

IDEAS SUMMARY/PROJECT BRIEF	
<p>Developing a Trauma Informed Workforce in Angus * Please delete guidance notes (indicated by *) as you complete this document</p>	
Author and Lead Service	<p>Fiona Pollock (Manager- OD)</p> <p>Senior Accountable Officer - Sharon Faulkner</p>
Date	22 nd June 2021
Introduction/Background	<p>The Scottish Government has an ambition to create trauma informed and trauma responsive workforce across Scotland, ensuring that services and care are delivered in ways which prevent re-traumatisation of children, young people and adults who have been affected by psychological trauma during their lives.</p> <p>There have been pockets of work undertaken across Angus to upskill the workforce around TIP and to embed a trauma informed approach to practice, which has had positive results.</p> <p>It is proposed that a project is set up to both develop the knowledge and skills of the workforce on working in a trauma informed way whilst also creating capacity within Angus to provide development up to level 3 on the National Trauma Training Framework.</p>
Opportunities/Needs Assessment	<p>Evidence of the impact of trauma on mental health and life outcomes has been emerging for many years now, but the pandemic and effect of associated lockdowns has both brought it into sharp focus and created an appetite across communities to do things differently.</p> <p>This has provided an opportunity to embed an understanding and empathetic way of working by providing people with the underpinning knowledge of how/why these approaches make a difference and supporting them to consider what else could be done.</p> <p>To move this work to the next stage, training on TIP needs to be made available to the whole Angus workforce. Deepening the understanding and impact of trauma across the workforce will ensure that people take a trauma informed approach to the development and delivery of all services – not just those which have direct contact with people who have a more obvious experience of trauma.</p>
How does the project support delivery of Council Plan Priorities (including the SOAP)	<p>Delivering the project on a multi-agency basis aligns with our approach to work collaboratively with partners for the benefit of citizens.</p>

Appendix C

	<p>The project supported delivery of the priorities through:</p> <ul style="list-style-type: none">• increasing the skills of the workforce• creating equity and supporting the creation of an inclusive culture.• Reducing barriers to access• Positively supporting wellbeing of communities and the workforce
Financial Implications	Approx costs for transformational change programme = £30k (providing training for 2 cohort of trainers across Angus multiagency)
Anticipated Benefits including financial savings and non-financial benefits	<p>Initial investment will see the creation of capacity which allows Angus to be self-sufficient in continuing the upskilling of the workforce over the longer term, resulting in a financial saving over time.</p> <p>Staff will have an increased understanding of the impact of trauma on individuals and clearly understand how to actively resist contributing to re-traumatisation.</p> <p>Consequently, citizens and service users will feel more listened to, less anxious and will more positively engage with available supports.</p> <p>More detail on the benefits and impact of taking a trauma informed approach can be found here.</p>
Benefit Measurement	The specific benefits would need to be identified in conjunction with partners.
Impact Assessment	<p>There will be a requirement for trainers to be identified, and a commitment that those individuals will be able to deliver training on an ongoing basis within Angus on a specified number of times per year.</p> <p>Agencies will also need to be able to free up members of their workforce to undertake the level 2 and level 3 training as required.</p>
Risk Assessment	<p>Risk of trainer turnover, or trainers not being freed up to deliver training in the future, resulting in a reduced pool of individuals undertaking this work, and the benefits of investment not being fully realised.</p> <p>This can be mitigated with a robust agreement with participating organisations.</p>
Exit Strategy / Relative Priority	Natural end point once the trainers have all achieved accreditation - the delivery of level 2 and 3 training will become part of an ongoing approach in organisations across Angus.

Project Plan (high level)	<p>Short Life Working group to be established.</p> <p>Training required to be scoped out</p> <p>Agreement on number of trainers required, their role and commitment they are making</p> <p>Training to be commissioned.</p> <p>Training to be delivered across Angus</p>
Roles and Responsibilities	<p>Sharon Faulkner – Senior Accountable Officer and AC Trauma Champion</p> <p>Fiona Pollock on behalf of AC and as Chair of PPA Workforce Learning and Development Sub</p> <p>Alison Hendry – on behalf of Children, Family and Justice Directorate and Angus CPC (tbc)</p> <p>Peter McAuley – on behalf of Angus HSCP and Angus Adult Protection Committee (tbc)</p> <p>Representatives from partner organisations to be identified.</p> <p>Note: nominated individuals, other than FP, have not been approached: this project as yet due to timescales involved. There have been discussions about the need to upskill the Angus multi-agency workforce in TIP and this project would support that aim.</p>