

Agenda Item	6.
Report No	CPPB/19/23



Highland
Community
Planning
Partnership

Com-pàirteachas
Dealbhadh
Coimhearsnachd

na Gàidhealtachd

Highland Community Planning Partnership Board – 5 December 2023

Developing a Trauma Informed Workforce

Report By: Carrie Mclaughlan, Programme Manager, The Promise and Cathy Steer, Chair of the CPP Mental Health Delivery Group on behalf of the Trauma Champion Steering Group

Recommendations: The CPP Board is asked to:

- Consider the case for additional dedicated capacity to support development and implementation of a programme of work on trauma informed practice
- Support the Trauma Champion Steering group proposal that the allocated funds from Scottish Government be used for a dedicated post to help develop trauma informed systems, services and workforces that are crucial for improving the lives of people in Highland.

1. Situation

The COVID-19 pandemic has increased and exacerbated risk and the impact of adversity and trauma. For the workforce, particularly those in key frontline roles, the risk of potentially traumatizing experiences during the pandemic has also increased, as has the likelihood of chronic stress and burnout. A traumatized workforce will find it more difficult to deliver services that are attuned to the needs of the service users.

Given the prevalence of trauma, we know many of our workforce and those accessing services will be affected by trauma, particularly relevant as we come through COVID-19 and its impact on our communities. Mental ill health is one of the most common causes of long-term absence and trauma experiences have an impact on long term physical health presentations. Economic costs include those from lost employment, those at work but not functioning well and reduced productivity.

A number of priority actions for developing trauma informed practice were identified as part the work to refresh the plan for the CPP Mental Health Delivery Group. Funding to enhance the work on trauma informed practice work was allocated to all Local Authorities in 2021, 2022 and 2023.

This paper sets out a proposal for use of the allocated funding to help implement systems to address some of the risks outlined above and support implementation of priority actions by developing a dedicated post to enhance efforts to implement Trauma Informed Practice in Highland.

2. Background

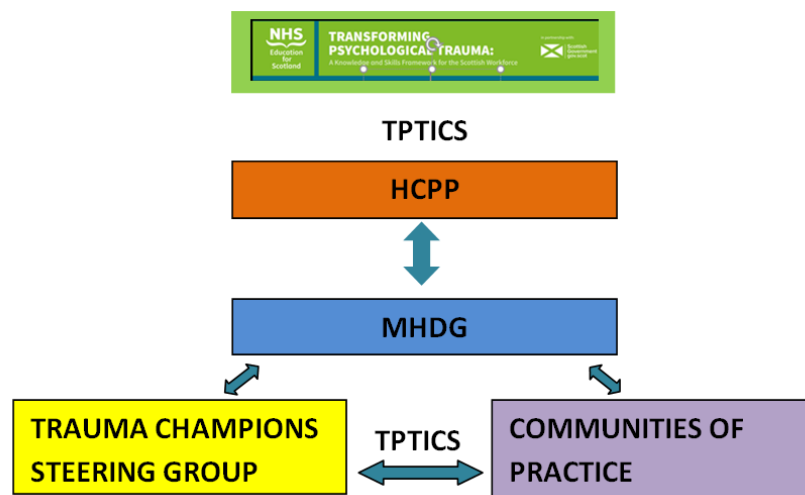
The shared ambition of COSLA, the Scottish Government and many other key partners is to develop a trauma informed and trauma responsive workforce across Scotland. The aim of this work is to ensure we deliver services in ways which prevent further harm or re-traumatization for those who have experienced psychological trauma or adversity at any stage in their lives.

On 7th October 2021, the Minister for Mental Wellbeing and Social care announced allocation of £50,000 to each local authority to enhance and expand work in this area of Trauma Informed Practice, including the implementation of the National Trauma Training Programme. In 2022 a further £50,000 was allocated to local authorities with an additional £50,000 in 2023/24.

The funding is being provided to local authorities to support work with community planning partners and other partners, to further progress trauma-informed services, systems and workforces.

In 2022 a multiagency Highland Trauma Champion Steering group was established, bringing together a wide range of expertise from CPP partners, Trauma Champions and the national Transforming Psychological Trauma Coordinators (TPTICs) from Highland Council and NHS Highland. Following the review of the CPP Mental Health Delivery Group earlier in 2023, it was agreed that:

- Developing trauma informed practice was an important strand of the work to improve the mental health and wellbeing of the people of Highland.
- The multiagency Trauma Champion Steering Group should link to the revised structure of the CPP mental health Delivery Group (see Governance graphic below).



3. Assessment

It is recognized that enhancing trauma informed practice across our services will require us to work across the boundaries of our systems, organisations and networks, build strong relationships and work in a joined-up way across Highland. A crucial element of this work is ensuring that robust partnership processes are in place to develop meaningful, sustainable and safe power-sharing structures with partners to enable a co-ordinated approach when commissioning, designing, delivering and improving our systems and services to ensure they are trauma informed.

Trauma-informed practice and policy will help ensure that staff have access to vital relevant training, supervision and support that helps them to understand the potential impact of trauma and vicarious trauma on both themselves and the people they are supporting. In turn this will protect staff well-being, and they will be more able to support others and provide high-quality care.

There is already a great deal of enthusiasm for this work from partners. However, there is a lack of capacity to provide local coordination and drive forward the priorities that have been identified to help us achieve our shared ambition of developing a trauma informed and trauma responsive workforce across Highland and support the role of the local Trauma Champions and Trauma Lead Officers across the partnership

Many other Local Authority areas have used the funding allocation from Scottish Government to develop a dedicated post to coordinate effort and add capacity to allow the programme of trauma informed practice to move at speed and develop sustainable approaches to embedding trauma-informed practice and policy across services, systems and workforces.

This work would help to prevent/reduce the impact of trauma on our workforce, as well as supporting the workforce to deliver services that are trauma informed. There are a number of ongoing projects and co-dependencies that will benefit from enhanced capacity for trauma informed practice and the work is directly linked to achieving the aspirations of a number of strategic plans and priorities including:

- Implementation of The Promise across Health, Social Care and Education
- Whole Family Approach to early prevention and intervention
- Families First strategy
- Embedding Lived experience to service design processes
- The Highland Council Corporate Plan and Health & Social Care Service Plan
- Integrated Children Service Plan
- CPP Outcome Improvement Plan and Mental Health Delivery Group Plan
- Mental Health Services Strategy (in development)

A Trauma Lead Officer post could support and lead on the co-ordination of:

- A strategic plan to ensure staff are provided with support at the right time to prevent chronic stress and burnout
- Support leadership to aspire to the ambitions of a Trauma Informed workforce
- Access to quality education and support for implementation across the workforce

4. Recommendations

The CPP Board is asked to:

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- Support the Trauma Champion Steering group proposal that the allocated funds from Scottish Government be used for a dedicated post to help develop trauma informed systems, services and workforces that are crucial for improving the lives of people in Highland.