

TRAUMA INFORMED PLYMOUTH

Charter Update – Towards a Kinder Plymouth

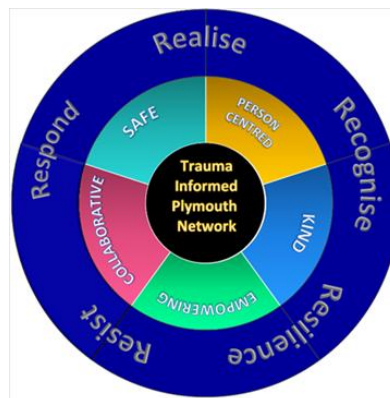
Anna Moss, Shelley Shaw and Simon Hardwick



1. Overview

The Trauma Informed Plymouth Network has now been running for over two and a half years. Our membership has grown from a handful of curious and committed founders to over 230 members. The network has a diverse membership which includes people with lived experience of trauma and interested professionals from public, private and voluntary sector backgrounds. Our network objectives are:

- To review and reflect upon the emerging evidence regarding trauma informed approaches & Adverse Childhood Experiences, and continue to define an approach that envisions Plymouth as a Trauma Informed city.
- To promote the Trauma Informed Plymouth approach (*Envisioning Plymouth as a Trauma Informed City*), within city communities, agencies and partnership systems.
- To promote the Plymouth Trauma Lens as a consistent, universal and transformational narrative for a trauma informed city, that aspires to be courageously prevention focused.
- To work alongside & support communities, agencies, and partnership systems in becoming trauma aware and trauma responsive.
- To promote a system level response to the Trauma Informed approach and to support system change as a critical friend.
- To ensure the voice of lived experience is respected, valued and placed at the centre of trauma informed practice.



2. Recent Developments

- Members from Plymouth University are exploring setting up an internal UoP network, trauma informed practice is being embedded in a range of courses and we are working alongside doctoral students to evaluate the impact of the network
- Members at the Peninsula dental school are developing their trauma informed response to adults with complex needs having launched a service for vulnerable young people
- Trauma informed sports 'Pathfinder' project with Sports England/ Public Health for young people – co-ordinator has joined network and will be attending TI training in March. There is also a 'Safer Streets' project funded by OPCC that will embed TI principles.

- The Wolsley Trust have advertised for a Trauma Informed Co-ordinator to support social prescribers to champion the approach in our primary care networks. The network will be delivering trauma informed training to the social prescribing team in March (STP Prevention funding)
- Our Lived Experience group have been working with Headspace to develop a set of reflections on sharing voice including written and video based work. This will form an important component of the TI website we are in the process of developing. Our sub-group lead has been sharing best practice with the new OPCC Lived Experience Group, providing training and consultancy. They have also identified representation for Plymouth's homelessness prevention forum.
- The network is collaborating with the Frontline network to connect with PIE link (psychologically informed environments) to look at whether Plymouth could pilot the new Abacus self-assessment tool. We think the city would be well placed to do this given the TI system change we have been promoting and the focus this has within the Alliance.

3. Background to the Charter

- The network began looking at developing a statement of key principles or charter at the beginning of 2020 but the conversation was overtaken by the community trauma of COVID 19
- The Domestic Abuse Systems Leadership Group identified a Trauma Informed Quality Mark as a potential tool for embedding learning from the Listening Project
- The concept of a charter was reignited in a conversation with Craig McArdle over the summer about looking at how the wider system could respond to the network and its approach document
- We have developed the Charter over the last two network meetings in consultation with the full membership and with specific reference to our Lived Experience Group.

4. Charter Principles : Including examples of the network response

- Our Plymouth workforce will be Trauma Informed, Adverse Childhood Experiences aware and able to use our trauma lens to inform their on-going reflective and responsive practice.

The network has developed a free training offer which defines trauma informed practice and our Plymouth approach. Resources include an ACE awareness webcast, self-directed learning resources and a webinar (PSCP hosted). Network members will be training 30 people per week between January and March. We have already trained 65 Safer Plymouth partners and a team from Barnardo's.

- Our Plymouth work places will be trauma informed. We will always use the trauma lens to support the health and well-being of our workforce, who we recognise and celebrate as the cornerstone of our trauma informed approach.

The network has produced an information pack for managers which is circulated to everyone who attends one of our training sessions. We developed a vicarious trauma resource for use with the workforce during COVID (PSCP website) which a group of volunteers have offered to run with the wider Plymouth workforce to support through the latest lockdown.

- Plymouth will be united in being courageously prevention focussed, taking a public health approach to tackle childhood adversity and trauma in all its forms. We recognise that trauma can impact on the full life course and across generations.

The network leadership training includes developing understanding of the public health approach (informed by our public health membership). Safer Plymouth has embedded public health based prevention as a main area of focus, particularly in developing our partnership work to upcoming legislation and new responsibilities to prevent serious violence. We are members of the WHO Trauma Informed City network where we share national best practice and showcase the Plymouth approach.

- Plymouth will base its emerging trauma informed practice on the best available evidence. This will always include actively listening to the voices of people with lived experience across all services and organisations. We will develop a reflective and supportive learning culture, where we feel safe to innovate and challenge what needs to be changed. This will include being open in sharing what has worked and what hasn't.

Our Lived Experience Group has been funded by the OPCC to develop a resource on good practice around safe sharing of lived experience. The project is being coordinated by our partners at Headspace and will be made available through a range of media from April 2021.

- Our services will develop a trauma informed leadership culture based upon kind relationships that are safe and collaborative. Our leaders at all levels will support the Plymouth workforce to implement the Plymouth trauma lens into daily practice.

Network members have developed a leadership training workshop which has been delivered to National NSPCC senior leadership, The National Working Group CSE, Plymouth BCU and the South West Reducing Reoffending Partnership. We make an open offer to support trauma informed leadership development with our partners.

- Envisioning Plymouth as a trauma informed city requires a long-term commitment to our journey, progressing from being trauma informed to responsive and specialist as appropriate to each relationship and setting. We will work together to record and celebrate the real changes we achieve and support the people who champion our Trauma Informed Plymouth Network.

The Trauma Informed Workforce Development Group provides advice and support to partners who wish to develop their more advanced training offer, including working with Livewell and the Alliance. Our recording is informal and appropriate to the network – through our newsletter, meetings and, once it goes live, our website.

- Plymouth as a trauma informed city is about 'all of us'. We will take an inclusive approach which recognises the strengths and supports the resilience of our community. We will seek to collaborate with all organisational sectors, to foster empowerment and work towards more equal power relationships.

The new TIPN 'Inclusion and Resilience' sub-group has been working alongside Plymouth City Council representatives to consider how we can develop a trauma informed approach to equality and diversity impact assessments. We have supported a trauma informed approach to the Mind the Gap project with young carers from asylum seeker/ migrant backgrounds. The group will be developing a set of guidelines for good practice using the trauma lens. This will include adopting use of appreciative enquiry as a preferred methodology within the network whenever possible.

- We will share responsibility for communicating and actively promoting our Trauma Informed Approach across Plymouth. We will work within our communities, aiming to reach people of all ages and backgrounds. We will champion and look to encourage public debate, influence local policy and inform national and international conversations on trauma informed approaches.

Arrangements are in place to develop a Trauma Informed Plymouth Network website this spring. We continue to engage in promoting the network e.g. Will be delivering to the next annual NWG conference in April.

5. Next Steps

Since its inception the Trauma Informed Plymouth Network has managed most of its activity within existing resources. With the development of the Charter we recognised that we were reaching the limits of what could be achieved without some dedicated resource. We approached Plymouth City Council CMT for support to take the network ambitions to a new phase, and we had a very positive response. Funding offered will enable the NSPCC to employ a full-time development worker for the city for the next 12 months. We will also be able to fund additional consultancy work, including from people with lived experience, to enhance our system learning.

In addition we have been offered funding by the STP Prevention fund 'Whole Systems for Whole People' to develop our website and communication plan.

Priority Areas	Key Activities 2021/22
Engaging with communities	<ul style="list-style-type: none"> • Development of Trauma Informed Plymouth Website • Developing accessible resources about the TI approach for wider public use (young people, families)
Embedding trauma informed approaches into practice	<ul style="list-style-type: none"> • Continued roll-out of Trauma Informed Practice Training (OPCC and PSCP supported) • Adding 'Sharing the Brain Story' to the PSCP training portfolio • Supporting projects which test the trauma informed approach (e.g. Social Prescribers in Primary care) and sharing their learning
Supporting system change	<ul style="list-style-type: none"> • Workshops introducing concepts around trauma informed leadership • Act as critical friend as the system that adopts the trauma informed lens through open network and sub-groups
Charter development	<ul style="list-style-type: none"> • Scoping Quality Mark – trauma informed quality assurance / accountability
Listening to the Voice of Lived Experience	<ul style="list-style-type: none"> • Key tasks include liaising with WHO, Plymouth University Researchers , OPCC, providing high quality peer support and co-production of Charter

<p>Deepening our learning</p>	<ul style="list-style-type: none">• Invite external experts to have conversations with the network to challenge our thinking and the Plymouth approach draws on the best national and international evidence (Lisa Cherry will be coming to our next network meeting)• Engage with our University partners to look at how we can build upon current local research undertaken to support network understanding
-------------------------------	---