



National Trauma Training Programme - Workforce Survey 2021

The Scottish Government, COSLA and organisations from across Scotland are committed to embedding trauma informed principles and practice across our workforce and services, to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances.

3,553 people responded to a survey of the Scottish workforce with the aim to measure self-assessed levels of confidence, knowledge, skills and understanding of psychological trauma and trauma-informed practice. It also explored uptake and awareness of the [National Trauma Training Programme \(NTTP\)](#).

Within this, responses were received from all local authority and health board areas across Scotland and from the public, private and, third sectors. Responses were also received from a wide range of service areas including children and families, mental health, and social care and social work; and from multiple job roles and responsibilities including senior staff, elected officials, and practitioners.



Self-assessed confidence and experience

Over 40% of respondents felt confident in their understanding of trauma and its impact, whereas a smaller proportion were confident in applying trauma-informed practice.



Trauma-informed organisations and services

There were high levels of agreement that staff wellbeing and workforce training in trauma-informed practice is prioritised but lower levels of agreement that other drivers of trauma-informed practice are embedded within organisations, in particular use of data for evaluation.

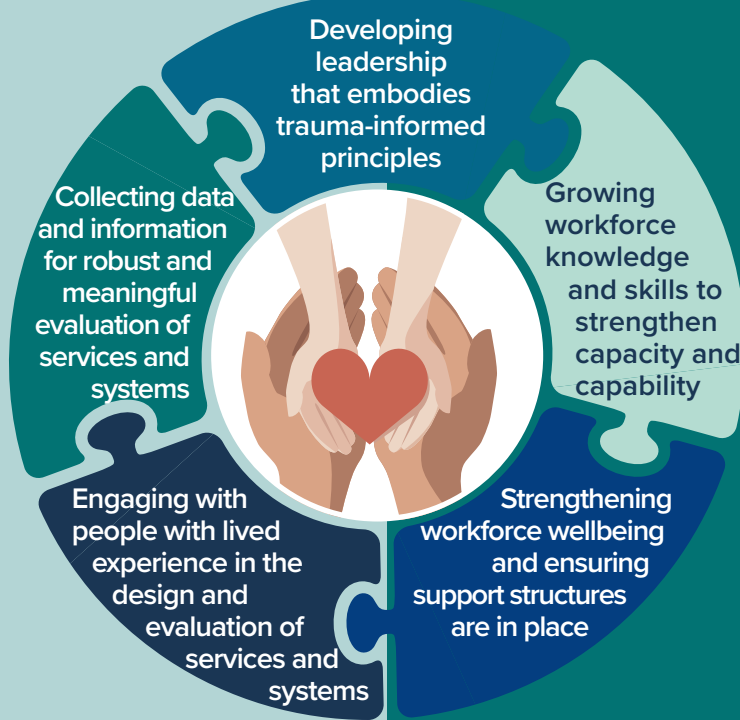


Barriers to trauma-informed practice

Time and resources to undertake training and properly implement the learning from training were identified as the biggest barriers to trauma-informed practice, particularly within the current Covid-19 context.

What have people affected by trauma told us they need from services, systems and the workforce?

A key part of a trauma-informed approach is about minimising barriers to accessing support. Not everyone in the workforce needs to be able to treat trauma, but it is vital everyone has the knowledge, skills and confidence to respond to trauma appropriately and effectively.



A trauma-informed approach is made up of many different components, but at its heart is the recognition that everyone has a role to play in tackling the causes and impact of trauma, and in improving the outcomes of people affected by trauma.



63% of respondents agreed that wellbeing was prioritised within their organisation and 53% agreed staff are encouraged to undertake training in trauma-informed practice

22%

of respondents had completed at least one NTTP training or information session



27.6%

agreed that people with lived experience of trauma are engaged in service design and evaluation within their organisation



37%

said that leaders champion trauma-informed principles

23.4%

agreed that data is collected and used to evaluate policy and practice



46%

of respondents were confident in their understanding of the impact of psychological trauma

62%

of respondents who had completed at least one NTTP training or information session reported confidence in understanding the principles of trauma-informed practice. This compared with 22% of those without training.



Uptake of the NTTP

Just under a third of respondents said that they had been aware of the NTTP and 22% had completed at least one NTTP training or information session. Senior employees and employees within certain services (e.g. Mental Health) were more likely to say they had heard of the NTTP previously and to have completed training sessions.

Impact of the NTTP

Those who had completed an NTTP session were more likely to report confidence in understanding of psychological trauma and trauma-informed practice. Those with training were also more likely to agree that their organisation was trauma-informed.