

# Transforming Psychological Trauma

## National Trauma Training Programme Online Resources



[Click here to continue](#)

INTRODUCTION	1
WHAT PEOPLE AFFECTED BY TRAUMA TOLD US	2
KEY RESOURCES	3
WELLBEING	7
PRACTICE LEVEL 1: <b>Trauma Informed</b>	8
PRACTICE LEVEL 2: <b>Trauma Skilled</b>	11
PRACTICE LEVEL 3 & 4: <b>Trauma Enhanced &amp; Specialist</b>	14
RESOURCES FOR JUSTICE PROFESSIONALS	16
TRAUMA INFORMED ORGANISATIONS	18
TRAUMA INFORMED: <b>Leaders video series</b>	19





### Introduction to the National Trauma Training Programme (8mins)

with Dr Sandra Ferguson

### About the Programme

This document summarises the key trauma training resources from the National Trauma Training Programme that are openly available to support all members of the Scottish workforce to meet the vision of:

*“A trauma informed and responsive nation and workforce, that is capable of recognising where people are affected by trauma and adversity, that is able to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances.”*

Trauma is **‘everyone’s business’** and every member of the Scottish Workforce has a role to play in understanding and responding to people affected by trauma. This doesn’t mean that everyone needs to be a trauma expert —we know that different expertise and skills are required to support people’s recovery — but it does mean that all workers, in the context of their own role and work remit, have a unique and essential trauma informed role to play in responding to people who are affected by trauma.

To find out more about the National Trauma Training Programme go to our website [here](#).

*“Trust is the biggest issue. I decided at onset I would be honest and have stuck with that. If I am giving honesty, I want that back. I am lucky, I get that. I ask questions and I get honest answers. For someone who has my background, trust will be broken easily. You have never had it your entire life.”*

*“Don’t try to make it right, but hold people in their pain and remind them they won’t be crushed by the pain.”*

*“We don’t heal because we see a psychologist, I heal because I have been given the skills to release the pain.”*

*“[She] is a tremendous listener, she really hears me. She remembers, she knows, she offers guidance. [She says ] ‘I am willing if you are’ rather than talking about her expertise.”*

*“[She was] genuine, calm, fair, truthful. Never reactive when I have been defiant and unreasonable. I can trust her judgement. She can tell the truth and even if I don’t like it I will take it.”*



### Transforming Psychological Trauma: Knowledge and Skills Framework for the Workforce

This framework lays out the essential and core knowledge and skills needed by all tiers of the Scottish workforce to ensure that the needs of children and adults who are affected by trauma are recognised, understood and responded to in a way which recognises individual strengths, acknowledges rights and ensures timely access to effective care, support and interventions for those who need it. The framework also has an essential focus on staff well being, and is designed to support managers and supervisors to recognise the learning and development needs of staff in the workplace and trainers to develop training to meet these learning needs.

 [Executive summary \(coming soon\)](#)

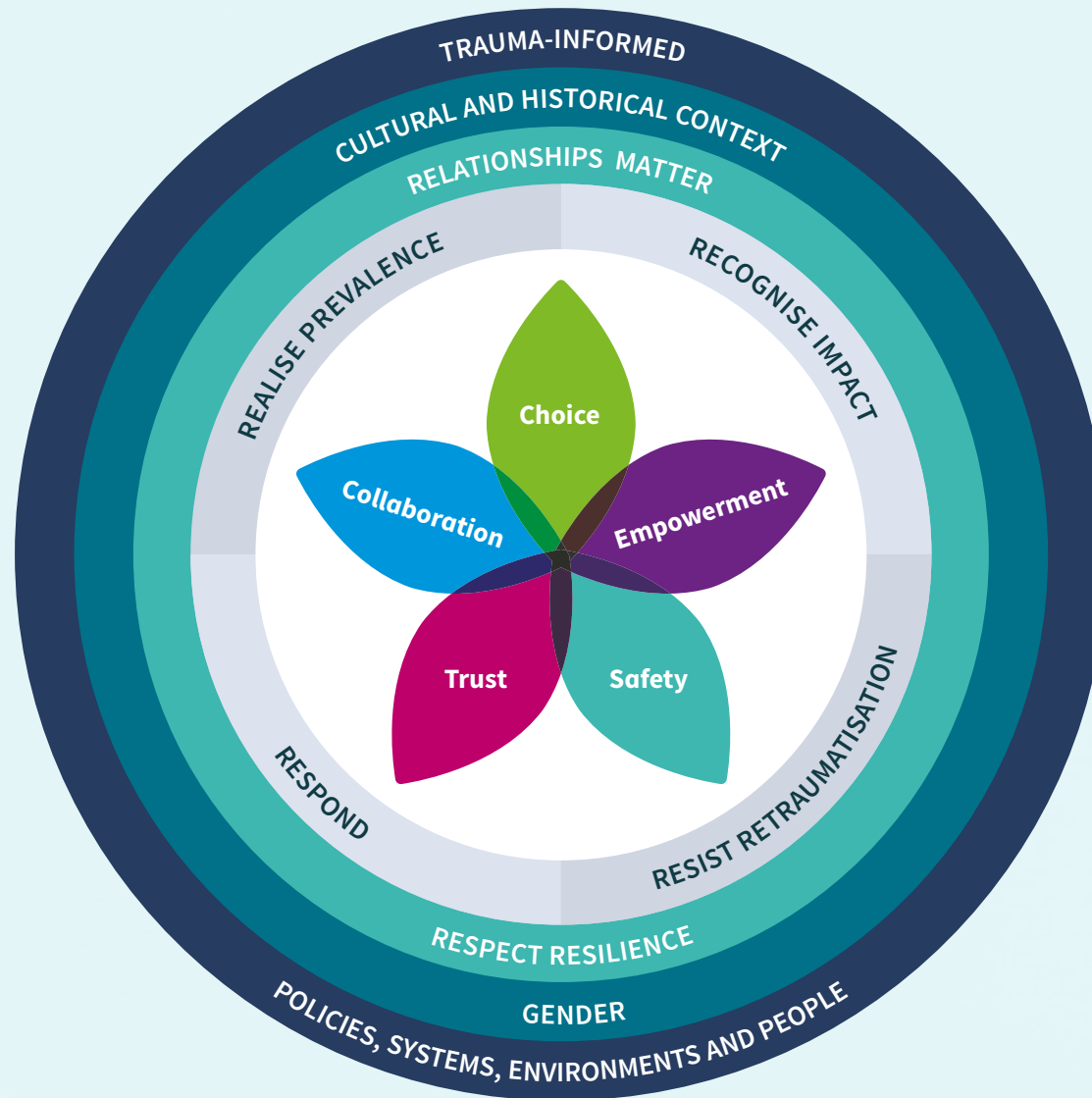


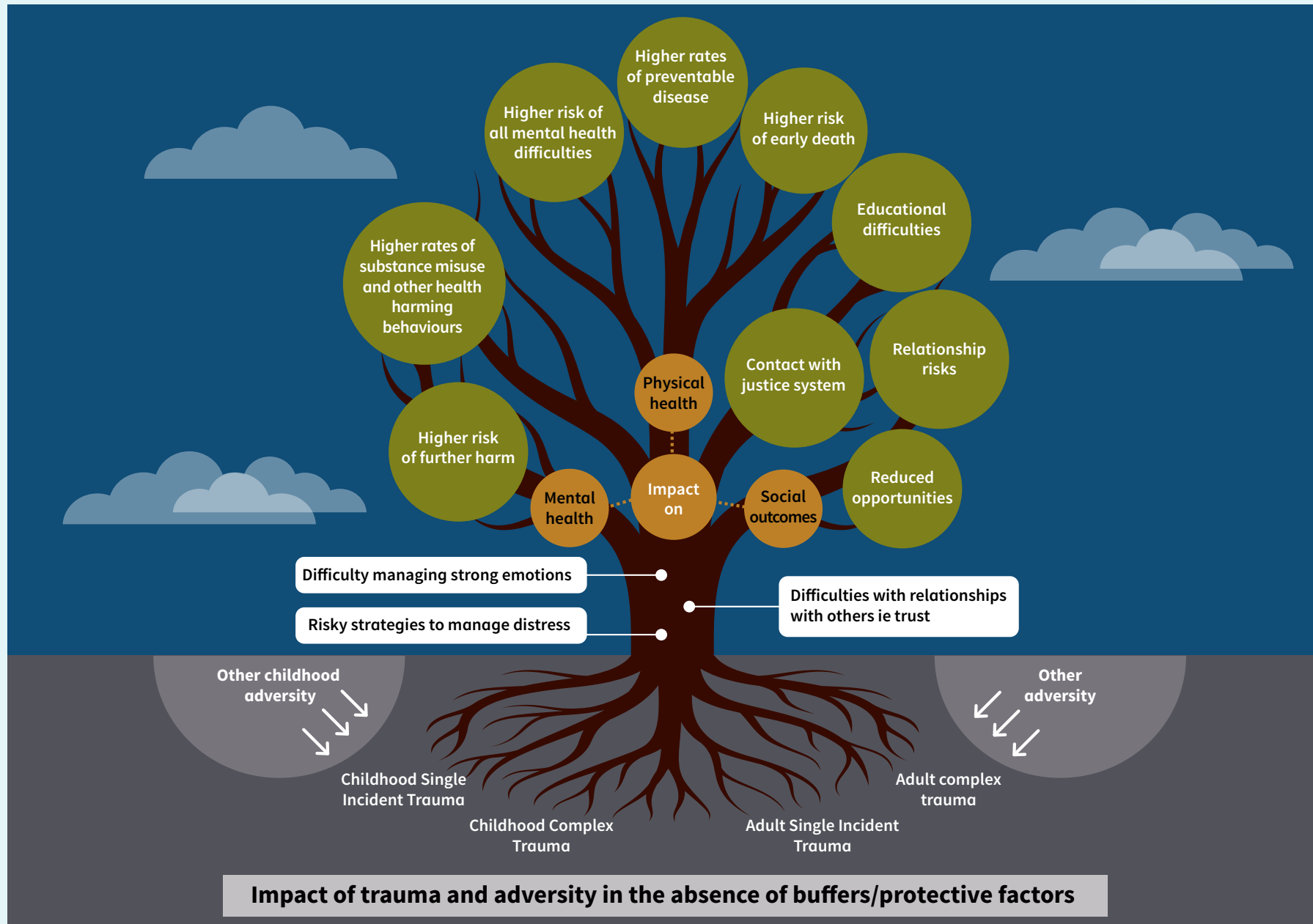
### Scottish Transforming Psychological Trauma Training Plan

The Trauma Training Plan provides essential guidance and planning tools to support:

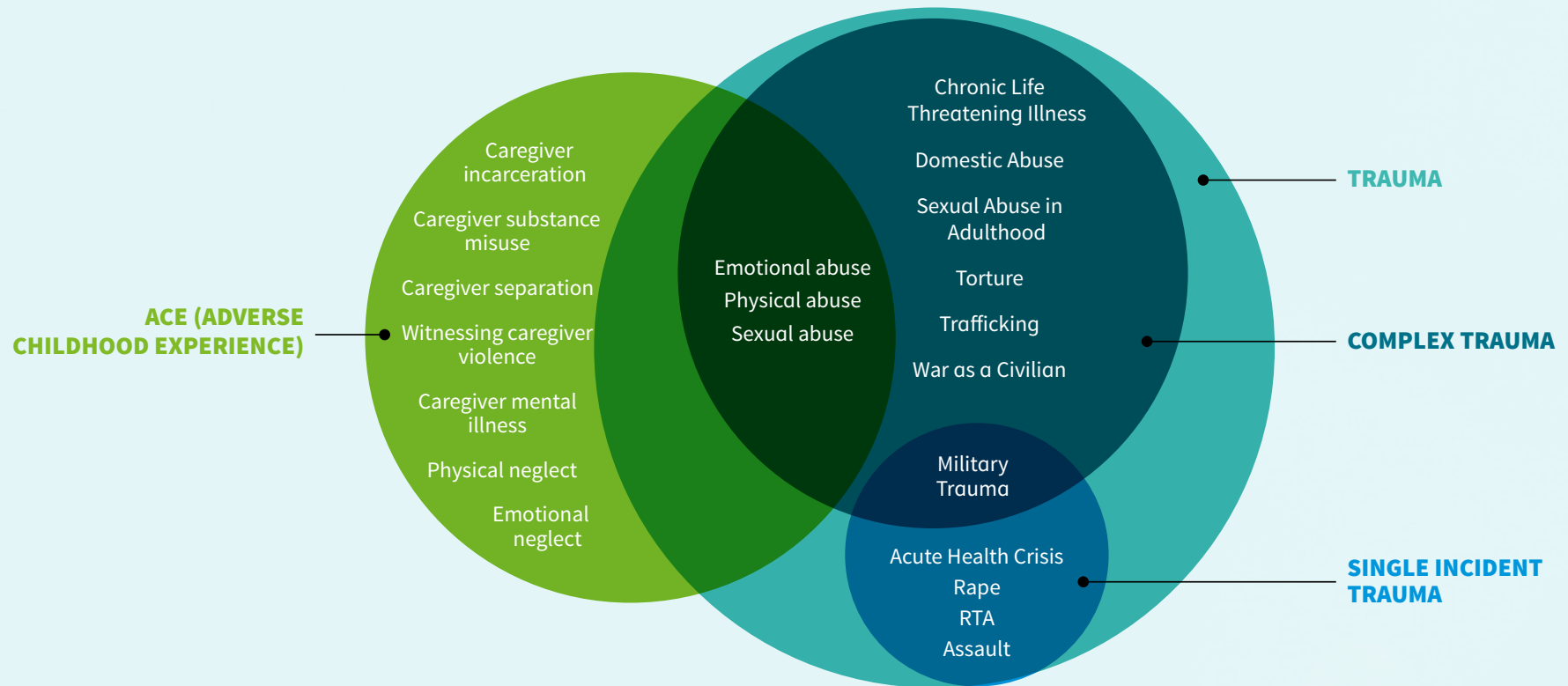
- + Workers, managers and organisations to identify their own trauma training needs with reference to the Trauma Framework
- + Service managers and commissioners to develop or commission training to address the needs of their organisations and workers
- + Training providers to develop and deliver high quality trauma training
- + An understanding of key principles to bear in mind in developing and commissioning trauma training
- + An understanding of organisational factors that will support and maintain the translation of training into practice

### Trauma Informed Systems





## The language of Trauma and Adversity







### Looking after yourself: Wellbeing planning tool and animation (brief e-module coming soon)

To be able to look after others safely and effectively, we first have to take care of ourselves. You can use this animation along with the wellbeing planning tool to help you create your own unique plan for looking after yourself and protecting your wellbeing.

#### [Wellbeing Animation](#)



### Protecting the Psychological Wellbeing of staff for Managers and Team Leaders\*

The purpose of this unit is to help managers, planners and leaders of teams understand the evidence based factors that support the wellbeing of teams through crisis events such as COVID-19. It contains information about proactive strategies to protect the wellbeing of teams, and how and when to respond effectively to concerns about an individual's mental health during and after the crisis.

\*Access to all of the NTP e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.** You can register for an account [here](#). If you are registering from outside of Scotland, please choose "international" as your sector.

## Trauma Informed

All members of the workforce, whether paid or unpaid.





### **Trauma Informed Practice for the Workforce: Opening Doors Animation**

This animation explains why and how trauma is everyone's business. It is designed to support anyone to become trauma informed - no matter what their job or role in society. It covers traumatic events like childhood sexual abuse and domestic abuse, so it is important to look after yourself as you watch it.



### **Trauma Informed practice for anyone working with children and young people: Sowing Seeds**

This animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed for everyone who works with children and young people. It aims to support people to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma.

### Taking a Trauma Informed Lens to Your Practice Workshops

The aim of these two workshops is to help individuals and teams examine how they work through a trauma informed lens. There are five key pause points for reflection, discussion, planning and commitment. Whether you watch this as an individual or a team, it will help you to reflect on

1. the extent to which the people you work with may have experienced trauma, and the impact that might have on your work
2. recognising and celebrating your existing trauma informed practices and how to sustain these
3. Identifying, and making an active commitment to the small changes you can make to help you recognise where someone may be affected by trauma, and respond in a way that limits re-traumatisation and supports their recovery using the principles of trauma informed practice.



### Taking a Trauma Informed Lens to your service and practice: Opening Doors for working with adults

Workshop With Dr Caroline Bruce, NHS Education for Scotland



[Workshop guide \(coming soon\)](#)



[Planning tool \(coming soon\)](#)



### Taking a Trauma Informed Lens to your service and practice: Sowing seeds for working with children and young people

Workshop with Dr Nina Koruth, NHS Education for Scotland



[A facilitators guidance \(coming soon\)](#)



[Planning tool \(coming soon\)](#)

## Trauma Skilled

Workers who are likely to be coming into contact with people who may have been affected by trauma.







### Developing your trauma skilled practice module\*

This module consists of five units, and takes around 1.5-3 hours to complete. It is designed to increase your understanding of what psychological trauma is and how it can affect us, how to support recovery and develop trauma informed relationships that incorporate trust, safety, choice and collaboration, and control and empowerment, and how to recognise when a person may benefit from a trauma specialist intervention.

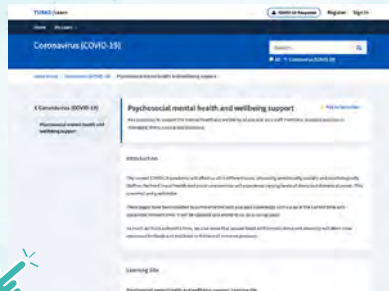
---

\*Access to all of the NTP e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.** You can register for an account [here](#). If you are registering from outside of Scotland, please choose “international” as your sector.



### Understanding how the experience of trauma can affect our Window of Tolerance (20 mins)

Jennie Young, NHS Education for Scotland



### COVID 19 resources

In the context of COVID 19, NES developed a number of specific resources to support staff to look after others, themselves, and their staff teams, which will remain relevant on the post Covid world.



### Psychological First Aid e-module

Psychological First Aid is an effective (according to various studies and the consensus of many crisis helpers) set of principles that anyone can use to support people during or after any kind of crisis. It involves offering humane, supportive and practical help, and paying attention to the factors that seem to be most helpful to people's long-term recovery. This brief module cover the seven key elements of PFA, with the second half dedicated to planning for your own wellbeing. It takes around 1 hour to complete.

## Trauma Enhanced

Workers who have a specific remit to respond to people known to be affected by trauma

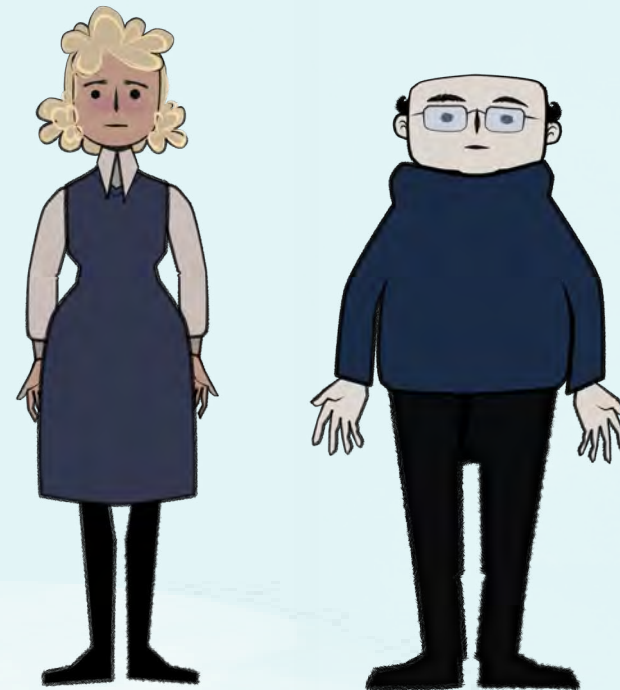
**AND** are required to provide advocacy support or interventions

**OR** are required to adapt the way they work to take into account trauma reactions to do their job well and reduce risk of retraumatisation.



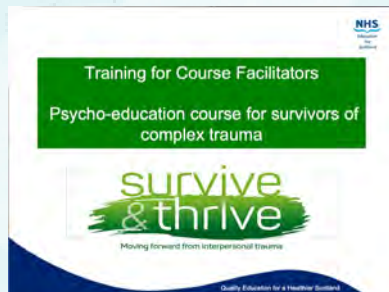
## Trauma Specialist

Workers who have a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs.





Most elements of the NES/SG National Trauma Training Programme at Enhanced and Specialist level are delivered face to face, and are **not** available online.



### Trauma Enhanced Training Programme

**Safety and Stabilisation** is a 2 +1 day training to develop the skills and competencies to deliver safety and stabilisation interventions as part of the phased based treatment of people affected by experiences of prolonged and repeated trauma.

**Survive and Thrive** is a 2 + ½ day course where attendees develop the competencies and skills to deliver Survive and Thrive, a group based psycho-educational course as part of the phased based treatment for people affected by prolonged and repeated trauma.



### Supporting children and young people to recover from the effects of psychological trauma (10 mins)

Filmed interview with Dr Nina Koruth, NHS Education for Scotland

### Trauma Specialist Training Programme

- + Specialist CBT for PTSD workshop
- + Specialist Masterclasses



**Ways to avoid re-traumatising witnesses part 1:  
Trauma and Credibility (9mins)**

Dr Caroline Bruce,  
NHS Education for Scotland



**Ways to avoid re-traumatising witnesses part 2:  
Trauma Informed Approaches (6mins)**

Dr Caroline Bruce,  
NHS Education for Scotland



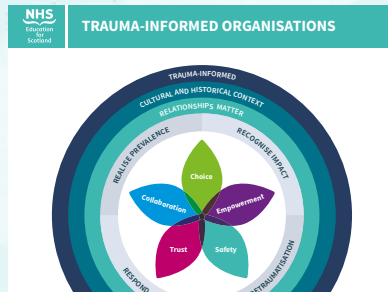
**Ways to avoid re-traumatising witnesses part 3:  
Window of tolerance (7mins)**

Dr Caroline Bruce,  
NHS Education for Scotland



**Trauma Informed Sexual Offences Examinations, for Forensic Medical Examiners (50mins)**

Dr Julie Cumming, Forensic Medical Examiner and Dr Caroline Bruce,  
NHS Education for Scotland



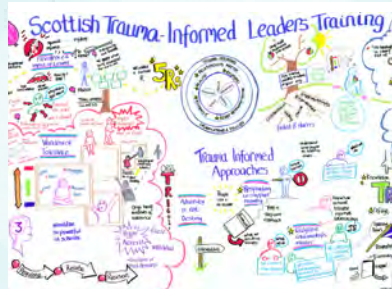
## Trauma informed organisations

The NES Scottish Trauma Informed Leaders Training (STILT) training programme was created in recognition that trauma informed and responsive practice can only happen in the context of trauma informed and responsive environments, policies, systems and organisations. STILT was initially designed as a 1 + ½ day programme to support leaders of organisations to develop trauma informed systems, processes, environments and teams from top down as well as bottom up. We are currently in the process of reviewing STILT training resources in response to social distancing, and plans for the new STILT programme will be announced in Autumn 2020. Some key STILT resources below.



## The impact of psychological trauma on the window of tolerance in organisations, services and systems (15mins)

Jennie Young, NHS Education for Scotland



### Scottish Trauma Informed Leaders Training (STILT) workshops

The following workshops are currently delivered as part of the NES face to face STILT programme and are **not** available online.

### Taking a Trauma Informed Lens to your Organisation Workshop

The Scottish Informed Leaders Training (STILT) workshop, the PDF “trauma informed lens tool” and the Opening doors and Sowing seeds animations are used to support managers and leaders to actively take a trauma informed lens to their own organisations and plan for change.

 [Trauma Informed Lens Tool \(coming soon\)](#)

 [Opening Doors](#)

 [Sowing Seeds](#)

### Identifying and Addressing Organisational Trauma Related Training Needs Using the Transforming Psychological Trauma Framework and Training Plan

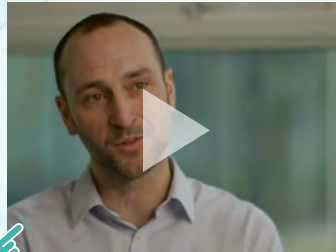
This is another STILT workshop to support managers and leaders to take a strategic approach to understanding and addressing the trauma related training needs of their staff groups. There is also a brief version of this workshop that is used with mixed staff groups (frontline or leaders) to think about the different roles and practice levels within their organisation. Both are good ways for managers to become familiar with and start using the framework and training plan.

 [Identifying trauma training needs tool \(coming soon\)](#)



**Working with experts by experience  
in developing and delivering  
trauma informed service (3.5 mins)**

Shumela Ahmed,  
Resilience Learning Partnership



**The importance of co-designing  
trauma informed environments and  
systems in secure care with children  
and young people (4.5mins)**

Dan Johnson, Clinical Director, Kibble  
Education and Care Centre.



**The importance of Trauma Informed  
Practice for refugees and  
asylum seekers (3.5mins)**

Dr Rachel Morley, NHS Greater Glasgow  
and Clyde



**Trauma informed Policing (5mins)**

Paul Main, former Chief Superintendant  
for Police Scotland



**Creating trauma informed  
working environments (3mins)**

Sandie Barton, Rape Crisis Scotland



**Trauma informed education  
in schools (3.5mins)**

Gail Nowek, Education Scotland

© NHS Education for Scotland 2020. This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **[altformats@nes.scot.nhs.uk](mailto:altformats@nes.scot.nhs.uk)** to discuss how we can best meet your requirements.



**NHS Education for Scotland**  
Westport 102  
West Port  
Edinburgh EH3 9DN  
tel: 0131 656 3200  
**[www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk)**