council and there is a strong commitment to ensure trauma informed approaches and practice are embedded across all areas.

4 Report Implications (Resource, Digital and Risk)

4.1 Resource

There are no resource implications in this report as Midlothian has received £100k over two years to recruit a Trauma informed practice development worker to lead on the work. Including on costs the Trauma development worker post costs £45,000 per year which leaves a small surplus each year. The Trauma steering group will decide what will be the use of the remaining money.

4.2 Digital

There are no digital implications in this report.

4.3 Risk

The Trauma informed practice development work will increase awareness for staff and communities in Midlothian and how we might modify our behaviour and language when interacting in front line services and present a more empathetic and understanding approach.

4.4 Ensuring Equalities (if required a separate IIA must be completed)

Not applicable.

4.4 Additional Report Implications (See Appendix A)

See Appendix A

Appendices

Appendix A – Report Implications

Appendix B – Trauma Informed Practice Pilot project report

APPENDIX A – Report Implications

A.1 Key Priorities within the Single Midlothian Plan

There are some links to the Trauma Informed practice development work within the Single Midlothian Plan

A.2 Key Drivers for Change

Key drivers addressed in this report:

- ☒ Holistic Working
- ☐ Hub and Spoke
- ☐ Modern
- ☐ Sustainable
- ☐ Transformational
- ☐ Preventative
- ☐ Asset-based
- ☒ Continuous Improvement
- ☐ One size fits one
- ☐ None of the above

A.3 Key Delivery Streams

Key delivery streams addressed in this report:

- ☒ One Council Working with you, for you
- ☐ Preventative and Sustainable
- ☐ Efficient and Modern
- ☐ Innovative and Ambitious
- ☐ None of the above

A.4 Delivering Best Value

Not applicable.

A.5 Involving Communities and Other Stakeholders

The trauma informed practice report is accessible to the general public following its approval by Scottish Government. The working group for the Pilot project included a range of people from different organisations and those with lived experience.

A.6 Impact on Performance and Outcomes

The Trauma informed practice development work as highlighted in the report and its recommendations will continue to train more front line

staff across organisations in Midlothian. Therefore increasing the number of trained staff and increasing awareness and understanding of supporting people who have experienced trauma. This will lead to Midlothian becoming a Trauma informed community.

A.7 Adopting a Preventative Approach

Not applicable.

A.8 Supporting Sustainable Development

Not applicable.

APPENDIX B

Background Papers/Resource Links Trauma Informed Practice Pilot project report