



**EITP Trauma Informed
Practice Project
Training Needs Assessment**



Introduction

The Safeguarding Board for Northern Ireland (SBNI) is rolling out an ACE Aware and Trauma Informed Practice Project as part of the Early Intervention Transformation Project (EITP).

NCB has been commissioned to support SBNI to determine the current levels of knowledge and expertise about ACE /trauma informed practice and to inform training delivery.

As this training needs analysis will be followed up in 6 months' time, we do need to collect your contact details at the end of the survey. Only NCB staff will have access to these details and they will not be shared with any other party, as detailed below.

Data protection and confidentiality

Please note that this survey is being undertaken in line with the Social Research Association (SRA) guidelines. We will ensure that:

- Only the study team will have access to the survey data - the findings from the survey and associated reports will not identify any individual or organisation. Any qualitative findings contained in the survey and referenced in a report will be changed where there is a risk of identifying the respondent or their setting;
- Survey responses will be held on a secure e-survey software package. Survey responses will be held for a period of 5 years from when the survey has been administered. After that time, survey responses will be deleted;
- Your participation in this study is entirely voluntary and you have a right to withdraw from the research at any time; and
- By clicking on the e-survey link and by completing the survey (either partially or fully, online or in hard copy), you consent to taking part in the survey and for your survey data to be used in the ways identified above.
- Information provided will be treated in confidence by the investigator. The identity of all participants will be protected in the publication of any findings, and data will be collected and processed in accordance with the GDPR 2018 and with NCB's privacy policy.

Survey helpline

If you have any questions at any time, please feel free to contact the survey manager, Teresa Geraghty either by phone on (028 90) 875006 or by email at tgeraghty@ncb.org.uk

For information

What are ACES (Adverse Childhood Experiences)?

The ACE theory refers to the range of traumatic events which a child may experience through their childhood, either one off or longer term, and critically, the potential impact these experiences may have on the child's long term health, wellbeing and wider life outcomes.

What is Trauma Informed Practice?

A trauma-informed system is one in which all parties involved recognize and respond to the varying impact of traumatic stress on children, caregivers, families, and those who have contact with the system. Programs and organizations within the system infuse this knowledge, awareness, and skills into their organizational cultures, policies, and practices. They act in collaboration, using the best available science, to facilitate and support resiliency and recovery. (Chadwick Trauma Informed Systems Project - CTISP National Advisory Committee, 2010, California)

Training needs analysis

Section 1: Awareness and Understanding of ACES

1. Awareness of the terms ACES and Trauma Informed Practice:

Before today had you heard of the terms

- a) ACES (Adverse Childhood Experiences) Yes No
- b) Trauma Informed Practice Yes No

2. Knowledge and understanding of childhood ACEs and their impact:

Please indicate (by circling the appropriate number) the extent of your knowledge and understanding of the following:	No, I don't know anything	Yes, I know a little	Yes, I know a lot
a. The prevalence of ACEs	1	2	3
b. The types of ACEs that a child may experience	1	2	3
c. Potential short-term and long-term effects of ACEs on children	1	2	3
d. How ACEs may affect brain development	1	2	3
e. How ACEs can affect a child's physical development	1	2	3
f. How ACEs may affect social and emotional skills development	1	2	3
g. Cultural differences in how children and families understand and potentially respond to ACEs	1	2	3
h. ACE triggers/reminders and their impact on a child's behaviour	1	2	3

3. Understanding of parent/adult ACE history and its impact on parenting and response to services

Please indicate (by ticking the appropriate box) whether or not you are aware of parent/caregiver ACEs and their impact	Yes	No
<i>I am</i>		
a. Aware that many birth parents can have an ACE history		
b. Knowledgeable about intergenerational cycles of abuse		
c. Familiar with cultural issues that may impact disclosure of parents' ACEs and seeking treatment		
d. Knowledgeable about the potential impact of past ACEs on a parent's ability to care for his/her children, potentially manifesting itself in mental health or substance abuse problems		
e. Aware of how service providers' activities can trigger a parent's own ACEs history and affect a parent's response to staff and engagement with services		

4. Do you consider ACEs to be important to your current role? Yes No Not Sure

Why do you say that?

Section 2: Awareness and Understanding of Trauma Informed Practice

5. Knowledge and understanding of Trauma Informed Practice and its impact

Please indicate (by circling the appropriate number) the extent of your knowledge and understanding of the following:	No, I don't know anything	Yes, I know a little	Yes, I know a lot
a. What constitutes a trauma informed organisation	1	2	3
b. What is trauma informed practice	1	2	3
c. Impact of trauma on individual's physiological, neurological development and their social and emotional development	1	2	3
d. How to recognise trauma	1	2	3
e. How to respond in a trauma informed way	1	2	3
f. How to avoid re-traumatising service users	1	2	3
g. How to develop a trauma informed culture	1	2	3

6. Do you consider knowledge of trauma informed practice to be important to your current role?

Yes No Not Sure

Why do you say that?

Section 3: Training in relation to ACEs and Trauma Informed Practice

A) Training Received:

7. Have you received training in your current organisation relating to ACEs and/or Trauma Informed Practice (from internal or external sources)?

- Yes (Please go to **Question 8**) No (Please go to **Question 9**)

8. What kind of training did you receive? (Please completed as much detail as possible below)

Name of training	Topics covered	Level	Length & Duration	Accreditation (if any)	Other details

9. Did you receive training relating to ACEs and/or Trauma Informed Practice in a ***previous post or with an organisation different to your current employer?***

- Yes (Please go to **Question 10**) No (Please go to **Question 11**)

10. What kind of training did you receive? (Please completed as much detail as possible below)

Name of previous employer	Name of training	Topics covered	Level	Length & Duration	Accreditation (if any)	Other details

B) Future Training Needs

11. Please indicate, by ticking the appropriate box, which (if any) aspects of ACEs you would welcome training in. Tick all that apply.	
a. The prevalence of childhood ACEs	
b. The types of ACEs that a child may experience	
c. Potential short-term and long-term effects of ACEs on children	
d. How ACEs may affect brain development	
e. How ACEs can affect a child's physical development	
f. How ACEs may affect social and emotional skills development	
g. Cultural differences in how children and families understand and respond to ACEs	
h. ACEs triggers/reminders and their impact on a child's behaviour	
i. Parents' ACEs history	
j. Intergenerational cycles of abuse	
k. Cultural issues that may impact disclosure of parent ACEs and seeking treatment	
l. The potential impact of past ACEs on a parent's ability to care for his/her children, potentially manifesting itself in mental health or substance abuse problems	
m. How service providers' activities can trigger a parent's own ACEs history and affect a parent's response to staff and engagement with services	
n. Other – please state	

12. Please indicate, by ticking the appropriate box, which (if any) aspects of trauma informed practice you would welcome training in. Tick all that apply.	
a. How to create a trauma informed organisation	
b. The impact of trauma on individual's physiological, neurological development and their social and emotional development	
c. How to recognise trauma	
d. How to respond in a trauma informed way	
e. How to avoid re-traumatising service users	
f. How systems can become more trauma sensitive	
g. How to develop a trauma informed culture in my workplace	
h. How to become a more trauma informed practitioner	
i. Other – please state	

C) Training Provided

13. Does your organisation provide training **to external bodies** relating to ACEs or trauma informed practice?

- Yes (Go to **Question 14**) No (Go to **Section 4**) Don't Know (**Go to Section 4**)

14. What kind of training does it provide? (Please completed as much detail as possible below)

Name of training	Topics covered	Level	Length & Duration	Accreditation (if any)	Other details

15. To whom does your organisation provide training? Tick all that apply

- Front-line practitioners (i.e. that have direct contact with service users)
- Service Managers (i.e. supporting staff, little or no direct contact with service users)
- Senior leaders
- Auxiliary/support staff
- Other (please specify) _____

Section 4: About You:

Your name: _____

Job Title: _____

Organisation: _____

Your email address (Please print): _____

In which of the following sectors do you work? (Please tick one only)

- Voluntary/community sector
- Health sector
- Social Care sector
- Education sector
- Justice sector
- Housing Sector
- Local Council Sector
- Sports Sector

What is your role (please tick one option which best describes your current role)?

- Front-line practitioner (i.e. that has direct contact with service users)
- Service Manager (i.e. supporting staff, little or no direct contact with service users)
- Administrative/Support Staff
- Commissioner of services
- Volunteer
- Other (please specify) _____

How many years have you been working in this role (tick one option only?)

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- 11 years +

In which HSCT area is your work based (please tick all that apply):

- All of Northern Ireland
- BHSCT
- SEHSCT
- SHSCT
- WHSCT
- NHSCT

Thank you for taking the time to complete this survey