Logic Model

Inputs

Leadership and organisational commitment to continuous improvement and long-term culture

and systems

change

Safe and supportive organisational culture for beginning this work

Time and resource for all staff to engage with wellbeing support, trauma training and implementation

Financial investment (e.g., releasing staff for training and implementation, making changes to service design & delivery identified through feedback loops and power sharing)

Activities

(as outlined in part two of the roadmap)

Developing trauma-informed leadership

Strengthening staff care, support and wellbeing

Embedding feedback loops and continuous improvement

Creating opportunities for power sharing with people with lived experience of trauma

Supporting staff knowledge, skills and confidence

Taking a traumainformed lens to policies and processes, and service design and delivery

Short-term outcomes

Staff are more likely to report that their wellbeing is valued and prioritised and that they have time and space to access relevant proactive and reactive support

Staff are more likely to report increased understanding of the prevalence and impact of trauma on themselves and the people and communities they serve

Staff are more likely to report increased knowledge and skills around the importance of collaboratively adjusting how they can work to take the impact of trauma into account and respond in a way that supports recovery, does no harm and recognises and supports people's resilience, relevant to their role and remit

People with lived experience of trauma are more likely to experience services and systems that consistently offer choice, trust, safety, collaboration and empowerment

People with lived experience of trauma are more likely to report that services and systems proactively welcome feedback about their experiences to support continuous improvement

Leaders at all levels are more likely to understand, drive, and inspire a trauma-informed approach across their sphere of influence

Services and systems are more likely to promote environments, relationships and ways of working that recognise the prevalence and impact of trauma

Medium-term outcomes

Staff are more likely to feel safe and supported at work, and the wellbeing of our workforce is consistently improved

Staff are more likely to report feeling confident, supported and empowered to translate knowledge and skills into practice changes

People with lived experience of trauma are more likely to report having positive experiences of engaging with services and systems

People with lived experience of trauma are more likely to be able to easily access, navigate and engage with services, systems and communities for any needs

People with lived experience of trauma feel empowered to collaboratively effect change across services and systems

Services and systems are more likely to be designed and delivered with an understanding of trauma in mind and around people's holistic needs, and this is balanced with the smooth running of our systems

Long-term outcomes

Improved health and wellbeing of people with lived experience of trauma

Improved outcomes (e.g. in education, justice, employment) for people with lived experience of trauma

Reduced inequalities for people with lived experience of trauma

National Performance Framework Outcomes:

We respect, protect and fulfil human rights and live free from discrimination

We live in communities that are inclusive, empowered, resilient and safe

We grow up loved, safe and respected so that we realise our full potential

We are healthy and active