Department of Justice
Belfast trust Social Care Health Agency Public Health Prison Service
Care NI communities health Services Western Health
Health Forum CAMHS Ireland Northern Mental Health
Compensation Services Police Service Addiction services health and well being team

Belfast Health & Social ...
Northern Health & Soci...
South Eastern Health & ...
Southern Health & Soci...
Western Health & Social...
Other

0   50   100
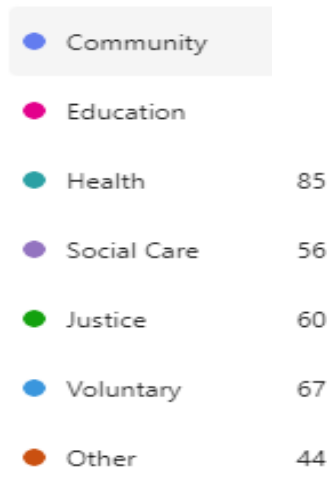
Sectors represented at Toolkit information sessions

● Community	
● Education	
● Health	85
● Social Care	56
● Justice	60
● Voluntary	67
● Other	44

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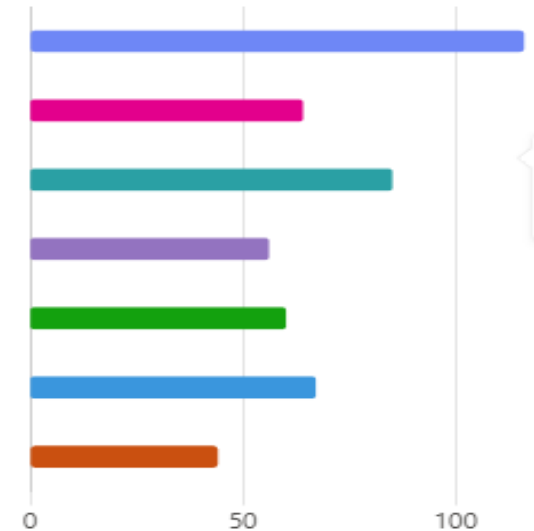
Training Manager Health and Safety
Health Nurse Social Worker Head of Service Senior Officer Senior Health
Support Officer Mental Health Lead Casework Officer
wellbeing Senior Manager
clinical psychologist Service Manager Health Practitioner
Improvement Officer Area Manager programme manager
Development Officer

TIP ACEs
Be the Change

Introductory Session outline

➢Introduce the team

➢Set the context

➢Background of TIP work: the journey

➢The toolkit:
- why we have developed it
- what it is & what has informed its development
- where to access it
- how to use it
- when to use it

➢Demonstrate **toolkit & checklist**

➢Next Steps

Trauma Informed Approach Implementation Framework for NI: 2018-2024

Level 1 & 2 training modules
Solihull Approach understanding trauma, attachment, brain development

Pilots to support organisational implementation across sectors

Sequential Intercept Model and Universal Service Delivery process model

Trauma Informed Oregon One Small Thing Quality mark (Justice, Community, H&SC, C&V sector pilots)

Facilitated Review / Support Workshops
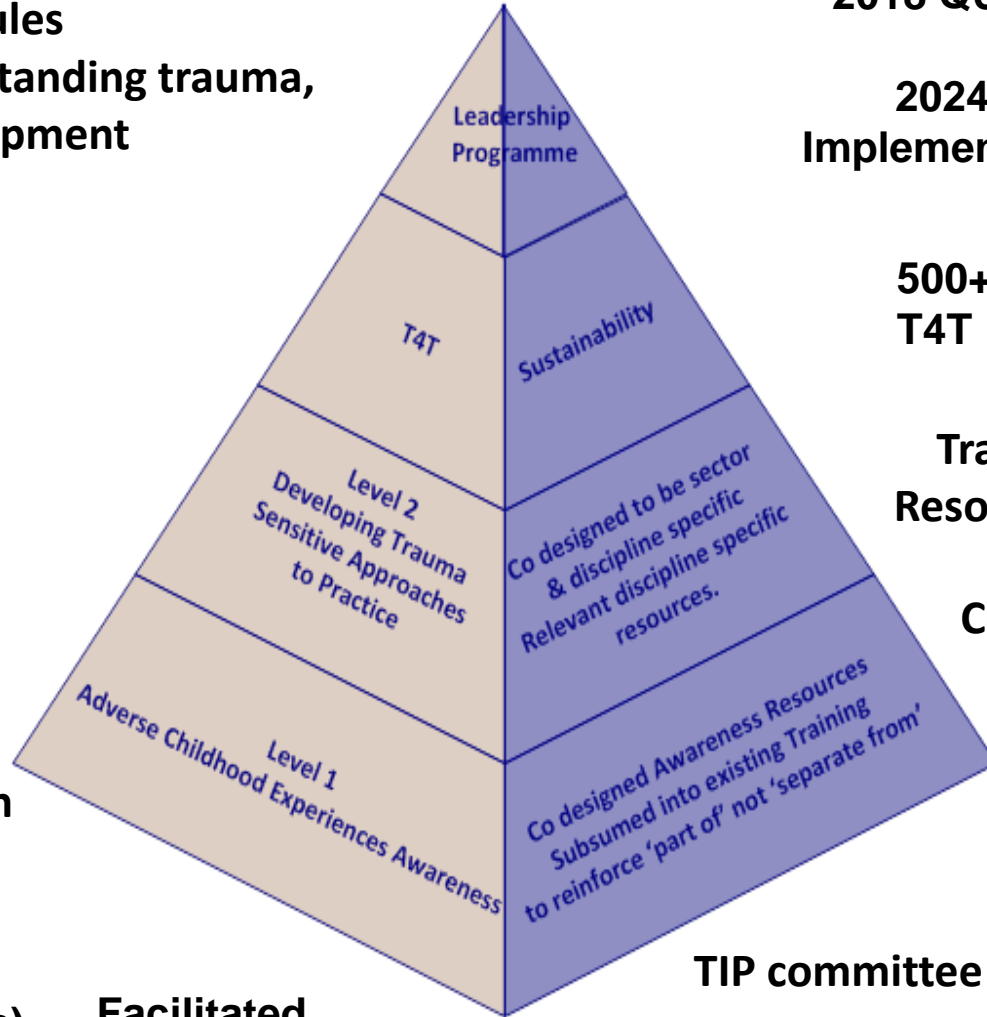
2018 QUB Research

2024 QUB TIA Implementation Report

500+ attended T4T

Training brochure/ Resource development

Conferences

Organisational / workforce development support

TIP committee

Knowledge transfer

Leadership Programme

T4T

Sustainability

Level 2 Developing Trauma Sensitive Approaches to Practice

Level 1 Adverse Childhood Experiences Awareness

Co designed to be sector & discipline specific
Relevant discipline specific resources.

Co designed Awareness Resources
Subsumed into existing Training
to reinforce 'part of' not 'separate from'

TIP | ACEs
Be the Change

Target Audience

➢ This toolkit was developed for the SBNI member agencies and partners; however, it can be used by any organisation, team or service across the statutory, community or voluntary sectors. It is designed specifically for NI, which has its own unique structure and history.

➢ This toolkit aims to help leaders, workforces, services and organisations identify and reflect on progress, strengths and opportunities for embedding a trauma informed approach across policy and practice. It aims to complement existing organisational priorities, driving improvement, innovation and sustainable change.

Toolkit Aims

The toolkit will:

• illustrate how trauma informed approaches can be embedded across your organisation

• build awareness of what the six trauma informed principles are and how to apply them

• highlight the evidence base on the benefits, barriers and enablers to a trauma informed approach

• showcase case studies and examples from across NI

• provide a practical self-assessment checklist, structured on the ten focus areas

• walk you through each aspect on your journey to becoming a trauma informed organisation.

Why Trauma Informed?

The prevalence of adversity & trauma means that we need not only to focus on the people who seek support but equally on the people and systems who provide that support.

When we consider adversity and trauma in our workplaces & organisations, this can help in understanding our own responses and needs and those of the people we support.

A whole system trauma informed approach can only happen in the context of trauma informed and trauma responsive environments, policies, systems and organisations.

Adverse Childhood - Community - Cultural Experiences

"It is not just about adverse childhood experiences, but also about adverse community experiences, adverse cultural experiences, & adverse organisational experiences."

David Labby

Trauma Informed: International Context

International Trauma Informed Movement

- Scotland
- Wales
- Ireland
- England
- Australia
- USA

"A program, organisation, or system that is trauma-informed *realizes* the widespread impact of trauma and understands potential paths for recovery; *recognizes* the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and *responds* by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively *resist re-traumatization.*"

(SAMHSA, 2023)

"Trauma is one possible response to adversity. A traumatic event can be an experience, series of experiences, or circumstances but **resilience is possible with timely support**." (Frameworks UK)
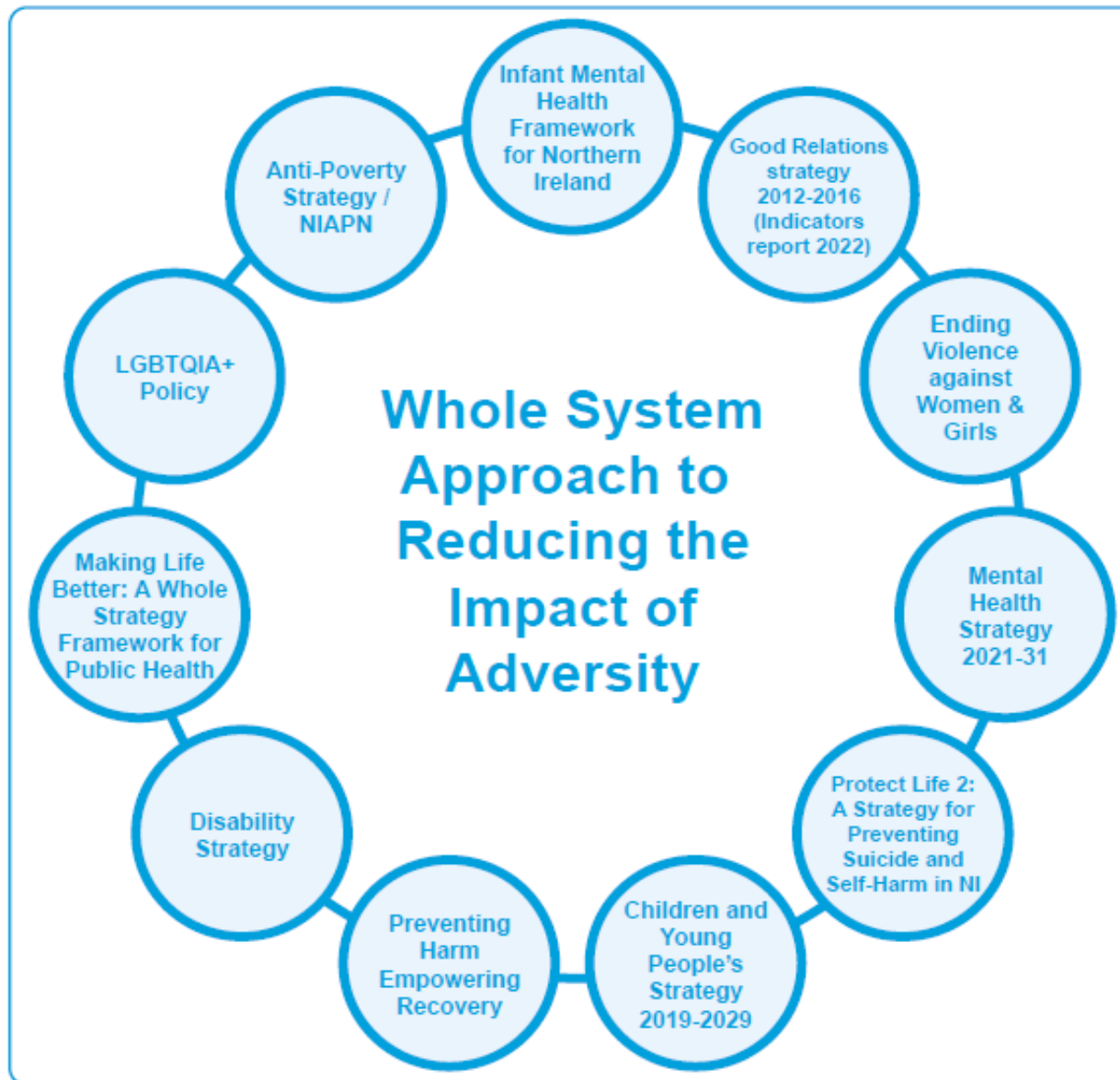
TIP | ACEs

Be the Change

Context is key

Examples of Adversities in Northern Ireland

NI Conflict / The Troubles   Racism   Violence   Legacy Issues

Institutional Abuse   Moral Injury / Distress

Sectarianism   Road Traffic Accidents   Drug & Alcohol related issues

Poverty   Adverse Organisational Experiences

Paramilitary violence   Adverse Childhood Experiences

Infertility   Mental Health issues

Suicide   Prison   Traumatic Loss   Isolation

Homelessness   Discrimination

Disability

Serious Illness   Adverse Community Environments

Sexual Exploitation/Abuse

This illustration is not meant to be an exhaustive list.

Whole System Approach

Whole System Approach to Reducing the Impact of Adversity

- Infant Mental Health Framework for Northern Ireland
- Good Relations strategy 2012-2016 (Indicators report 2022)
- Ending Violence against Women & Girls
- Mental Health Strategy 2021-31
- Protect Life 2: A Strategy for Preventing Suicide and Self-Harm in NI
- Children and Young People's Strategy 2019-2029
- Preventing Harm Empowering Recovery
- Disability Strategy
- Making Life Better: A Whole Strategy Framework for Public Health
- LGBTQIA+ Policy
- Anti-Poverty Strategy / NIAPN

Draft PfG extract

Acknowledging the levels of trauma in our post-conflict society, we will work across the Executive to embed trauma-informed, responsive systems; systems that help people to easily navigate and access the support they need, when they need it, and for however long they need it for.

Defining Trauma

It's about infusing our understanding of theories, models and concepts related to trauma and adversity and resilience.

Fully acknowledging the imprint of trauma and adversity means we understand:

- the stress response system – how stress and trauma affect our brain and bodies

- how trauma can impact our ability to feel safe and develop trusting relationships

- what promotes recovery and healing - why relationships matter - & how relationships are key to human development, regulation & resilience.

TIP ACEs
Be the Change

Relationships Matter

> **We can create environments and services that reduce stress and the risk of individuals becoming overwhelmed....This approach can prevent further trauma to anyone accessing and providing services.**

- Being trauma informed helps us understand why our early experiences matter; and how overwhelming experiences across the lifespan can cause lasting physiological and psychological imprints, if not addressed.

- Connections with others, supportive and nurturing relationships (within and outside the family and community) can reduce the impact of trauma. Timely relational support can help counterbalance its negative effects.

- Being trauma informed emphasises the benefits of supportive relationships, supportive working environments and supportive communities.

- It means we can all play a part infusing what we know about adversity, trauma, and resilience in our efforts to strengthen related policies, programmes, and public agencies.
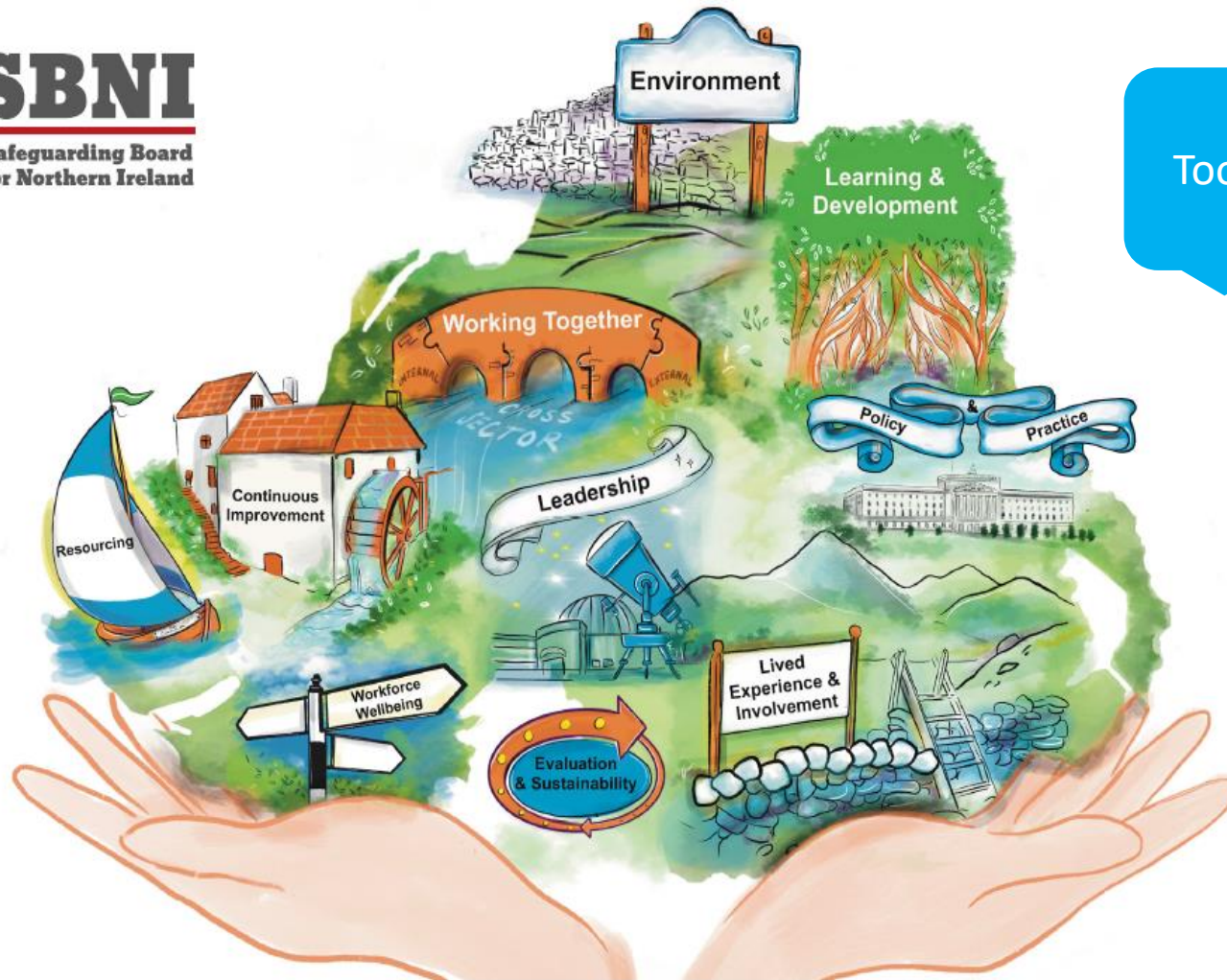
TIP ACEs
Be the Change

Setting the Scene

About the toolkit

This toolkit has been designed to help organisations in Northern Ireland (NI) identify opportunities to embed trauma informed approaches across policy and practice. It is based on the local and international evidence base, existing learning, valuable insights from people with lived experience and good practice from the NI context.

It has six sections:

- **Section 1 – Setting the scene**
  An overview of the context and how to use the toolkit

- **Section 2 – Key concepts**
  A definition of trauma, trauma informed organisations and approaches

- **Section 3 – Six principles**
  A summary of the **six trauma informed principles** (safety, trustworthiness, choice, collaboration, empowerment and inclusion)

- **Section 4 – Evidence & examples**
  A summary of international and local evidence, including case studies and examples of trauma informed approaches across a range of organisations

- **Section 5 – Organisational checklist**
  A summary and organisational checklist is based on **ten organisational focus areas*** (leadership, learning and development, workforce wellbeing, lived experience and involvement, policy and practice, environment, working together, continuous improvement, resourcing, evaluation and sustainability)
  *adapted from SAMHSA implementation domains 2014 [1]

- **Section 6 – Library**
  A suite of resources to help you on your journey, including references.

Acknowledgement and thanks to:

- Lived experience focus group members
- SBNI Trauma Informed Committee
- Toolkit task and finish working group
- Organisations who were part of the user testing phase
- Those who contributed case studies and examples
- Local and international research base which informed the development of this toolkit
- Local artist Beth McComish, whose illustrations are infused throughout the toolkit.

Section 2 – Key Concepts

- A trauma informed approach is a …whole-system organisational change framework that aims to develop coherent cultures, policies and practices across systems of service delivery to enhance service user engagement and provide more effective care

   (Bunting et al.,2019a;De Candia,2014)

- Trauma informed approaches recognise that many service users, patients or clients of health social care, education and justice services will have been impacted by potentially traumatic adverse experiences across their life course, and therefore a more responsive form of service delivery is required….the six principles should underpin all service delivery.

   (QUB.2024.9)

Definitions

... a comprehensive,
whole-system approach...
that is **theoretically grounded**,
developmentally informed and
is **flexible enough** to be adapted to
each organization's **unique context**.

"

(Lowenthal, 2020, p. 188)

Setting the Scene	Key Concepts	**Six Principles**	Evidence & Examples	Organisational Checklist	Library

| Safety | Trustworthiness | Choice | Collaboration | Empowerment | Inclusion |

Six Principles

In light of the prevalence of trauma, it is important to understand why we need to embed trauma informed principles and values throughout an organisation. A trauma informed approach is about how and in what way a service is delivered, rather than simply what the service provides. By implementing the six trauma informed principles: safety, trustworthiness, choice, collaboration, empowerment and inclusion*, we can create environments and services that reduce stress and the risk of individuals becoming overwhelmed. This approach can prevent further trauma to anyone accessing and providing services.

Creating a trauma informed culture is about everyday behaviours and interactions. It is about how we do our business and how the six principles are infused into everything we do. The six principles need to be embedded into our interactions and engagements through language, tone and written communications. This will help us harness compassionate and supportive relationships, and will improve the culture in our work environments and communities.

*adapted from [24]

NI system change: TI principles

We
are on a
journey

Implementing
Trauma Informed Approaches
in Northern Ireland

Dr Suzanne Mooney

- Suzanne Mooney
- Montserrat Fargas Malet
- Mandi MacDonald
- Deirdre O'Neill
- Lisa Bunting
- Colm Walsh
- David Hayes
- Lorna Montgomery

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Safeguarding Board
for Northern Ireland

Aims

UPDATE **EVIDENCE BASE**

MAP IMPLEMENTATION **PROGRESS**

IDENTIFY **ENABLERS BARRIERS AND CHALLENGES** TO PROGRESS

EXPLORE **WHAT DIFFERENCE** MAKES

MAKE **RECOMMENDATIONS**

1   2   3   4   5   6   7

The Organisational Review

Rapid Evidence Assessment

Progress Mapping – Online Survey (n=53)

Sector-Specific Regional Focus Groups (n=52)
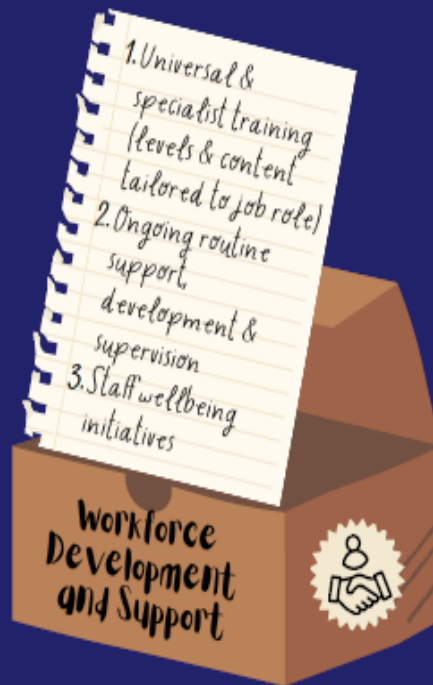
Mixed-Methods Case Studies

TRAUMA INFORMED IMPLEMENTATION DOMAINS

Organisational development
1. Governance & Leadership
2. Financing & Resourcing
3. Collaboration
4. Policy & Procedures
5. Service user & caregiver involvement
6. Physical environment
7. Progress monitoring, review & evaluation

Workforce Development and Support
1. Universal & specialist training (levels & content tailored to job role)
2. Ongoing routine support, development & supervision
3. Staff wellbeing initiatives

Service Design and Delivery
1. Strength-based relational practices
2. Routine inquiry/assessment inclusive of trauma/adversity history
3. Trauma/adversity history taken account of in care planning
4. Access to tailored & specialist services

KEY MESSAGES FOR SUCCESSFUL TIA IMPLEMENTATION

- Promoting **message consistency** across the service system, which demands building connections with aligned initiatives across the organisation.

- Developing a **shared leadership vision.**

- Having a **detailed knowledge and understanding of the service system**, thus a sense of what steps are needed for successful implementation in a particular agency context.

- Making a **small start** (somewhere) and building on these foundations to cascade the learning.

- Understanding implementation as a 'journey' with the need for **constant revision** in light of learning.

- Recognising the central importance of **staff involvement and support** throughout.

'We are on a journey'

'We are on a journey.'

Implementing
Trauma Informed
Approaches
in Northern Ireland

QUEEN'S
UNIVERSITY
BELFAST

Suzanne Mooney
Montserrat Fargas Malet
Mandi MacDonald
Lisa Bunting
Colm Walsh
Deirdre O'Neill
David Hayes
Lorna Montgomery

SBNI
Safeguarding Board
for Northern Ireland

Recommendations

TIAs as theoretical framework to underpin current policy developments in NI

A **trauma informed strategy** needed to advance implementation across sectors and settings

The development of a regional inter-departmental **research and outcomes strategy**

A **regional NI trauma informed resource hub or centre** required to facilitate organisational leadership and networking

A **regional training framework** should be developed

TIP ACEs
Be the Change

Latest research (safeguardingni.org)

Examples

In this section, we have included a sample of sector specific examples from across NI. We intend to add new examples to the toolkit on a periodic basis.

- Education
- Health and Social Care
- Justice
- Community & Voluntary
- Cross sector collaboration

Further examples of trauma informed approaches (TIA) are infused throughout the phase two supplementary material available on each focus area.

For example, leadership in action examples are in the leadership focus area and examples of workforce wellbeing initiatives are in the corresponding focus area.

The Benefits of Applying a Trauma Informed Approach
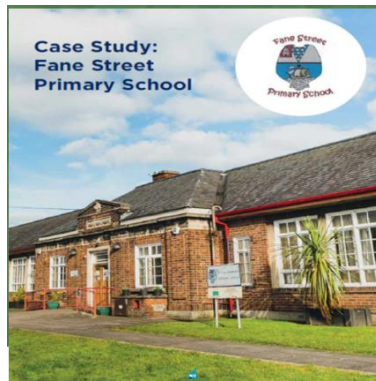
Implementing Trauma Informed Approaches in Northern Ireland Case Study: Fane Street Primary School (safeguardingni.org)

Implementing Trauma Informed Approaches in Northern Ireland Case Study: Belfast Inclusion Health Service (safeguardingni.org)
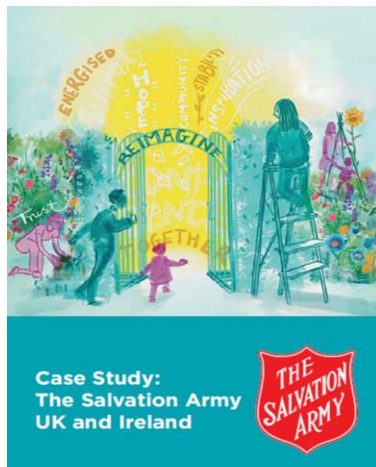
Implementing Trauma Informed Approaches in Northern Ireland Case Study: Salvation Army (safeguardingni.org)
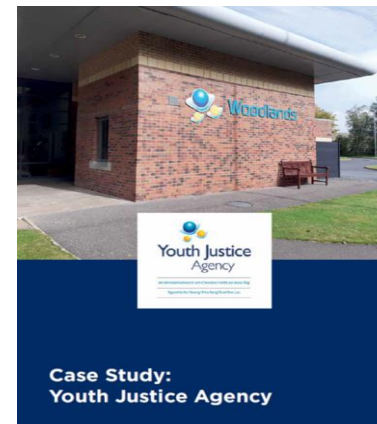
Implementing Trauma Informed Approaches in Northern Ireland Case Study: Youth Justice Agency (safeguardingni.org)

| Setting the Scene | Key Concepts | Six Principles | Evidence & Examples | Organisational Checklist | Library |

| Leadership | Learning and Development | Workforce Wellbeing | Lived Experience and Involvement | Policy and Practice | Environment | Working Together | Continuous Improvement | Resourcing | Evaluation and Sustainability |

Organisational Checklist

Organisational Checklist

The organisational checklist is a practical resource that can be used to provide either a baseline or review of your organisation's progress. It is primarily intended to identify areas for improvement and support planning, rather than serve as a scoring matrix. Its core function is to support organisations to measure progress.

 "A thorough, measurable assessment:

• helps a system or organisation determine areas for improvement and areas of strength across all levels of the system or organisation

• allows an organisation to assess capacity and target training activities and strategic planning

• helps the leadership and staff understand the need for a TIA

• provides data to validate TIA need and assess readiness for TIA implementation." (SAMHSA 2023)

Organisational Checklist

You can complete this as a leader, complete as a team or as a service. Choose the areas you want to start with, you might like to prioritise one or two areas.

In each section you are asked to rate your organisation's progress by identifing your most frequently occurring score from that focus area using the following scale (Please score 1- 5):

1	**Little or no indication of trauma informed actions** in practice or in policy in this focus area – action is required to establish a suitable starting point.
2	**Some elements of a trauma informed approach** being applied in this focus area though only in isolated projects – action is required to consider how to cascade a trauma informed approach more widely.
3	**Evidence of trauma informed implementation** with change being applied in multiple areas – actions planned for further implementation.
4	**Trauma informed approaches broadly deployed** across this focus area – multiple actions ongoing and under review.
5	**Trauma informed approaches fully embedded** across this focus area – actions are continually evaluated.

Organisational Checklist

Next steps

Step 1: Complete organisational checklist, download an editable version here

Step 2: Analyse results and select priority focus area/s

Step 3: Attend relevant focus area workshops

Step 4: Start developing your organisational action plan

Step 5: Build support networks to continue the implementation journey

Locality Implementation Workshops
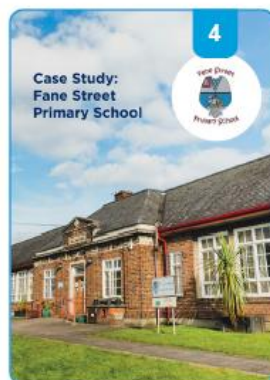

- 4th November – WHSCT - pm
- 6th November - SEHSCT - pm
- 15th November - SEHSCT - pm
- 18th November - WHSCT – pm
- 25th November – BHSCT - pm
- 29th November – SHSCT - am
- 3rd December – SHSCT - pm
- 5th December   – NHSCT - am
- 10th December – NHSCT - pm
- 12th December - BHSCT - am

Resources

Case Study: Belfast Inclusion Health Service

Case Study: Fane Street Primary School

Case Study: The Salvation Army

Case Study: Youth Justice Agency
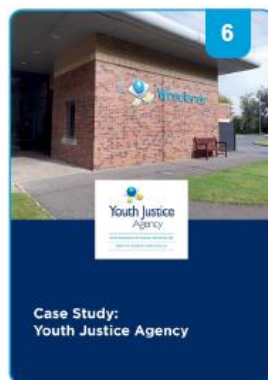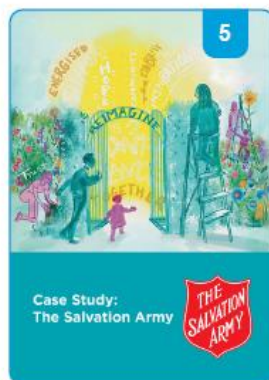
1. Executive Summary: We are on a Journey - Implementing Trauma Informed Approaches in Northern Ireland

2. Full Report: We are on a Journey - Implementing Trauma Informed Approaches in Northern Ireland

3. Implementing Trauma Informed Approaches in Northern Ireland Case Study: Belfast Inclusion Health Service

4. Implementing Trauma Informed Approaches in Northern Ireland Case Study: Fane Street Primary School

5. Implementing Trauma Informed Approaches in Northern Ireland Case Study: Salvation Army

6. Implementing Trauma Informed Approaches in Northern Ireland Case Study: Youth Justice Agency

7. Online Training Brochure - safeguardingni.org

Setting the Scene	Key Concepts	Six Principles	**Evidence & Examples**	Organisational Checklist	Library

Evidence | Examples

Evidence

Organisational transformations are three times more likely to succeed if they systemically identify the enablers and barriers to implementation and subsequently try to design mechanisms to address them. **[25]**

In 2022/23 Queen's University Belfast (QUB) was commissioned by the Safeguarding Board for Northern Ireland (SBNI) to undertake research to:

- update the previous QUB Evidence Review **[13]** sharing key components of effective trauma informed approach (TIA) implementation in diverse real-world settings

- conduct online organisational surveys to map progress across key sectors in NI

- establish a senior leadership strategic overview of implementation across NI

- capture the organisational learning from cross sector case studies

- provide recommendations for advancement of trauma informed approaches across NI.

We are on a journey

Implementing Trauma Informed Approaches in Northern Ireland

Implementation of Trauma Informed Approaches

Throughout this toolkit we will outline the benefits, barriers and enablers that have been identified in NI by infusing the findings and recommendations from the research report. The report was called "We are on a Journey"- **Implementing Trauma Informed Approaches in Northern Ireland [10]**. The team published their findings in 2024 producing an executive summary and full report (click on blue arrow):

'We are on a journey.'

Implementing
Trauma Informed
Approaches
in Northern Ireland

QUEEN'S UNIVERSITY BELFAST   SBNI

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17. Bellis, M. (2020) Counting the cost of adverse childhood experiences: measuring their impact on long-term health and the wider economy. Presentation available: **Counting the Cost of ACEs - Prof Mark Bellis.pdf (safeguardingni.org)**

18. Center for Health care Strategies Inc. Fact sheets 2017. *Trauma informed care.* Available at: **Key Ingredients for Trauma-Informed Care (chcs.org)**

19. Hanafin, S. (2017) *Relationships Matters; an exploration of the data on relationships across the life-cycle in Ireland.* Ag Eisteacht, Cork, Ireland. Available at: **Ag_Eisteacht_Relationships_Matter.compressed.pdf (researchmatters.eu)**

20. Wheatley, M., and Kellner-Rogers, M.E. 1999. *A Simpler Way.* Berrett-Koehler publishers.

21. Department of Health. 2021. *Preventing harm, promoting recovery: a strategic framework to tackle the harm from substance misuse 2021-2031.* Northern Ireland. Available at: **doh-substanceuse-strategy-2021-31.pdf (health-ni.gov.uk)**

22. Bannear, B. 2023. The new zeitgeist: relationships and emergence.9 March [Blog] Available at: **The new zeitgeist: relationships and emergence | by Bill Bannear | Medium 13 November 2023.**

23. Key-Terms-Related-to-Realizing-the-Widespread-Impact-of-Trauma.pdf (**traumainformedoregon.org**)

24. Office for Health Improvement & Disparities. 2022. *Working definition of trauma-informed practice.* GOV.UK. Available at **Working definition of trauma-informed practice - GOV.UK (www.gov.uk)**

25. Treisman, K (2021) A treasure box for creating trauma-informed organizations: a ready-to-use resource for trauma, adversity, and culturally informed, infused and responsive systems. Jessica Kingsley publishers.

26. Minister for Social Care, Mental Wellbeing and Sport, Mental Health Directorate. 2023. **Enablers and barriers to trauma-informed systems, organisations and workforces: evidence review. Scotland. Scottish Government gov.scot (www.gov.scot)**

27. McFadden, P (2020). Two sides of one coin? Relationships build resilience or contribute to burnout in child protection social work: shared perspectives from leavers and stayers in Northern Ireland. *International Social Work, 63, 164-176.*

Continuous Improvement

Your feedback matters

- The toolkit is a live document and we welcome all suggestions for improvement. Please contact the SBNI on **info@sbni.hscni.net**, titled Toolkit, to share your feedback or any examples for inclusion.
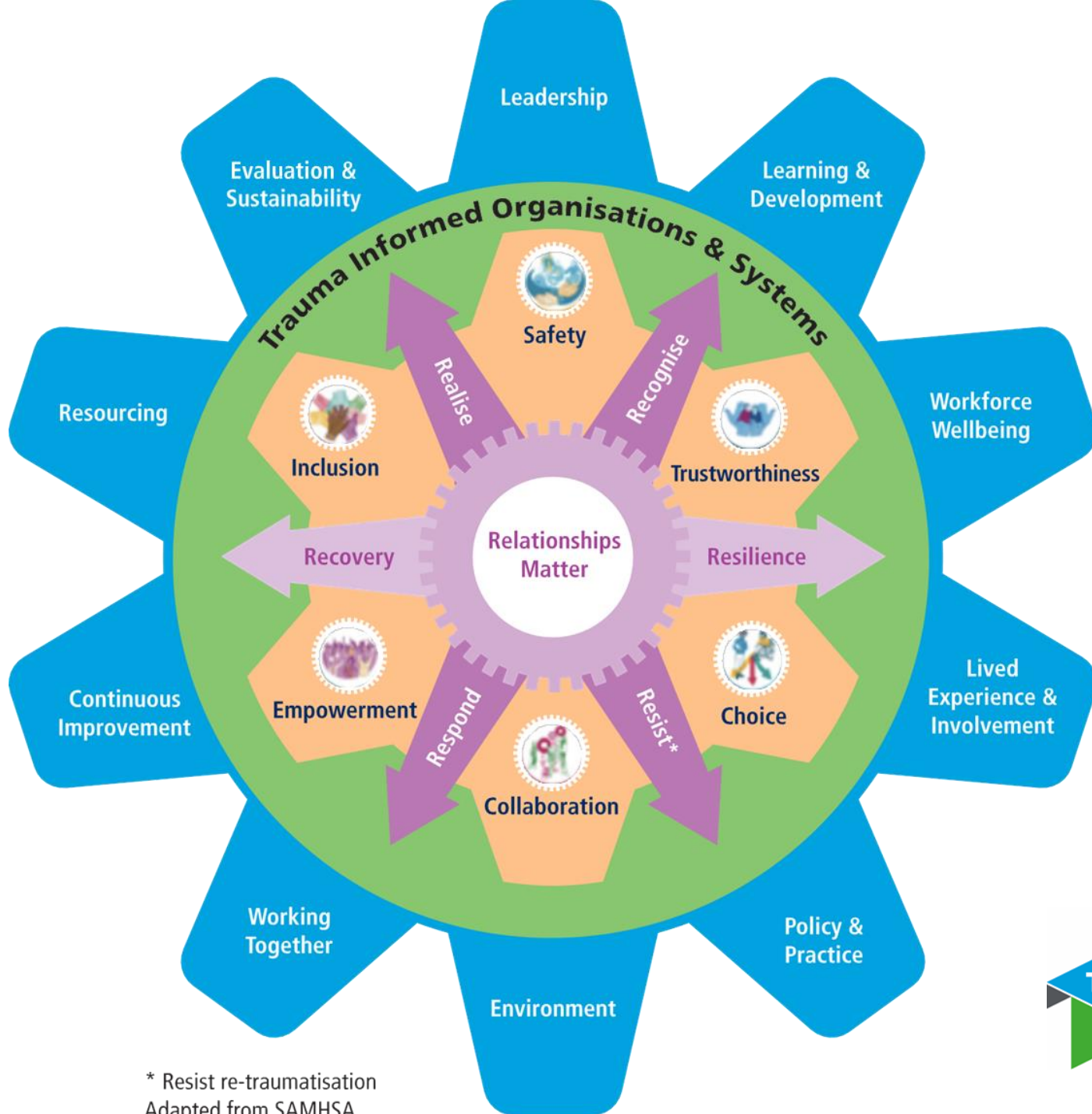
* Resist re-traumatisation
Adapted from SAMHSA

Vision for Northern Ireland

Our whole systems understands why relationships matter

Substance use support for underlying pain

Tackle isolation

Early intervention

Prevention

Parents feel supported

Compassionate communities

Community support

Understand ways to support regulation

Diversionary activities

Safe communities

Community informed

Connecting our services & systems

Financial stability

Proportionate therapeutic support

Relational support

Connected communities

Mental Health Promotion

Supported workforce

Supportive organisations

Supporting emotional literacy

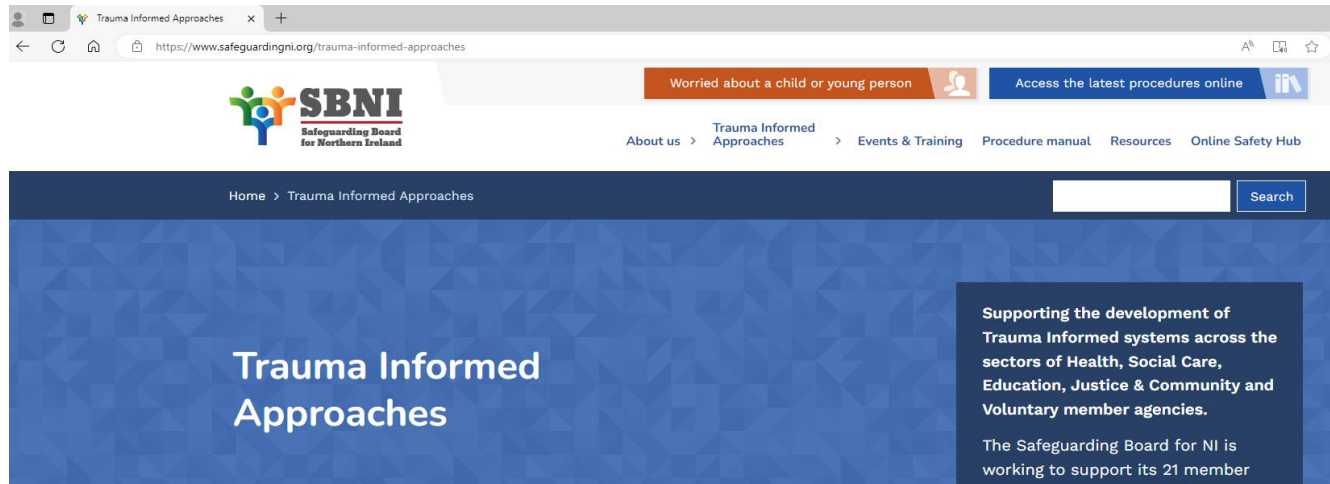Education and employment support

This illustrates a positive vision for NI where a trauma informed approach enhances outcomes for the whole of society.

Finally…

- Please promote the Toolkit within your organisation

- Consider who is best to complete the checklist or a specific focus area (considering collective leadership approaches) <u>and</u> who will attend the interactive Toolkit workshops

- Please complete the session evaluation https://forms.office.com/e/eCeY6rEVq6

- THANK YOU for coming along this to this session!

SBNI Website [About the Safeguarding Board for Northern Ireland (safeguardingni.org)](https://www.safeguardingni.org/trauma-informed-approaches)

Understanding your wellbeing in high pressure environments:

Health Care and Ambulance

Police

Social Care

Firefighters

What does it include:

1. Trauma and wellbeing
2. Going through a traumatic experience
3. Trauma memories
4. Recognising trauma
5. Our feelings
6. Containment
7. Communicating feelings
8. Anxiety and depression
9. Processing trauma
10. Recovering form trauma
11. Trauma in the general population
12. Organisational trauma

Level 1 Introduction 'Adverse Childhood Experiences (ACE) Awareness' and Trauma

Adverse Childhood Experiences Awareness

Level 1

Level 2 Introduction to 'Developing a Trauma Sensitive Approach to Practice'

Developing a Trauma Sensitive Approach to Practice

Level 2

Solihull Approach CPD - Free Online Courses for Professionals

The following online courses enhance understanding of trauma informed approaches, building on the SBNI modules. Each takes approximately 4 hours to complete. They can be completed in short units.

Learning & Development

Understanding Trauma
Complexities of trauma; recognising, processing and recovery

Understanding Brain Development
Brain development from antenatal to adolescence and its significance for mental health and emotional wellbeing in children and teenagers.

Understanding Attachment
Supporting healthy attachment and the value of containment and reciprocity for the quality of attachment.