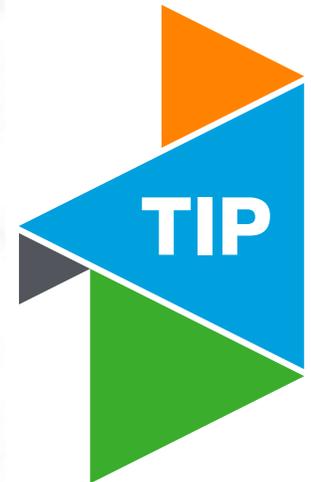




ACEs

Adverse
Childhood
Experiences

Be the Change



TIP

Trauma
Informed
Practice

Be the Change

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Introduction

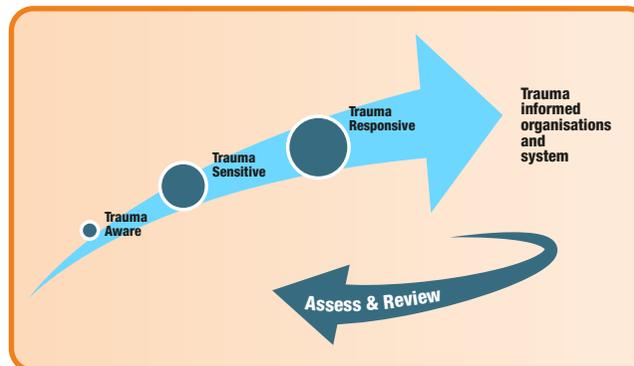
This brochure outlines training modules on understanding the impact of adversity and trauma informed practice currently available to support practitioners across Northern Ireland. All courses contained in this brochure are free for practitioners, funded by the Safeguarding Board for Northern Ireland.

“ A trauma-informed organisation is one that recognises the inherent vulnerability of all human beings to the effects of trauma and organises system-wide interventions aimed at mitigating the negative effects of adversity and stress that are manifested in the clients served and the organisation itself. ”

Dr Sandra Bloom | Sanctuary Model

The SBNI acknowledges that recognising and responding to the imprints of childhood adversity and trauma, will remain an integral part of achieving better outcomes through the implementation of trauma informed practice in organisations across NI. Trauma informed practice can only happen in the context of trauma informed and trauma responsive environments, policies, systems and organisations.

When we consider adversity and trauma in the workplace and in our organisations, this can help in understanding our own responses and needs and also in our thinking about the responses and needs of the people we work with.



The SBNI continues to work to help its member agencies and other related bodies to:

- ▶ have an awareness of adverse childhood experiences;
- ▶ be aware of the impact of adversity and trauma on development across the lifespan;
- ▶ be able to identify what supports resilience to cope with adversity; and
- ▶ embed a trauma informed approach in their work.

The SBNI is committed to providing support to enable member agencies & partners to develop trauma informed practice to improve the health, wellbeing and safety of the children in Northern Ireland and the adults they develop into.

SBNI Overview

SBNI activity to date has included:

- ▶ Commissioning research on key messages for developing trauma informed practice in Northern Ireland across sectors, reports available here: **The Trauma Informed journey (safeguardingni.org)**
- ▶ Hosting regional ACEs conferences (2019 & 2020)
- ▶ Stakeholder engagement including a training needs analysis
- ▶ A leadership programme (Be the Change) in collaboration with the HSC Leadership Centre
- ▶ Training for trainers (almost 500) across all sectors to enable delivery of the TIP modules ('Raising Awareness of Adverse Childhood Experiences' and 'Developing Trauma Sensitive practice')
- ▶ Provision of a Transformation Model (utilising the SAMHSA Trauma Informed principles & domains)
- ▶ Provision of support mechanisms for development of trauma informed organisations through pilot projects applying the Transformation Model to their service delivery



Trauma Informed Practice

The SBNI Strategic Plan 2022-2026 sets the direction for the next 4 years in which the SBNI commits to building on its work and embed a trauma informed approach to underpin all of its work to safeguard children and young people.

There are a range of committees and panels within the SBNI including a Trauma Informed Practice (TIP) committee which was formed in 2022. TIP implementation managers support member and partner agencies to embed a sustainable transformation model of Trauma Informed Practice building on existing knowledge of Adverse Childhood Experiences and Trauma Informed Practice.

From the 21 SBNI member agencies (as illustrated), 11 organisations are currently represented on the TIP committee.

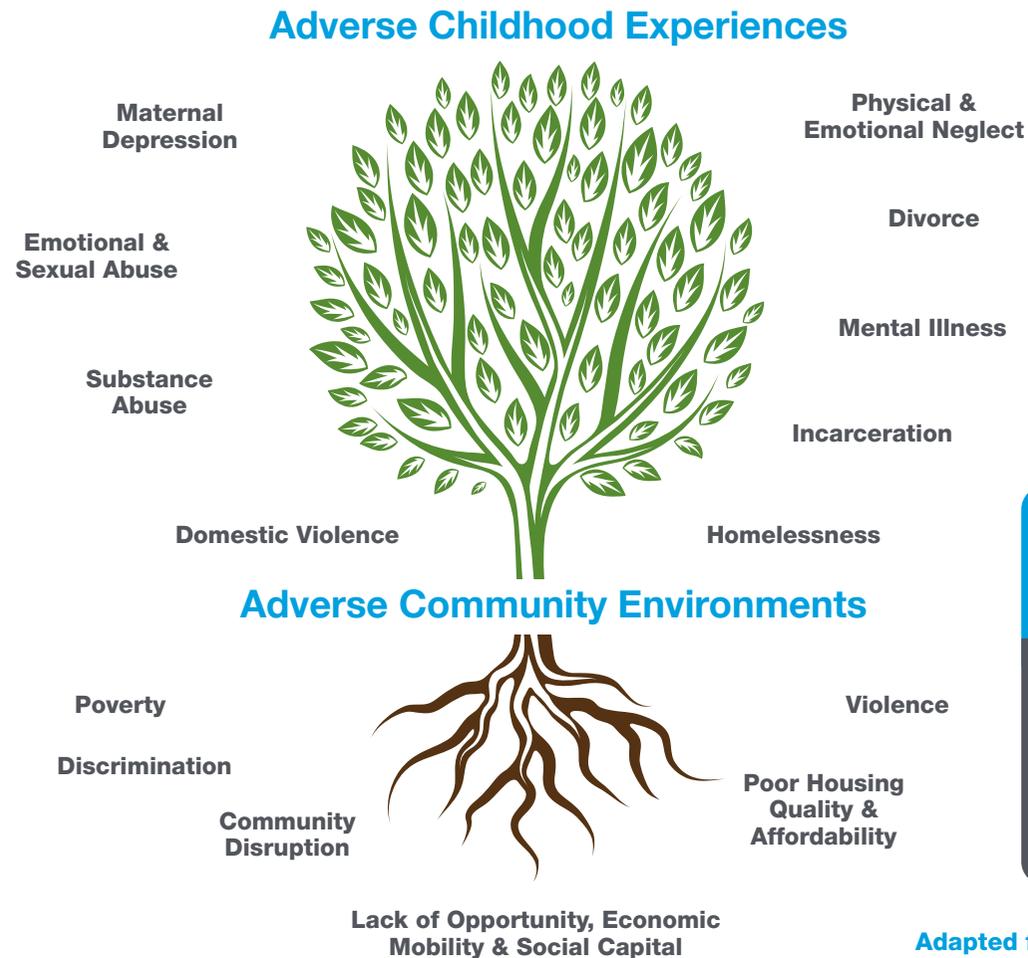


SBNI Online Modules

The online modules serve as introductions to the full modules. They may be sufficient for some of the workforce. They take about 40 minutes to complete. They are not a substitute for facilitated training.

The content covered in Level 1 is recommended as the minimum for any staff member in any sector that provides services to people. (If online access cannot be facilitated SBNI trainers can deliver the training)

Level 2 builds upon learning from Level 1 and is designed for workforces who have contact with children or adults who may have been impacted by trauma or adversity across the lifespan.



Adverse Organisational Experiences

- Retraumatization of service users
- Secondary and vicarious trauma can lead to staff
- absenteeism
 - low morale
 - high turnover

Adapted from Ellis and Dietz (2017)

Level 1 Adverse Childhood Experiences (ACE) Awareness

What does it include?

- ▶ Definitions of Adverse Childhood Experiences and Trauma
- ▶ Research studies regarding ACEs and their potential impact across the life course
- ▶ The NI ACEs animation
- ▶ Building blocks of resilience
- ▶ Different types of Stress
- ▶ A Trauma 'lens' as a means of reflecting upon and understanding behaviour
- ▶ Staff wellbeing
- ▶ The pair of ACEs (adverse childhood and community experiences)

Duration: 40 mins



For HSC Staff access via www.hsclearning.com

For other sectors free access via [Level One Adverse Childhood Experiences \(ACE\) Awareness \(E-Learning\) Programme | ASCERT](#)

Education - Level 1 available on EA portal: <https://sites.google.com/c2ken.net/teacherprofessionallearning-ea/learning-menu/aces>

Level 2 Developing Trauma Sensitive Practice

What does it include?

- ▶ Definition of trauma
- ▶ The 4 Rs - realise, recognise, resist retraumatising and respond using an ACE aware trauma sensitive approach integrating knowledge into policies, procedures and practices, settings and culture
- ▶ The impact trauma can have on the developing brain
- ▶ Behaviour as communication
- ▶ Using a trauma lens
- ▶ Animation TIP for the workforce (NHS Scotland)-developing TI skills in our practice
- ▶ Resilience and building resilience
- ▶ Secondary and vicarious trauma and their potential impact
- ▶ Self-care, organisational support for workers and community support

Duration: 40 mins

ACEs
Adverse Childhood Experiences
Be the Change

Early Intervention Treatment Programs

Northern Ireland Executive
www.nie.gov.uk
DELIVERING SOCIAL CHANGE

The ATLANTIC Philanthropies

safeguardingni.org/aces

Developing a Trauma Sensitive Approach to Practice

Level 2

For HSC Staff access via www.hsclearning.com

For other sectors free access via [Level Two Developing Trauma Sensitive Approaches to Practice Training E-Learn Programme | ASCERT](#)

Understanding Trauma

Solihull
modules are
mobile phone
compatible

Solihull Approach

About this course:

What does it include?

- ▶ Type 1 and Type 2 trauma
- ▶ The window of tolerance
- ▶ Stages of going through a traumatic experience
- ▶ Neurology and trauma
- ▶ Recognising trauma
- ▶ Recovery from trauma
- ▶ SELF model
- ▶ Trauma, attachment and epigenetics
- ▶ Community trauma
- ▶ Organisational trauma
- ▶ Trauma aware community

How long does the course take?

This course takes approximately 4 hours to complete however this can be completed in short individual units at a time that is convenient for you. It is not recommended you complete the course in one go, because the advantage of doing a course online is that you have time in between Modules or Units to process your learning and to see it in the world.

Step 1: Create a professionals account

Go to www.solihullapproachparenting.com and select 'Online courses for professionals'

Step 2: Enter access code

Once signed in, enter and verify access code:
BETHECHANGENI

Step 3: To return to the course

Go to www.solihullapproachparenting.com and click on 'Already have an account? Sign in'

Understanding Brain Development

Solihull
modules are
mobile phone
compatible

Solihull Approach

About this course:

This course is for practitioners who want an introduction to brain development from the antenatal period to adolescence.

What does it include?

- ▶ Antenatal brain development
- ▶ Early years brain development
- ▶ Mirror neurons
- ▶ The environment and brain development
- ▶ Trauma and brain development
- ▶ Adolescent brain development
- ▶ Adolescents and sleep, risk taking, drug and alcohol use, sensitivity to social rejection
- ▶ The ACEs research and brain development

How long does the course take?

This course takes approximately 4 hours to complete however this can be completed in short individual units at a time that is convenient for you. It is not recommended you complete the course in one go, because the advantage of doing a course online is that you have time in between Modules or Units to process your learning and to see it in the world.

Online course 'Understanding Brain Development'
FREE for practitioners across Northern Ireland

Antenatal brain development, early years brain development, mirror neurons, the environment and brain development, trauma and brain development, adolescent brain development, adolescents and sleep, risk taking, drug and alcohol use, sensitivity to social rejection, the ACEs research and brain development.

16 Modules. 3.75 hrs per CPD.

To attain Solihull Approach Advanced Trained Practitioner status, just send a copy of your certificates for the 2 Day Foundation training and three Advanced Trainings (online or face to face) to solihullapproach@uhb.nhs.uk

UNDERSTANDING YOUR CHILD
SOLIHULL APPROACH

HSC

SBNI

For technical support contact:
solihull.approach@uhb.nhs.uk
or 0121 296 4448 Mon-Fri 9am-5pm

Step 1: Create (or convert to) a 'professional' account
Go to www.solihullapproachparenting.com
Select 'Online courses for professionals'
OR
Go to www.inourplace.co.uk
Sign in to existing account and click 'unlock professional courses'

Step 2: Once signed in to your professional account, enter access code: BETHECHANGENI

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Step 3: To return to the course

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Understanding Attachment

Solihull
modules are
mobile phone
compatible

Solihull Approach

About this course:

This course is for practitioners who want to understand more about attachment.

What does it include?

- ▶ Key concepts
- ▶ The phases and timing of attachment development
- ▶ The quality of an attachment
- ▶ The Internal Working Model
- ▶ Developments in attachment theory
- ▶ Attachment and the Solihull Approach
- ▶ Introduction to epigenetics

How long does the course take?

This course takes approximately 4 hours to complete however this can be completed in short individual units at a time that is convenient for you. It is not recommended you complete the course in one go, because the advantage of doing a course online is that you have time in between Modules or Units to process your learning and to see it in the world.

Online course
'Understanding Attachment'

NHS

FREE for practitioners across Northern Ireland

Introduction to attachment theory (key concepts, phases and timing of attachment development, the quality of an attachment (the Strange Situation, types of attachment), developments in attachment theory, attachment and the Solihull Approach, epigenetics and attachment.

10 Modules. 3.75 hrs per CPD.

To attain Solihull Approach Advanced Trained Practitioner status, just send a copy of your certificates for the 2 Day Foundation training and three Advanced Trainings (online or face to face) to solihullapproach@uhb.nhs.uk

UNDERSTANDING YOUR CHILD
SOLIHULL APPROACH

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Step 3: To return to the course

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Health Care & Ambulance Teams

Solihull
modules are
mobile phone
compatible

Understanding your Wellbeing in High Pressure Environments

About this course:

Since the COVID-19 pandemic began, health care environments have been under enormous pressure. Although there are many potentially traumatic situations which occur in the NHS and other healthcare environments generally, the number of people with severe illnesses and the number of deaths has been unprecedented in modern times.

What does it include?

- ▶ 1. Trauma and wellbeing
- ▶ 2. Going through a traumatic experience
- ▶ 3. Trauma memories
- ▶ 4. Recognising trauma
- ▶ 5. Our feelings
- ▶ 6. Containment
- ▶ 7. Communicating feelings
- ▶ 8. Anxiety and depression
- ▶ 9. Processing trauma
- ▶ 10. Recovering from trauma
- ▶ 11. Trauma in the general population
- ▶ 12. Organisational trauma

The screenshot shows the Solihull Approach website interface. At the top, there are logos for Solihull Approach, ACEs (Adverse Childhood Experiences), NHS, and SBNI (Safeguarding Board for Northern Ireland). The main content area is divided into three steps:

- Step 1: Create a professionals account**
www.solihullapproachparenting.com
>> Online courses for professionals
- Step 2: Enter access code**
Once signed in, enter and verify
ACCESS CODE: BETHECHANGENI_HPE
- Step 3: To return to the course**
www.solihullapproachparenting.com
>> Online courses for professionals
>> 'Already have an account? Sign in'

At the bottom of the screenshot, the course title is displayed: **'Understanding your wellbeing in high pressure environments' (Health Care and Ambulance Teams)**. Below the title, it states: **An online 24/7 course for professionals, 3 hrs CPD**.

Duration: 3 hours

Step 1: Create a professionals account

Go to www.solihullapproachparenting.com and select 'Online courses for professionals'

Step 2: Enter access code

Once signed in, enter and verify access code: BETHECHANGENI

Step 3: To return to the course

Go to www.solihullapproachparenting.com and click on 'Already have an account? Sign in'

Police

Solihull
modules are
mobile phone
compatible

Understanding your Wellbeing in High Pressure Environments

About this course:

In your job in the Police, you can experience more trauma than most people. Most people experience trauma in the form of loss, bereavement or illness. However, the particular nature of your work means that you are more likely to experience a range of potentially traumatic situations. These might be in the form of a particular one off trauma or a build-up of difficult situations. Understanding more about how trauma affects people and how people recover from it may be helpful to you and your wellbeing.

What does it include?

- ▶ 1. Trauma and wellbeing
- ▶ 2. Going through a traumatic experience
- ▶ 3. Trauma memories
- ▶ 4. Recognising trauma
- ▶ 5. Our feelings
- ▶ 6. Containment
- ▶ 7. Communicating feelings
- ▶ 8. Anxiety and depression
- ▶ 9. Processing trauma
- ▶ 10. Recovering from trauma
- ▶ 11. Trauma in the general population
- ▶ 12. Organisational trauma

Step 1: Create a professionals account
www.solihullapproachparenting.com
>> Online courses for professionals

Step 2: Enter access code
Once signed in, enter and verify
ACCESS CODE:
BETHECHANGENI_HPE

Step 3: To return to the course
www.solihullapproachparenting.com
>> Online courses for professionals
>> 'Already have an account? Sign in'

'Understanding your wellbeing in high pressure environments' (Police)
An online 24/7 course for professionals, 3.5 hrs CPD

Duration: 3.5 hours

Step 1: Create a professionals account

Go to www.solihullapproachparenting.com and select 'Online courses for professionals'

Step 2: Enter access code

Once signed in, enter and verify access code: BETHECHANGENI

Step 3: To return to the course

Go to www.solihullapproachparenting.com and click on 'Already have an account? Sign in'

Social Care

Solihull
modules are
mobile phone
compatible

Understanding your Wellbeing in High Pressure Environments

About this course:

In your job in Social care you may be involved in many emotionally distressing situations. Some of these could potentially be traumatic. These might be in the form of a particular one off trauma or a build-up of difficult situations. Understanding more about how trauma affects people and how people recover from it may be helpful to you and your wellbeing.

What does it include?

- ▶ 1. Trauma and wellbeing
- ▶ 2. Going through a traumatic experience
- ▶ 3. Trauma memories
- ▶ 4. Recognising trauma
- ▶ 5. Our feelings
- ▶ 6. Containment
- ▶ 7. Communicating feelings
- ▶ 8. Anxiety and depression
- ▶ 9. Processing trauma
- ▶ 10. Recovering from trauma
- ▶ 11. Trauma in the general population
- ▶ 12. Organisational trauma

Step 1: Create a professionals account

Go to www.solihullapproachparenting.com and select 'Online courses for professionals'

Step 2: Enter access code

Once signed in, enter and verify access code: BETHECHANGENI_HPE

Step 3: To return to the course

Go to www.solihullapproachparenting.com and click on 'Already have an account? Sign in'

Step 1: Create a professionals account
www.solihullapproachparenting.com
>> Online courses for professionals

Step 2: Enter access code
Once signed in, enter and verify
ACCESS CODE:
BETHECHANGENI_HPE

Step 3: To return to the course
www.solihullapproachparenting.com
>> Online courses for professionals
>> 'Already have an account? Sign in'

'Understanding your wellbeing in high pressure environments' (Social Care)
An online 24/7 course for professionals, 3 hrs CPD

Duration: 3 hours

Firefighters

Solihull
modules are
mobile phone
compatible

Understanding your Wellbeing in High Pressure Environments

About this course:

As a Firefighter you are in more potentially traumatic situations than most people. You may, at different times, face threat to yourself, to your colleagues and to the public. Understanding more about how trauma affects people and how people recover from it may be helpful to you and your wellbeing.

What does it include?

- ▶ 1. Trauma and wellbeing
- ▶ 2. Going through a traumatic experience
- ▶ 3. Trauma memories
- ▶ 4. Recognising trauma
- ▶ 5. Our feelings
- ▶ 6. Containment
- ▶ 7. Communicating feelings
- ▶ 8. Anxiety and depression
- ▶ 9. Processing trauma
- ▶ 10. Recovering from trauma
- ▶ 11. Trauma in the general population
- ▶ 12. Organisational trauma

Step 1: Create a professionals account

Go to www.solihullapproachparenting.com and select 'Online courses for professionals'

Step 2: Enter access code

Once signed in, enter and verify access code: BETHECHANGENI_HPE

Step 3: To return to the course

Go to www.solihullapproachparenting.com and click on 'Already have an account? Sign in'

SOLIHULL APPROACH

NHS

ACES
Adverse Childhood Experiences
Be the Change

Step 1: Create a professionals account
www.solihullapproachparenting.com
>> Online courses for professionals

Step 2: Enter access code
Once signed in, enter and verify
ACCESS CODE:
BETHECHANGENI_HPE

Step 3: To return to the course
www.solihullapproachparenting.com
>> Online courses for professionals
>> 'Already have an account? Sign in'

'Understanding your wellbeing in high pressure environments' (Firefighters)
An online 24/7 course for professionals, 3.5 hrs CPD

SBNI
Safeguarding Board
for Northern Ireland

Duration: 3.5 hours

SBNI facilitated training

ACEs awareness and Developing trauma sensitive practice

The SBNI have nearly 500 TIP trainers across NI in a range of sectors who are trained to deliver the 3 hour level 1 and level 2 modules. These modules incorporate the content of the online modules but build on these by allowing for discussion, questions and exercises for more in depth knowledge exchange. They are recommended for workforces in services with children, adults and communities who may have experienced adversity or trauma.

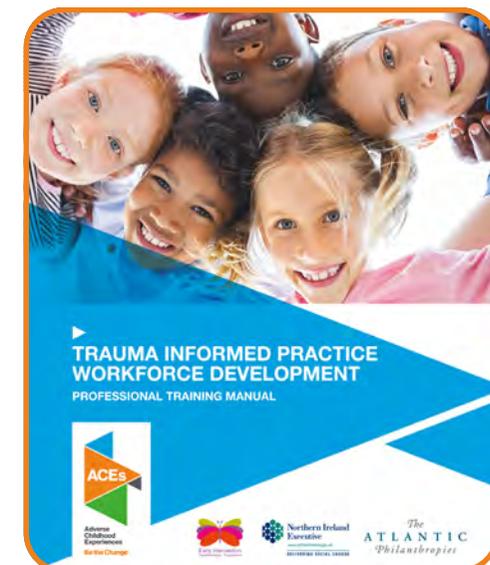
Duration: 3 hours each module

At this point these modules stand alone, however the aim is that the knowledge, understanding and skills taught in these modules should be fully integrated into all aspects of service delivery and organisational structures. They serve as support to develop TI practice.

A database of trainers is held. Please check if your organisation has a trainer, this is an important part of your organisational development toward becoming trauma informed.

For more information contact your learning and development provider or the SBNI TIP team.

Please note that the full modules of training are being developed as an Open College Network level 3 course by Southern Regional College. Following the pilot period it will be possible to gain OCN accreditation. This programme development is being supported by the SBNI.



ACEs and Trauma Informed Practice Resources



NI ACE Animation

- ▶ <https://www.youtube.com/watch?v=LY-8HilOzh0>



Evidence Review by QUB (2018)

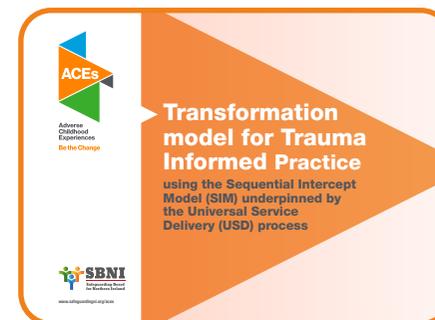
- ▶ <https://www.safeguardingni.org/aces-and-trauma-informed-practice/trauma-informed-journey>

Evidence review undertaken by QUB in 2018 pertaining to Health & Mental Health Care Systems, Education System, Justice System, Child Welfare System - updated review will be available late summer 2023



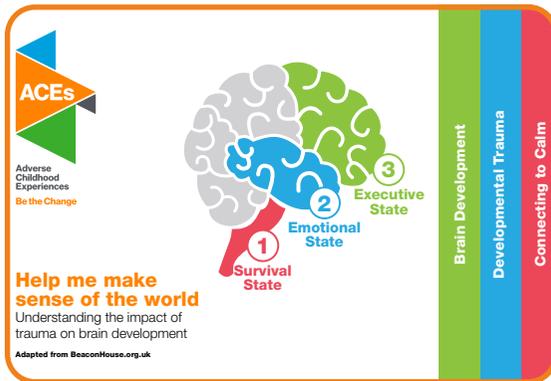
Using a trauma LENS

- ▶ <https://www.safeguardingni.org/resources/ace-trauma-lens-card>



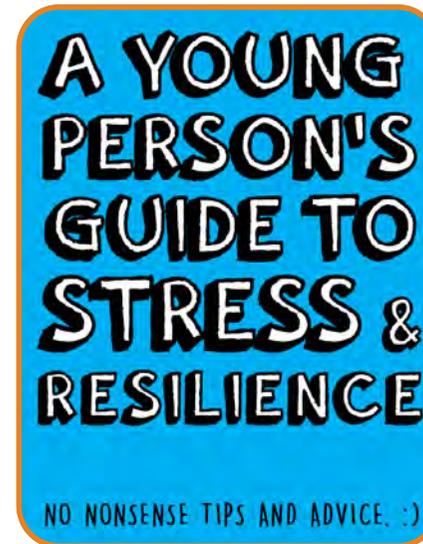
Transformation model for Trauma Informed Practice

ACEs and Trauma Informed Practice Resources



Understanding the impact of trauma on brain development

- ▶ <https://www.safeguardingni.org/resources/brain-development-card-english>



SBNI - A young person's guide

- ▶ safeguardingni.org



Integrating family approaches

Interactive pdf version:

- ▶ <https://indd.adobe.com/view/e97e80ab-efb8-495b-8613-da13b91fa7b8>

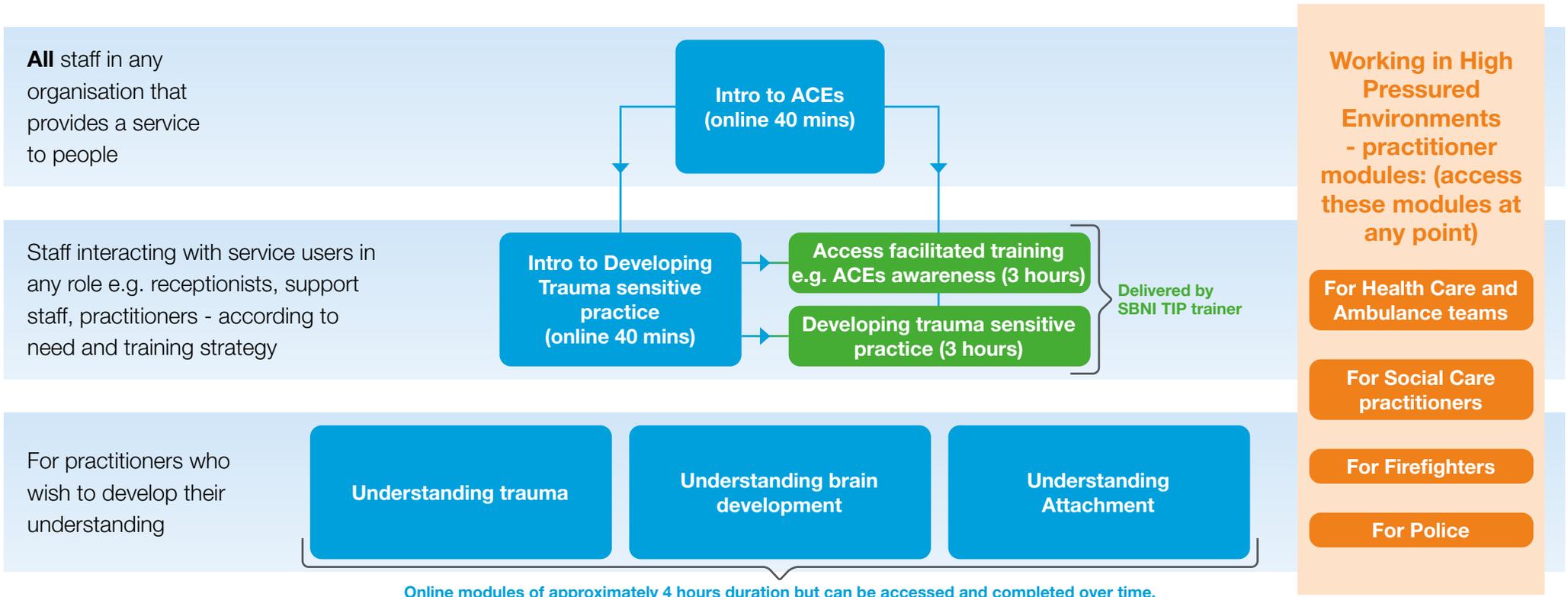


Leaflet for parents/carers in times of Covid and its aftermath

What Just Happened Booklet

- ▶ safeguardingni.org

Suggested Training Pathway



For further information please contact our implementation managers:

Sheina.Rigg@hscni.net or Orla.Connolly@hscni.net

Additional information can be found on the SBNI website:

[ACEs & Trauma Informed Practice \(safeguardingni.org\)](http://safeguardingni.org)