

EITP Trauma Informed Practice (TIP) Project

Performance Report
Card No. 3 covering the
period December 2019
to March 2020

Safeguarding Board
for Northern Ireland (SBNI)



About the Trauma Informed Practice (TIP) project

The EITP* Trauma Informed Practice (TIP) project is a workforce development project that has been funded through Atlantic Philanthropies (AP) and the cross departmental Early Intervention Transformation Programme (EITP) and is housed in the SBNI.

The Trauma Informed Practice project aims to ensure that SBNI member agencies:

- Have an awareness of the adverse childhood experiences which cause trauma in a child's life;
- Are aware of the impact of these adversities on the development of a child;
- Are able to identify what creates resilience to cope with adversity; and
- Are able to develop policies and practices to embed trauma informed practice in their work.

This SBNI is working within five sectors to build the capacity of the workforce in their understanding of ACEs and trauma informed practice skills development. These sectors are Community and Voluntary; Education; Justice and Health and Social Care. In addition the project team are also working across Local Government Councils, sport, arts, housing and Interfaith Communities in Northern Ireland.

The EITP Trauma Informed Practice Project consists of a number of elements of workforce development for identified professionals and volunteers across these sectors including**:

- Level 1 – Ace Awareness;
- Level 2 – Trauma Sensitive Approaches to Practice Skills Development;
- Train-the-Trainer Programme of Professional Development.

This report card presents the performance data for activities delivered by the Trauma Informed Practice Project between the months of December 2019 and March 2020.

* Early Intervention Transformation Programme.

Summary of progress [1 of 2]

- In total, 1,321 professionals received training and support (inc. Level 1-3 training, Be the Change Leadership programme, NI ACE conference & Solihull online learning) over the period Dec 19 to Mar 2020.
- In terms of training, a total of 986 registered across all training types and 843 attended. By training level:
 - Level 1 ACE Awareness training*: 325 individuals registered to attend with 269 attending. The vast majority (88%) were frontline practitioners.
 - Level 2 Trauma Sensitive Approaches to Practice Training: 206 individuals registered to attend with 203 attending. Just under two-thirds (65%) of attendees were frontline practitioners, whilst 14% were service managers.
 - EITP Trauma Informed Practice Train the Trainer Programme: 247 individuals registered to attend with 195 attending four modules. Combined, frontline practitioners and service managers accounted for just under 90% of attendees.
- In addition, the Solihull Understanding Trauma Online Course reported a total of 429 registrations and 342 active learners undertaking the programme by the end of this reporting period.
- A significant range of other supporting activities have taken place this period, e.g. development of 7 training resources; the delivery of 4 briefings to representatives at the Dep. of Education and Dep. of health; 18 presentations to a range of stakeholder forums across a number of sectors and a series of 11 knowledge transfer sessions, e.g. NIHE knowledge exchange session and the CVS Trauma Informed Leadership Programme.
- On average, across all types of activity*, 90% of sessions/workshops planned were delivered and 85% of those registered to attend actually attended. The highest level of attendance was registered for Level 2 workshops at 99%, whilst the lowest average attendance was at the train-the-trainer workshops at 79%.

* Includes Level 1&2 training

Summary of progress [2/2]

- Overall, the training has had a very positive impact on attendees, particularly in terms of boosting knowledge, skills and confidence. The findings also point to training contributing to improvements in level of staff self-care:
- Level 1:
 - 95% of attendees stated that the workshop had helped to improve their knowledge of the various aspects ACEs and a similarly high proportion - 92% of attendees agreed/strongly agreed that the training has boosted their levels of understanding, confidence and skills to be able to use a trauma informed approach in their work.
 - 82% stated that the training had helped them to better recognise the importance of self-care and where support can be accessed to promote this. This is an improvement from previous cohorts who participated in this training.
- Level 2:
 - 89% of attendees believed that the workshop had supported them in better understanding trauma **and** its impacts on the body and how they can use a trauma sensitive approach in their current role.
 - 83% of respondents believed that the training had helped them recognise the importance of self-care.

TIP Train-the-Trainer Programme:

- Overall, 90% or more of attendees stated that their knowledge of key concepts and principles had improved as a result of this and other training they had attended.
- 85% or more those who completed an evaluation felt more skilled and confident in using Trauma Informed approach.
- In terms of professional development, 92% of attendees stated they felt more committed to ensuring this area of work is prioritised in terms of their own professional development. Whilst three-quarters of attendees felt that their organisation is fully committed to implementing an ACE/Trauma sensitive approach across the work that they do, attendees were slightly less certain that the resources would be available to match this commitment, e.g. 68% of attendees surveyed stated that their organisation had committed to 3 programme deliveries per year following delivery of the training and even fewer (64%) were confident they would have enough administration support for each programme delivery.

Be the Change Leadership programme

- 88% of respondents agreed/strongly agreed that the overall aim of the leadership programme to support the development of trauma informed leadership capacity and capability across the system was achieved.
- There were high levels of satisfaction with the content, materials, delivery and facilitation, and a high proportion of those who participated on the programme stated that both the personal and system-wide outcomes were achieved.

1

How much did we do?

How well did we do it?

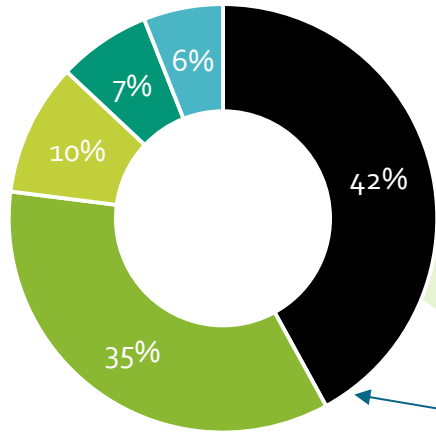
Is anyone better off



CVS Leadership Programme – Speakers and Facilitators

HOW MUCH DID WE DO? [PART 1 OF 2]

LEVEL 1 WORKSHOPS*

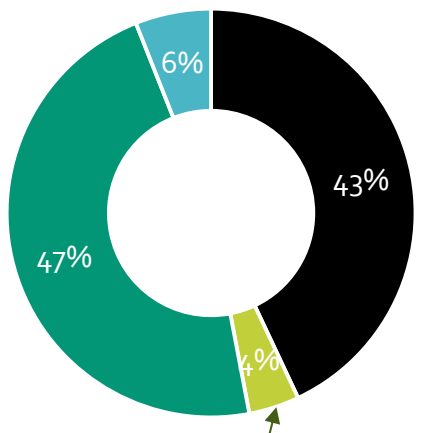


Majority of attendees (88%) were frontline practitioners.
[Note: this includes Level 1&2 workshops]

■ C&V ■ Justice ■ H&SC ■ Education ■ Other

No. of workshops planned= 20 / undertaken= 17
Total no. attendees: 269
Avg. per session: 16

LEVEL 2 WORKSHOPS*

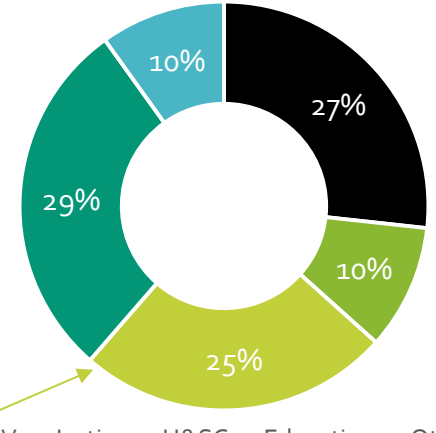


Just under two-thirds of attendees (65%) were frontline practitioners. This was followed by Service Managers who accounted for 14% of attendees

■ C&V ■ Justice ■ H&SC ■ Education ■ Other

No. of workshops planned= 12 / undertaken= 11
Total no. attendees: 203
Avg. per workshop: 18

TIP TRAIN-THE-TRAINER

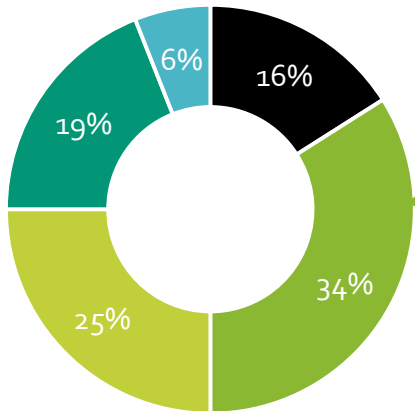


Combined, frontline practitioners and service managers were just under 90% of all attendees.

■ C&V ■ Justice ■ H&SC ■ Education ■ Other

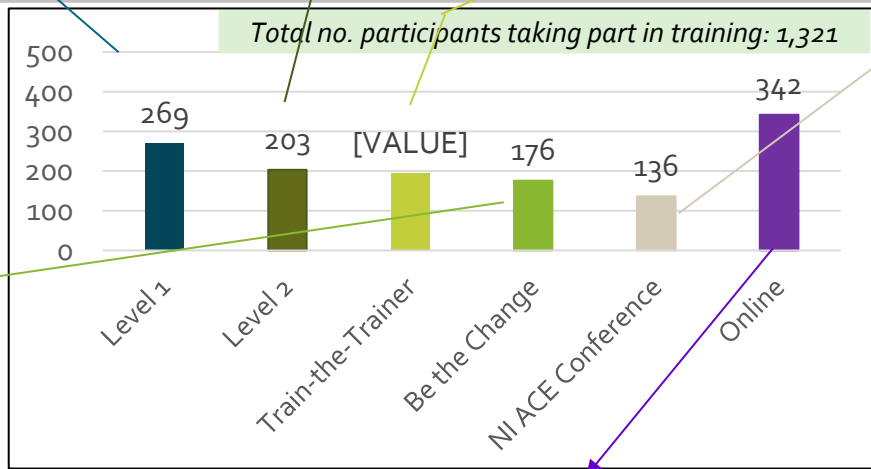
No. of workshops planned=14 / undertaken=13
Total no. attendees: 195
Avg. per session: 15

BE THE CHANGE LEADERSHIP PROGRAMME



■ C&V ■ Justice ■ H&SC ■ Education ■ Other

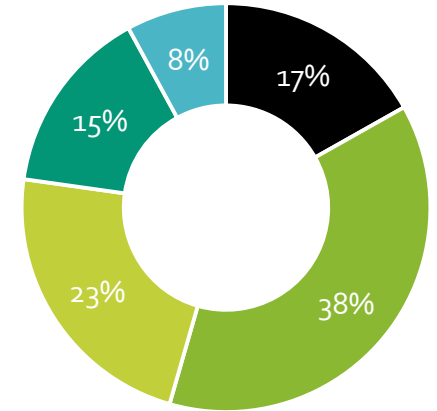
No. of modules planned=4 / undertaken=4
Total no. attendees: 176
Avg. per session: 44



SOLIHULL UNDERSTANDING TRAUMA ONLINE COURSE

No. registered/No. taken up 429 / 342

NI ACE Conference 2020



■ C&V ■ Justice ■ H&SC ■ Education ■ Other

No. of conferences: 1
Total no. attendees: 136

TRAINING RESOURCES

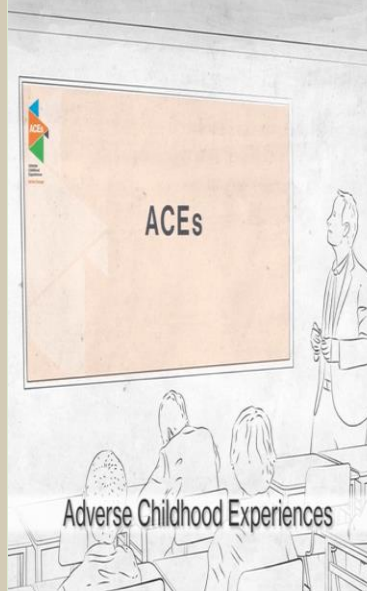
- CYP stress and resilience leaflets in 6 new languages
- Irish trauma lens card
- Irish help me make sense of the world – brain development leaflet
- ACE Conference 2020 video and conference report
- 3 new EITP TIP Programme Train the Trainer Resources

x 7

- TIP steering group programme board meeting
- NIHE Implementation meetings x3
- ACE Conference planning meeting
- Child Care Partnership implementation meeting
- St John the Baptist Nurture School meeting
- NI Prison Service meeting
- Education Authority briefing meeting
- TI Communities meeting with Whiterock Comm. Centre, BCC and NIHE
- PBNi implementation meeting
- Five Nations ACE Government Forum meeting
- Education X4 –DE Safeguarding Leads meeting; Department for Economy meeting re FE Colleges; CCMS Schools Case Study session, and; NICIE Staff dev. day training session
- Implementation meeting with Faith Sector
- BHSCT/SEHSCT SIM Implementation meeting

x 18

MEETINGS AND EVENTS



BRIEFINGS

- Department for Education Safeguarding Leads meeting
 - Department for Economy meeting re FE Colleges
- Department for Education Head of Services Information Workshop
 - Department for Health meeting

x 4

- Volunteer Now Coordinators training session
 - BHSCT administration team workshop
 - BHSCT Family Champions Workshop
- Department for Education training session
 - NIHE knowledge exchange session
 - NI ACE Conference 2020
 - Trauma Informed Environments Seminar
- Education sector knowledge exchange session
 - NISCC Seminar
- CCMS Directorate Away Day Knowledge Exchange Input
- Community and Voluntary Sector Leadership Programme

x 11

KNOWLEDGE TRANSFER SESSIONS

2

How much
did we do?

**How well
did we
do it?**

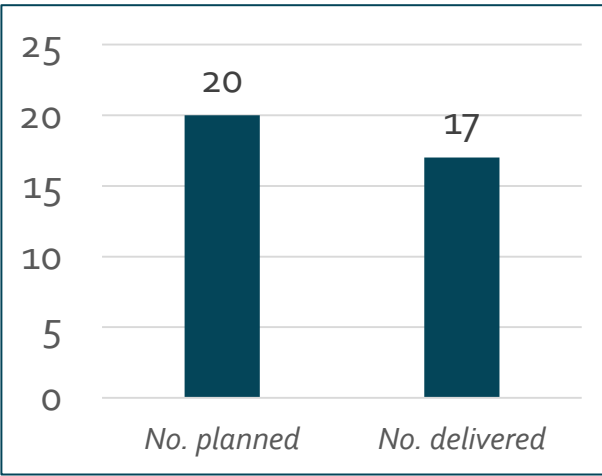
Is anyone better off



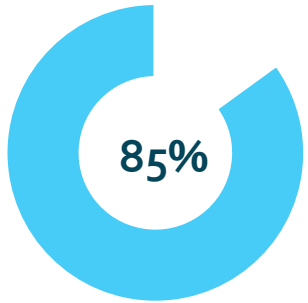
NIPs visit – 4th March 2020

SESSION/WORKSHOP DELIVERY AND ATTENDANCE – PLANNED VS. ACTUAL (PART 1 OF 2)

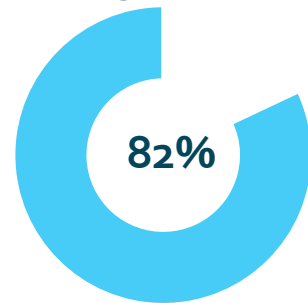
LEVEL 1 WORKSHOPS



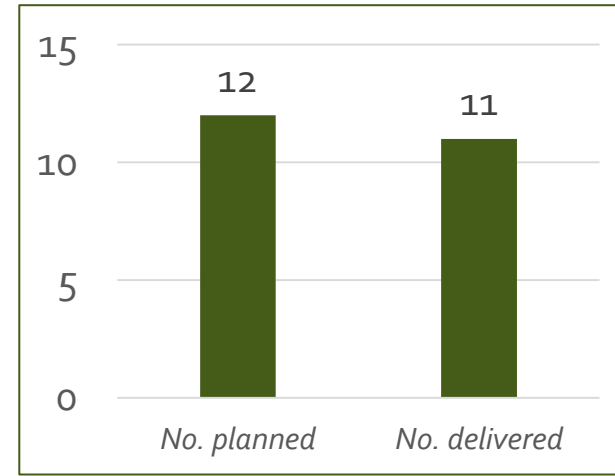
% of planned sessions delivered



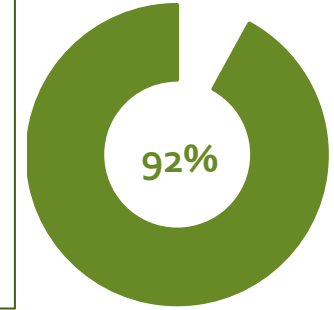
Attendance as a % of those registered



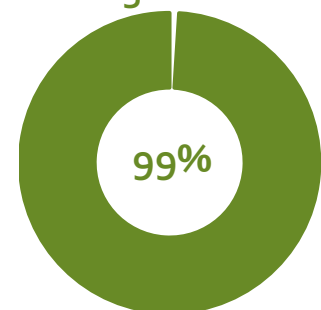
LEVEL 2 WORKSHOPS



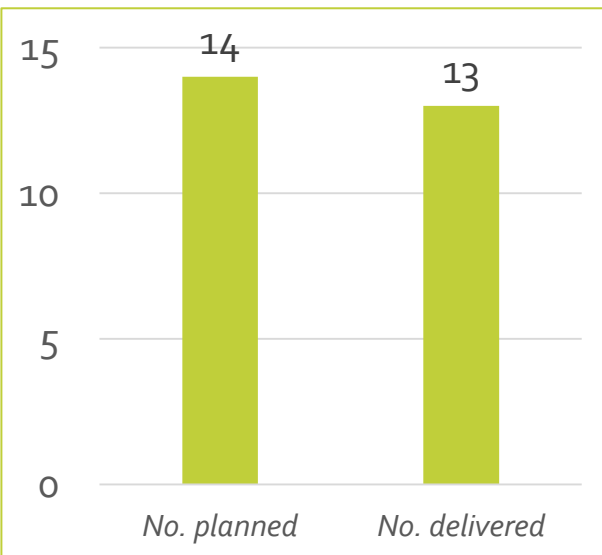
% of stakeholder events delivered



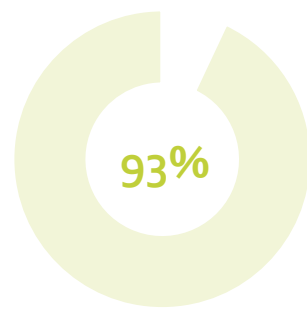
Attendance as a % of those registered



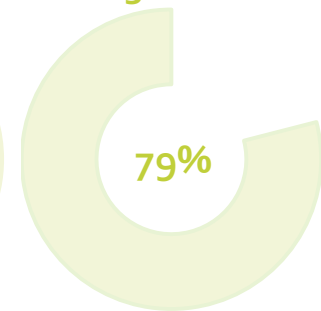
TRAIN-THE-TRAINER WORKSHOPS



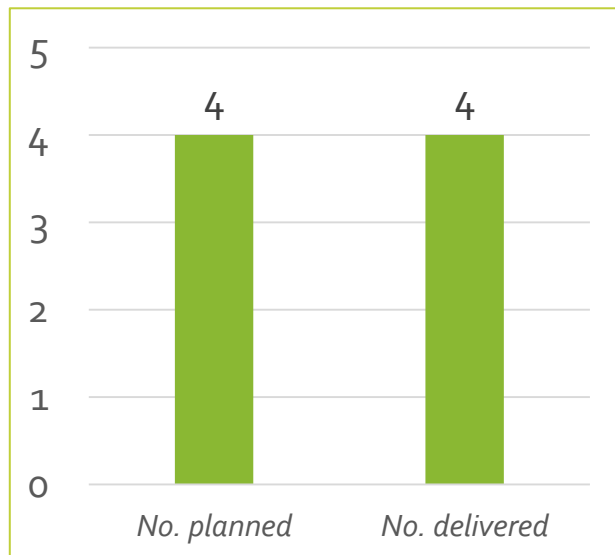
% of planned sessions delivered



Attendance as a % of those registered



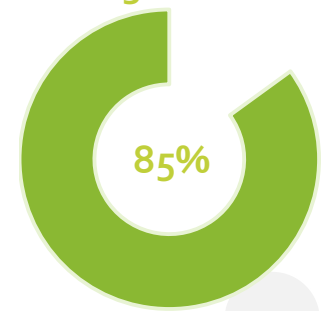
BE THE CHANGE LEADERSHIP PROGRAMME



% of planned sessions delivered



Attendance as a % of those registered



How much
did we do?

How well did
we do it?

Is anyone better off?

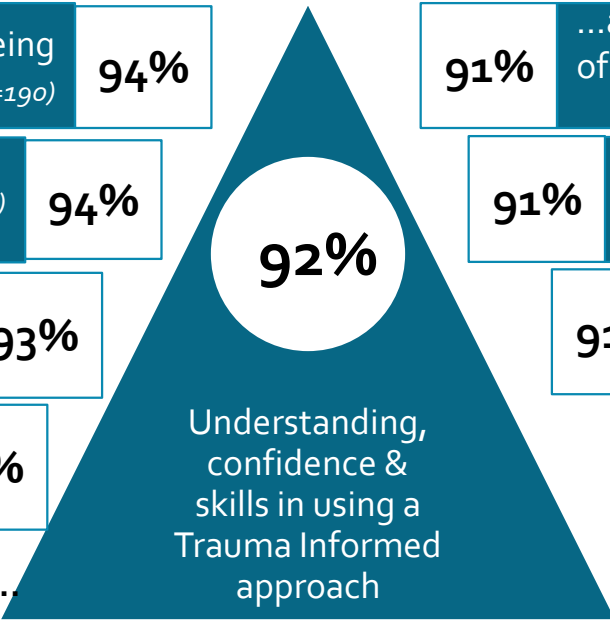
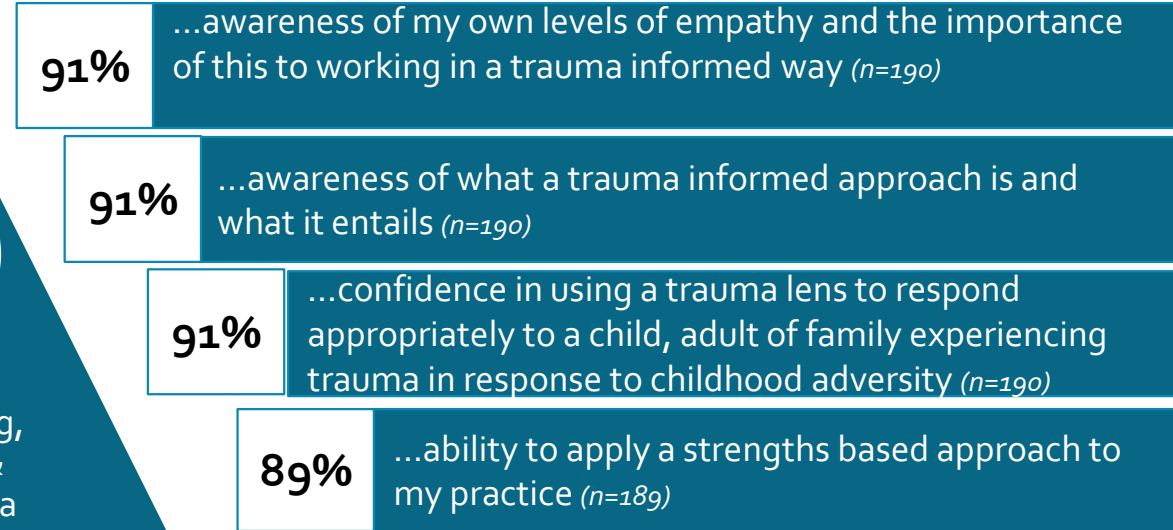
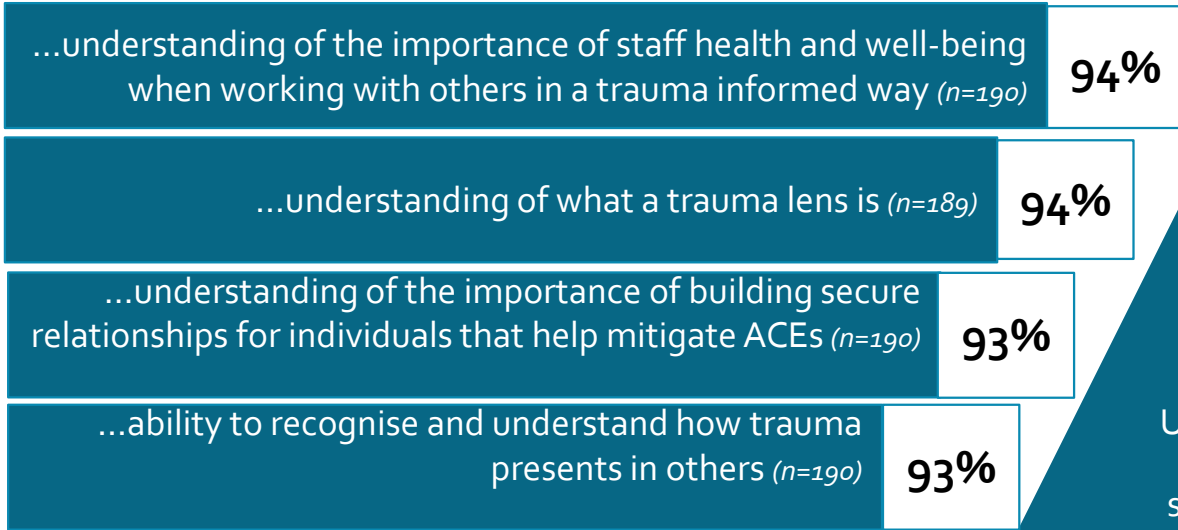
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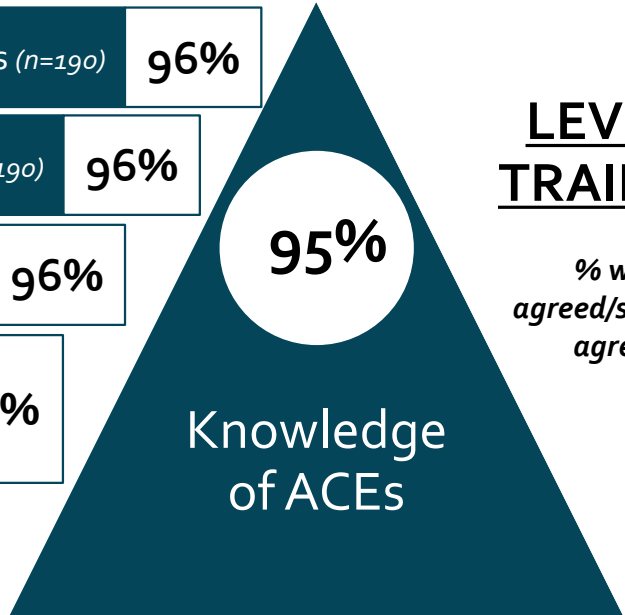
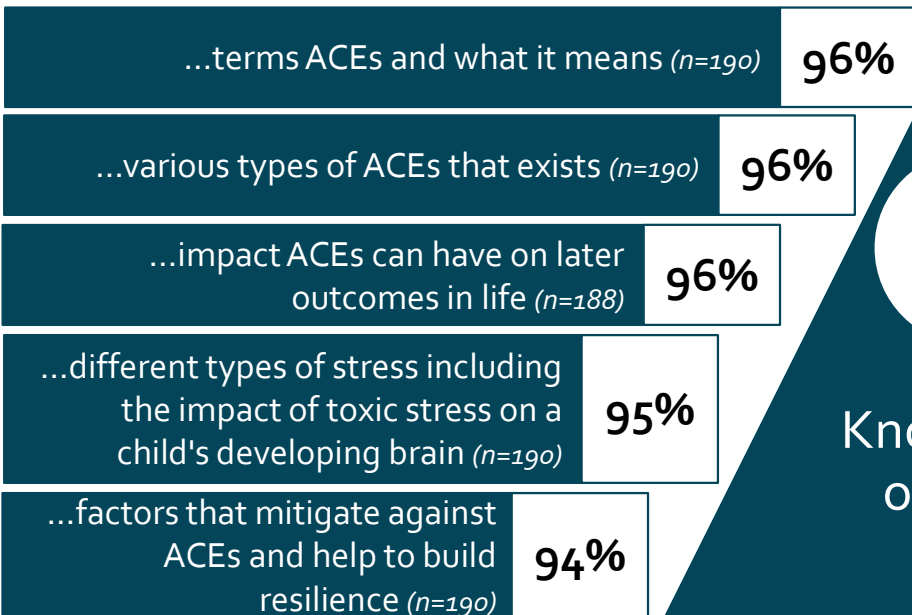
St John the Baptist College Visit [March 2020]

IMPACT OF LEVEL 1 TRAINING

As a result of the training I have a greater...



As a result of the training I have a greater knowledge of the...

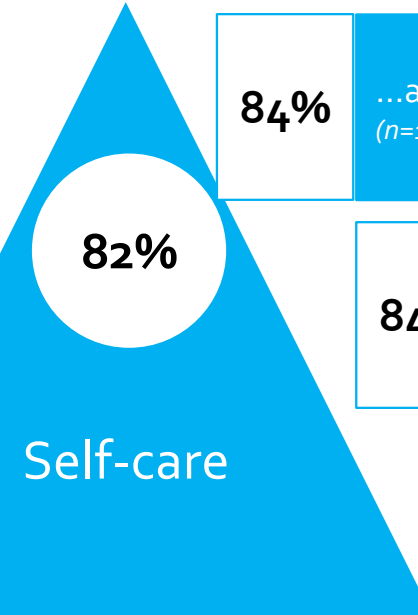


As a result of the training I have a greater...



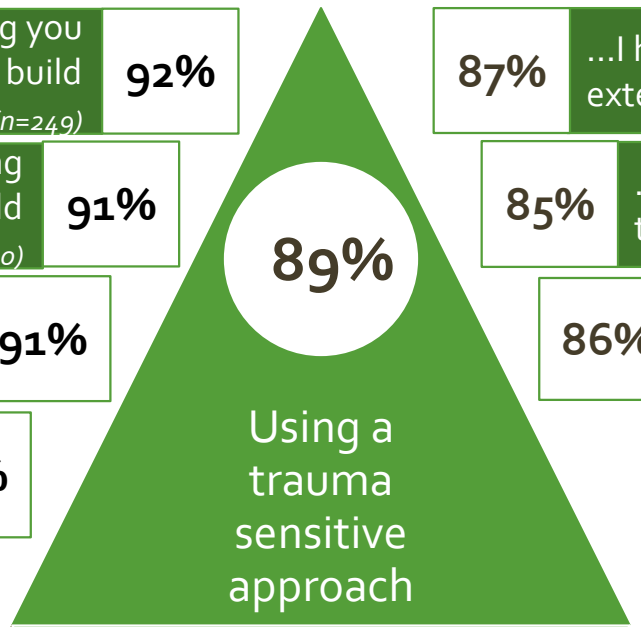
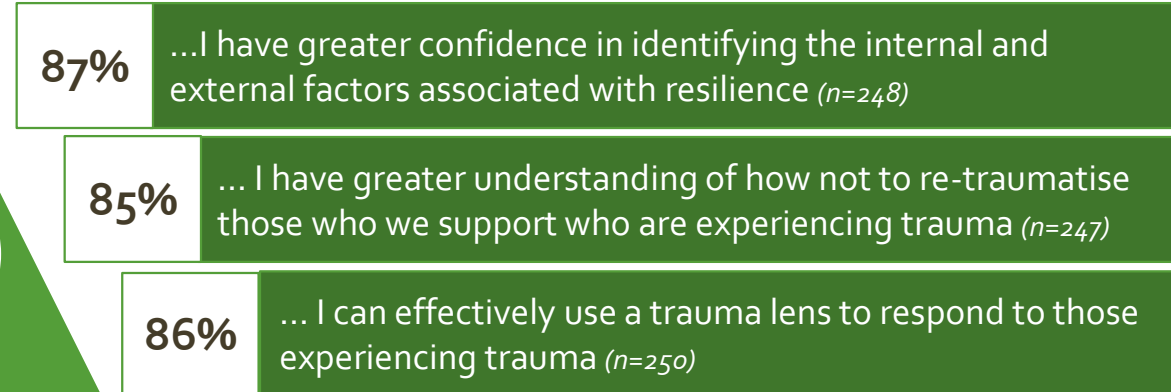
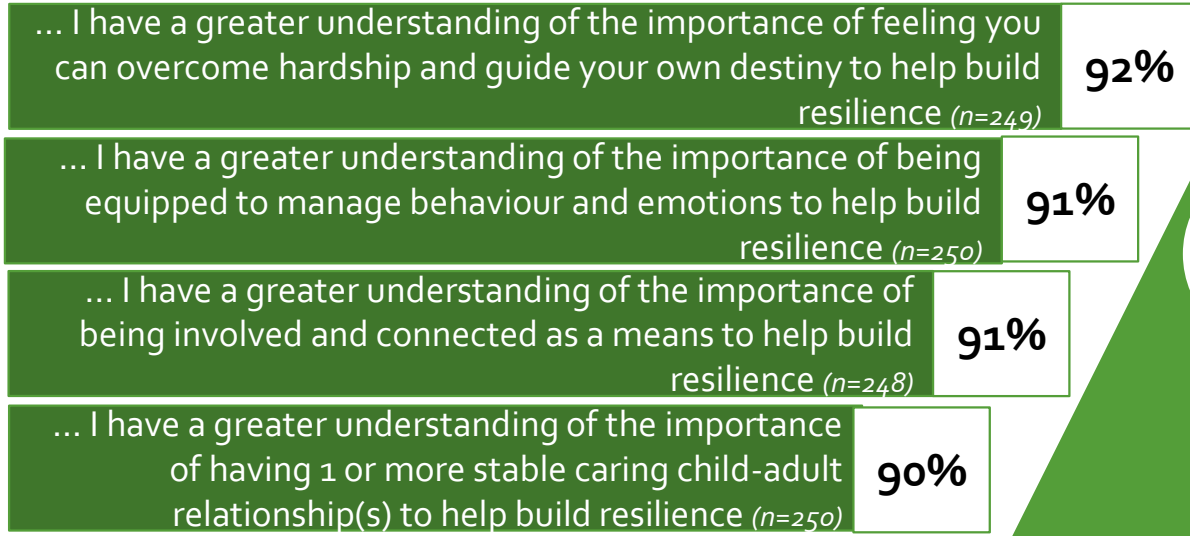
LEVEL 1 TRAINING

% who agreed/strongly agreed

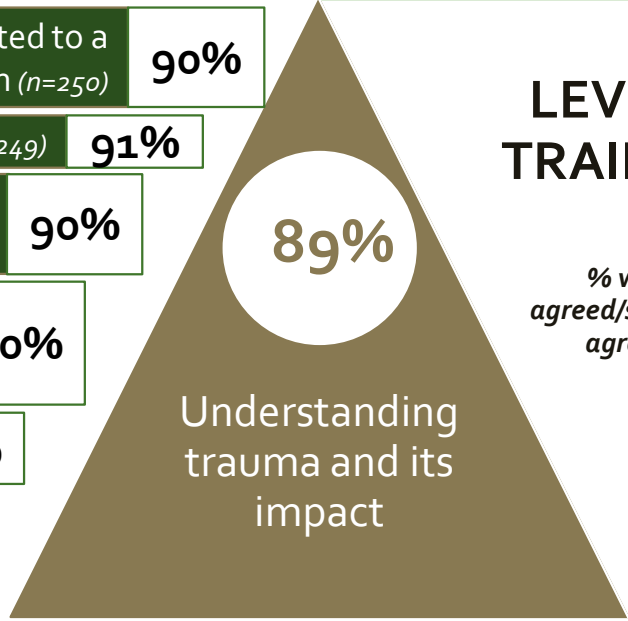
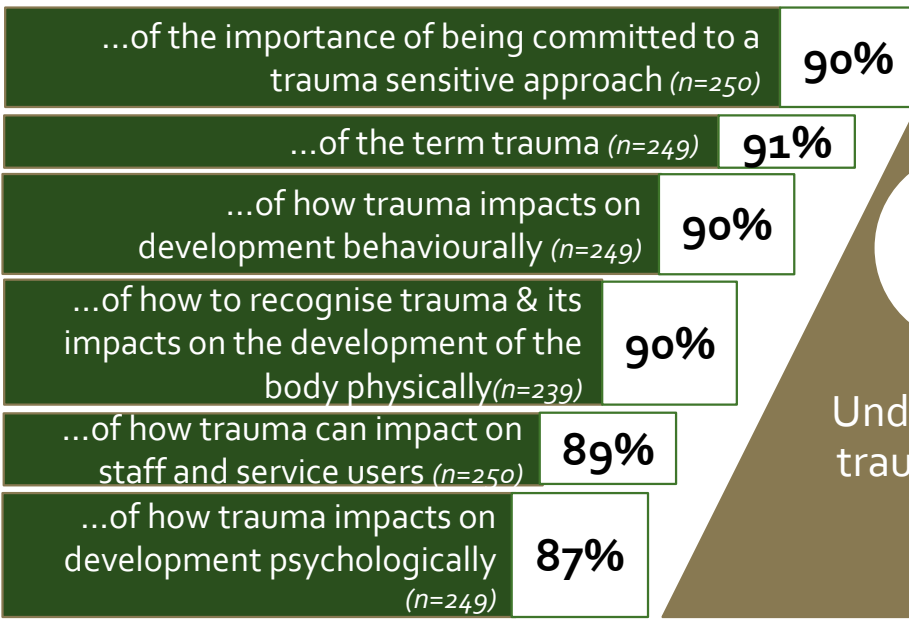


IMPACT OF LEVEL 2 TRAINING

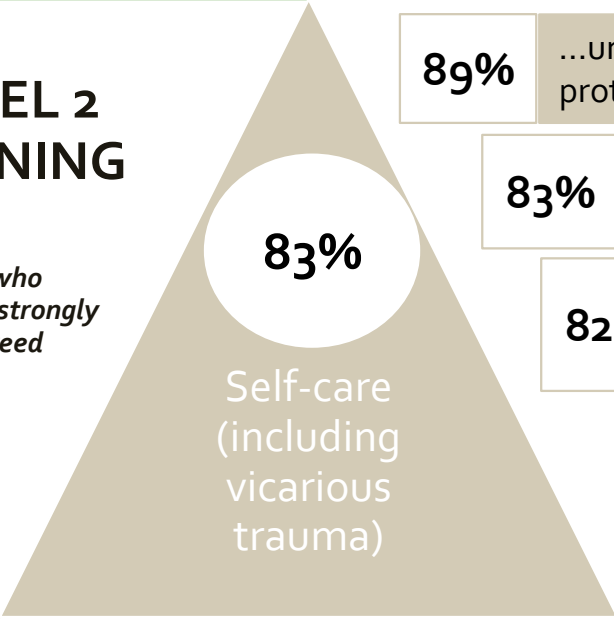
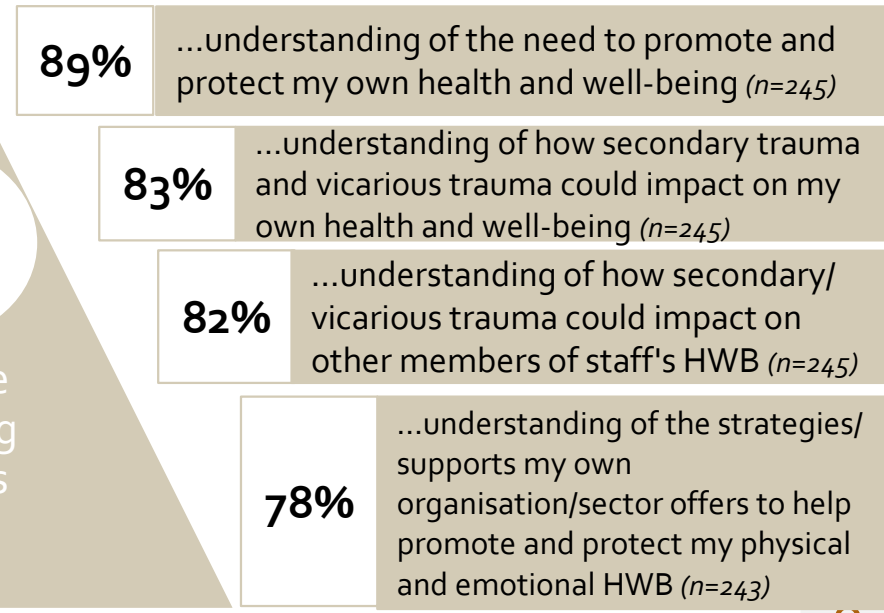
As a result of the training...



As a result of the training I have a greater understanding...



As a result of the training I have a greater...



LEVEL 2 TRAINING

% who agreed/strongly agreed

IMPACT OF TIP TRAIN-THE-TRAINER PROGRAMME

Knowledge

% who agree/
strongly agree

My understanding of the concepts and principles underpinning a trauma sensitive approach are sufficiently developed to enable me to deliver training to others (n=131)

92%

I feel I have sufficient knowledge to be able to support the development of a common language and understanding of ACEs and trauma sensitive approaches across the sector (n=131)

91%

I have a strong understanding of the concepts and principles underpinning a trauma sensitive approach (n=131)

90%

Professional development

% who agree/
strongly agree

I feel more committed to ensuring this area of work is prioritised in terms of my professional development (n=131)

92%

I have a greater interest in finding out what other training or continuous professional development opportunities might be available to me in this area (n=131)

94%

I will try to make sure that this area of work features to a greater extent in my annual review/appraisal (n=131)

91%

Skills and confidence

% who agree/
strongly agree

I feel confident that I can effectively manage groups to effectively develop those I train in the future (n=131)

91%

I feel confident to be able to manage the group work exercises so that everyone has an opportunity to contribute their views (n=131)

92%

I feel confident that I will be able to respond appropriately to questions in relation to the key concepts and principles of a trauma sensitive approach (n=131)

88%

I am confident I can deliver all aspects of a trauma sensitive approach to a very high standard (n=131)

91%

I can anticipate the potential aspects of a trauma sensitive approach that might be difficult for others to grasp (n=131)

85%

Organisational support

% who agree/
strongly agree

My organisation is fully supportive of implementing an ACE/trauma sensitive approach across all of our work (n=126)

75%

I am confident I will have sufficient time to reflect on/review my delivery and, if necessary, make changes (n=128)

66%

I am confident I will have enough time to plan each programme delivery (n=126)

70%

I am confident I will have enough administration support to enable smooth delivery of each programme delivery (n=128)

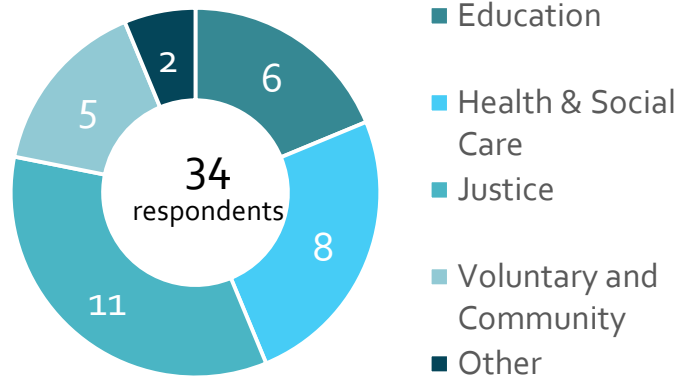
64%

My organisation has committed to three programme deliveries per year following delivery of this training (n=115)

68%

IMPACT OF BE THE CHANGE LEADERSHIP PROGRAMME

Breakdown of evaluation respondents by sector



Usefulness of content and quality of tutoring/facilitation and materials used

Activity	Usefulness of content [% who found it very or somewhat useful]	Tutoring/ facilitation [% satisfied/very satisfied]	Materials [% satisfied/very satisfied]
Onboarding	85%	94%	94%
Module 1: Leading from within	100%	94%	94%
Module 2: Leading through organisation design	88%	68%	77%
Module 3: Leading within systems	97%	94%	93%
Coaching	91%	n/a	n/a

Impact on personal outcomes

Impact on personal outcomes

Personal outcomes	% agree/ strongly agree
To become an agent of change by supporting me to apply my learning to practice	97%
To further develop my networks and relationships within and across the system.	91%
To develop my leadership skills and enhance my emotional intelligence, resilience and confidence	88%
To understand and apply the tools of organisational design and systems transformation within my org.	85%

System-wide outcomes	% agree/ strongly agree
To develop a collaborative approach to trauma informed practice across the system.	85%
To increase support/opportunities for the development of whole systems TI leaders.	85%
To support the development of a community of practice to enable sharing of TI learning/practices.	76%
To promote the sustainability of TI practices across the system beyond the end of the EITP project	74%

88% of respondents agreed/strongly agreed that the overall aim of the Programme is to support the development of trauma informed leadership capacity and capability across the system was achieved



NATIONAL
CHILDREN'S
BUREAU

UNITED FOR A BETTER CHILDHOOD



Early Intervention
Transformation Programme