

Barnardo's NI

The journey so far

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UK wide commitment

UK organisation strategy to focus on mental health and emotional well-being.

Commitment to trauma informed practice training for **every** staff member (7918 people) and volunteers (23 842 people) over a 3 year period – UK wide

Training and internal work supported by Dr Karen Treisman, well known Clinical Psychologist and author





Working with adversity and trauma can be challenging for staff

In the past year across the UK:

70% have worked with families who had accessed food banks or welfare grants

76% have worked with children and young people or parents who are experiencing domestic abuse

97% have worked with children and young people or parents who have experienced mental health issues

(Barnardo's Practitioner Survey, 2019)



What have we done so far?

- Almost **80%** staff received training in trauma-informed practice
- Participated in SBNI 'train the trainer' & Leadership Programme
- Established a local Implementation Group
- Consultancy sessions with Dr Treisman under-way



NI specific strategy in progress



Key Priority Areas

As we move towards becoming more adversity and trauma informed and responsive, these key priorities have been identified as areas of focus:

- **Team Meetings**
- **Policies and Procedures**
- **Leadership and management**
- **Wellbeing and self-care**
- **Approaches, models and tools**
- **Supervision**
- **Induction and recruitment**
- **Physical environment**
- **Language and materials**

'Be the Change Programme'

- Collective leadership
- Connections
- Collaboration
- Common language
- **We need to 'model the model'**



Strengths and hope based

Rather than focusing on the trauma, adversity, problems or deficits we should focus on the strengths, skills, qualities, resources, progresses and growth of the individual/ family/ team/ organisation

When we use a strengths-based approach we can create optimism, aspiration and hope

Celebrate small achievements along the way



Thank you

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