

National Trauma Transformation Programme

Online Resources



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How to use this document

This document provides a summary of the openly available learning resources from the National Trauma Transformation Programme. People in different roles will require different types of training in trauma-informed practice. The resources are organised into the four practice types: Informed, Skilled, Enhanced, and Specialist.

You can learn more about this on our [!\[\]\(c507f772dba2b921f86777f01218e570_img.jpg\) **Trauma Transformation website**](#)

Document legend:

 **Video/Animation**

 **Workshop**

 **Framework/Resource**

 **Module** (50 mins)

[!\[\]\(3e2231b1ad3ca8da8658228c00dd08e0_img.jpg\) **Additional information and links**](#)

About the Programme

This document summarises the key trauma training resources from the National Trauma Transformation Programme that are openly available to support all members of the Scottish workforce to meet the vision of:

“A trauma informed and responsive nation and workforce, that is capable of recognising where people are affected by trauma and adversity, that is able to respond in ways that prevent further harm and support recovery, and can address inequalities and improve life chances.”

Trauma is **‘everyone’s business’** and every member of the Scottish Workforce has a role to play in understanding and responding to people affected by trauma. This doesn’t mean that everyone needs to be a trauma expert — we know that different expertise and skills are required to support people’s recovery — but it does mean that all workers, in the context of their own role and work remit, have a unique and essential trauma informed role to play in responding to people who are affected by trauma.

[Visit the **National Trauma Transformation Programme website**](#) for more information.



Introduction to the National Trauma Transformation Programme

 **Video** (6 mins)

Dr Sandra Ferguson

What people affected by trauma told us about their recovery

"Trust is the biggest issue. I decided at onset I would be honest and have stuck with that. If I am giving honesty, I want that back. I am lucky, I get that. I ask questions and I get honest answers. For someone who has my background, trust will be broken easily. You have never had it your entire life."

"Don't try to make it right, but hold people in their pain and remind them they won't be crushed by the pain."

"We don't heal because we see a psychologist, I heal because I have been given the skills to release the pain."

"[She] is a tremendous listener, she really hears me. She remembers, she knows, she offers guidance. [She says] 'I am willing if you are' rather than talking about her expertise."

"[She was] genuine, calm, fair, truthful. Never reactive when I have been defiant and unreasonable. I can trust her judgement. She can tell the truth and even if I don't like it I will take it."

Key Resources and Visuals





Transforming Psychological Trauma: Knowledge and Skills Framework for the Workforce

Framework

This framework lays out the essential and core knowledge and skills needed by all tiers of the Scottish workforce to ensure that the needs of children and adults who are affected by trauma are recognised, understood and responded to in a way which recognises individual strengths, acknowledges rights and ensures timely access to effective care, support and interventions for those who need it. The framework also has an essential focus on staff well being, and is designed to support managers and supervisors to recognise the learning and development needs of staff in the workplace and trainers to develop training to meet these learning needs.

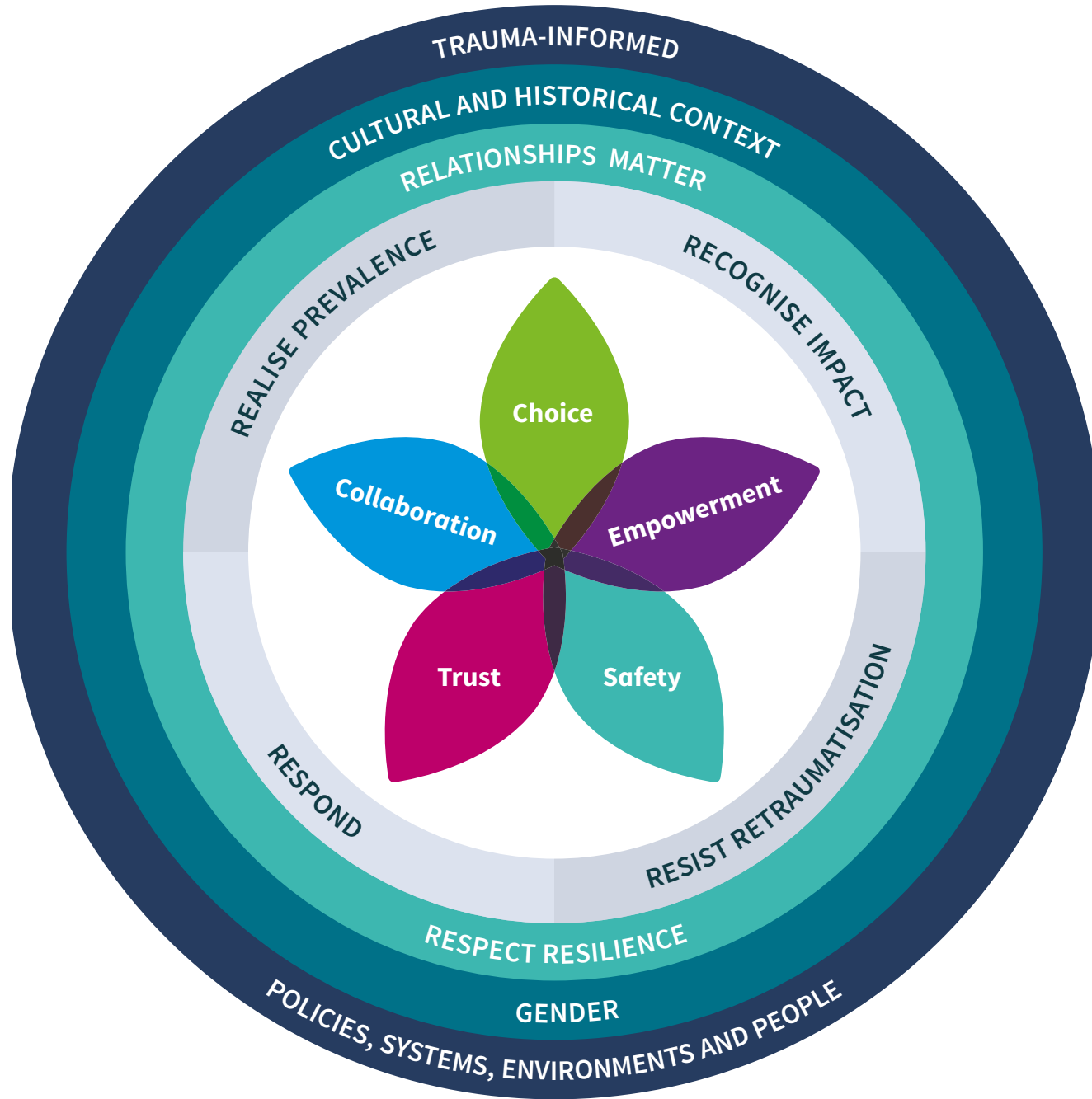


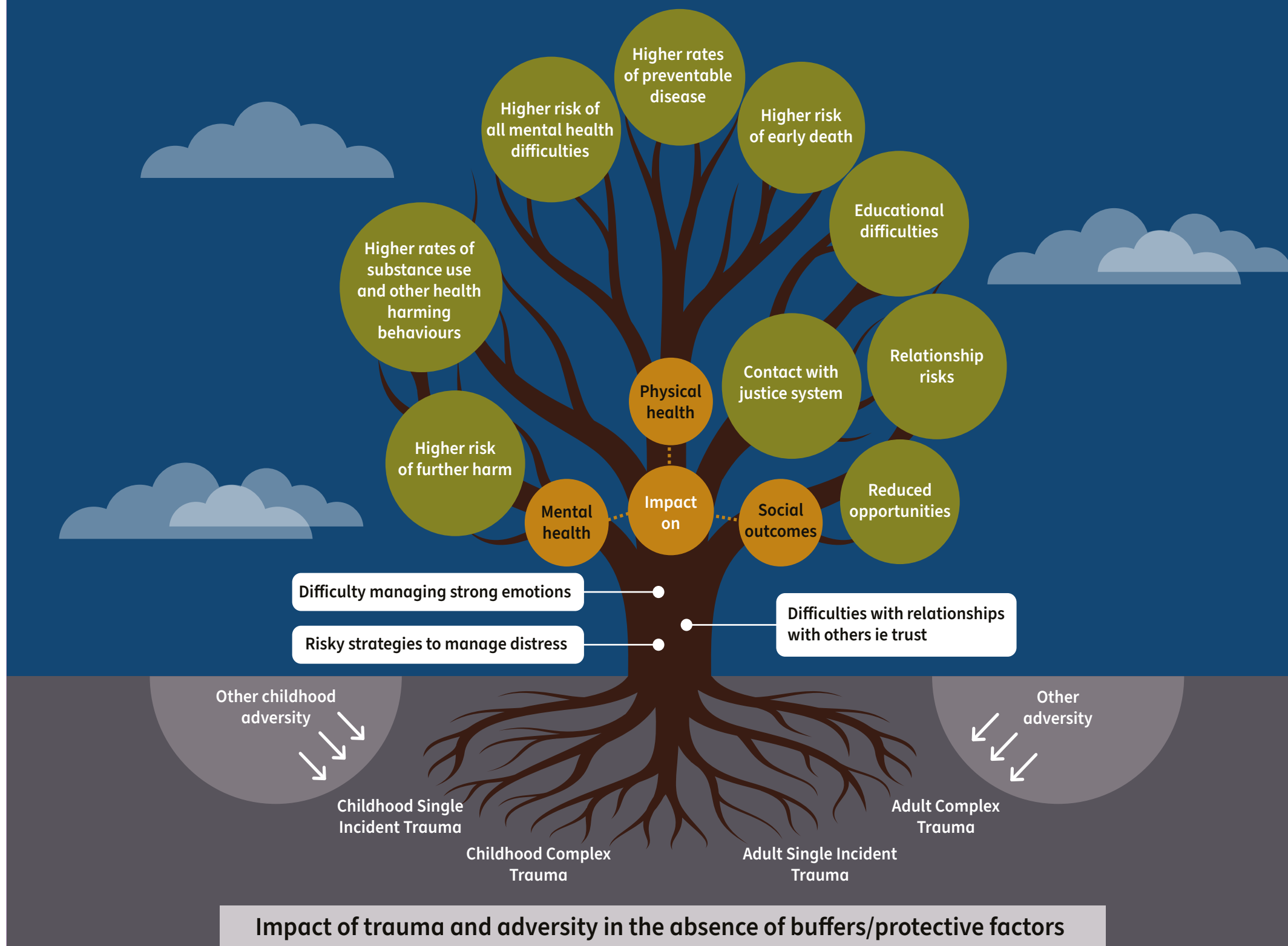
Scottish Transforming Psychological Trauma Training Plan

Framework

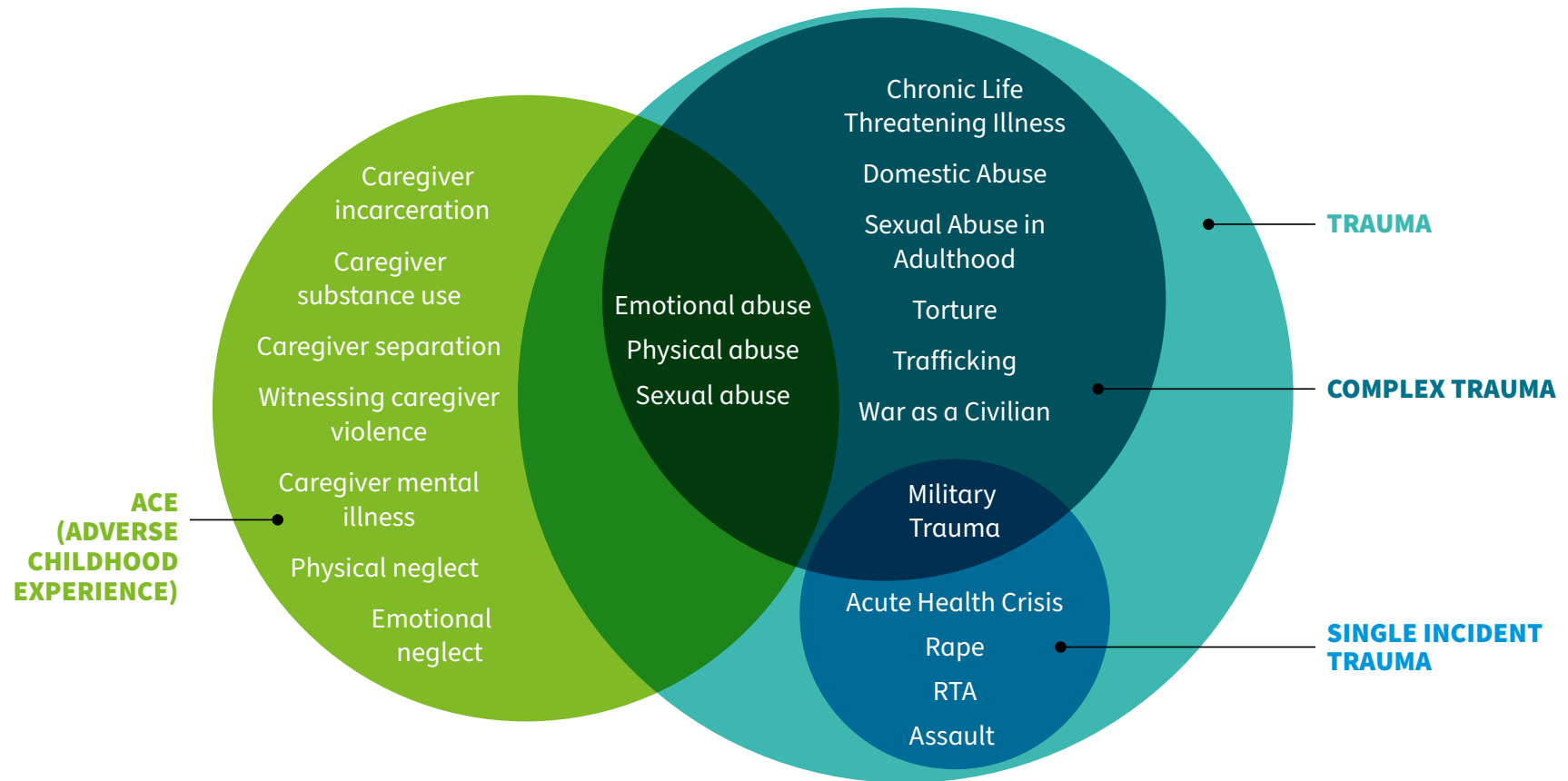
The Trauma Training Plan provides essential guidance and planning tools to support:

- + Workers, managers and organisations to identify their own trauma training needs with reference to the Trauma Framework
- + Service managers and commissioners to develop or commission training to address the needs of their organisations and workers
- + Training providers to develop and deliver high quality trauma training
- + An understanding of key principles to bear in mind in developing and commissioning trauma training





The language of Trauma and Adversity



Wellbeing

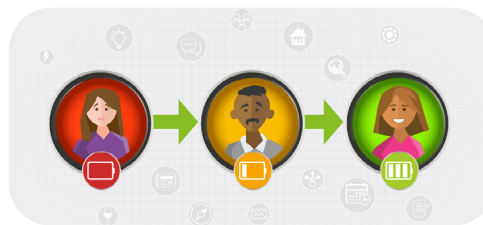




Protecting the Psychological Wellbeing of staff for Managers and Team Leaders*

Module

The purpose of this unit is to help managers, planners and leaders of teams understand the evidence based factors that support the wellbeing of teams through crisis events such as COVID-19. It contains information about proactive strategies to protect the wellbeing of teams, and how and when to respond effectively to concerns about an individual's mental health during and after the crisis.




Looking after yourself: Wellbeing planning tool and animation

Resource

To be able to look after others safely and effectively, we first have to take care of ourselves. You can use this animation along with the wellbeing planning tool to help you create your own unique plan for looking after yourself and protecting your wellbeing.

 [Wellbeing Animation](#)

 [Staff Wellbeing: Taking care of yourself E-module](#)

*Access to all of the NTTP e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.**

 [Register for an account here.](#)

If you are registering from outside of Scotland, please choose “international” as your sector.

Practice type:
Trauma Informed



Trauma Informed

All members of the workforce, whether paid or unpaid.





Opening Doors: **Trauma Informed Practice** **for the Workforce**

 **Animation** (9 mins)

This animation explains why and how trauma is everyone's business. It is designed to support anyone to become trauma informed – no matter what their job or role in society. It covers traumatic events like childhood sexual abuse and domestic abuse, so it is important to look after yourself as you watch it.



Sowing Seeds: **Trauma Informed practice** **for anyone working with** **children and young people**

 **Animation** (11 mins)

This animation was developed by NHS Education for Scotland, in partnership with the Scottish Government. It is designed for everyone who works with children and young people. It aims to support people to understand the impact of trauma and to know how to adapt the way they work to make a positive difference to the lives of children and young people affected by trauma.



Common Ground: **Trauma Informed practice** **for anyone working with** **a person with a learning** **disability**

Animation (7 mins)

This animation was created by NHS Education for Scotland in partnership with the Scottish Government to highlight specific issues for people with learning disabilities (LD) in relation to psychological trauma. It covers the kinds of experiences people with LD might have, as well as how to work in a trauma informed way.



A Piece of the Puzzle: **Trauma Informed practice** **for everyone who regularly** **works with, or may come** **into contact with, people** **living with dementia, their** **families, and carers**

Animation (10 mins)

This animation was developed to increase understanding of the different ways that people living with dementia can be affected by psychological trauma. It is designed to highlight the complex relationship between trauma and dementia, and demonstrates the importance of trauma informed ways of working to support people living with dementia to feel safe, supported, and to live well.

The aim of these two workshops is to help individuals and teams examine how they work through a trauma informed lens.

There are five key pause points for reflection, discussion, planning and commitment. Whether you watch this as an individual or a team, it will help you to reflect on:

- + the extent to which the people you work with may have experienced trauma, and the impact that might have on your work
- + recognising and celebrating your existing trauma informed practices and how to sustain these.
- + Identifying, and making an active commitment to the small changes you can make to help you recognise where someone may be affected by trauma, and respond in a way that limits re-traumatisation and supports their recovery using the principles of trauma informed practice.
- + If you are watching this resource as a team, please take a look at the links below or workshop facilitators notes and planning tool by clicking on the access form link beneath each video.



Taking a Trauma Informed Lens to your service and practice: Opening Doors for working with adults

 **Workshop** (20 mins)

With Dr Caroline Bruce,
NHS Education for Scotland

 [Workshop Facilitators Notes and Practice Tool](#)



Taking a Trauma Informed Lens to your service and practice: Sowing seeds for working with children and young people

 **Workshop** (28 mins)

With Dr Nina Koruth,
NHS Education for Scotland

 [Workshop Facilitators Notes and Practice Tool](#)

Practice type:
Trauma Skilled



Trauma Skilled

Workers who are likely to be coming into contact with people who may have been affected by trauma.



The following modules are designed to support anyone who may have contact with people affected by trauma to become trauma skilled in the way you work.

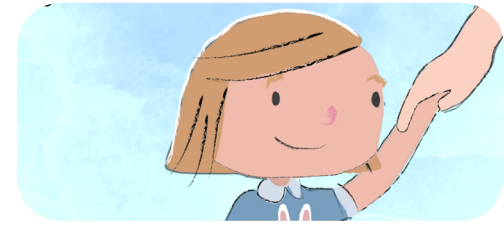
We recommend that you start with Module 1, and then move onto the modules that are of relevance for your work.



Developing your trauma skilled practice 1: **Understanding the impact of trauma and responding in a trauma-informed way**

 **Module** (60-90mins)

This foundational module is comprised of three units and takes around 60-90 minutes to complete. It is designed to increase your understanding of what psychological trauma is, how it can affect the people you work with, and how people can be supported to recover.



Developing your trauma skilled practice 2: **Trauma in children and young people**

 **Module** (60-90mins)

This module takes around 60-90 minutes to complete. This additional module is part of the Developing your Trauma Skilled Practice elearning program and is designed for anyone working with children and young people who may have been affected by traumatic events. It is recommended that the foundational module “Developing your trauma skilled practice 1” is completed prior to taking this module.



Developing your trauma skilled practice 3: **Understanding the impact of trauma on mental health and evidence-based pathways to recovery***

 **Module** (45 mins)

This module is comprised of two units and takes around 45 minutes to complete. It is designed to increase your awareness of the mental health consequences that can arise from trauma and how to increase access to evidence-based interventions if needed. It is recommended that the foundational module “Developing your trauma skilled practice 1” is completed prior to taking this module.




Developing your trauma-skilled practice 4: **Understanding the use of substances to cope with the impact of trauma**

 **Module** (2 hours)

This module is comprised of four units and is estimated to take around two hours to complete. It includes a reflective journal to support learning and explores how substances can be a coping strategy for the impact of trauma, the self-medication hypothesis, the impact of stigma, and how to support recovery for people with multiple needs. It is designed for anyone who has contact with people who may have been affected by traumatic events and/or substance use.

*Access to all of the NTT e-learning modules is via Turas Learn. Registration with Turas Learn is necessary, but **anyone with an email address can register no matter their location or role.**

 [**Register for an account here.**](#)

If you are registering from outside of Scotland, please choose “international” as your sector.



Understanding how the experience of trauma can affect our Window of Tolerance

 **Video** (20 mins)

With Jennie Young,
NHS Education for Scotland



Psychological First Aid e-module

 **Module** (1 hour)

Psychological First Aid is an effective (according to various studies and the consensus of many crisis helpers) set of principles that anyone can use to support people during or after any kind of crisis. It involves offering humane, supportive and practical help, and paying attention to the factors that seem to be most helpful to people's long-term recovery. This brief module cover the seven key elements of PFA, with the second half dedicated to planning for your own wellbeing. It takes around 1 hour to complete.

Practice type:

**Trauma Enhanced
and Specialist**



Trauma Enhanced

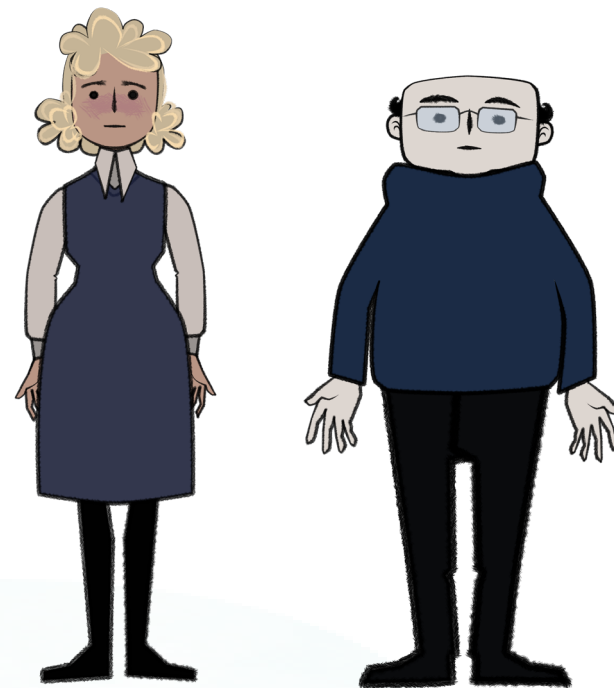
Workers who have a specific remit to respond to people known to be affected by trauma

AND are required to provide advocacy support or interventions **OR** are required to adapt the way they work to take into account trauma reactions to do their job well and reduce risk of retraumatisation.



Trauma Specialist

Workers who have a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs.



Most elements of the NES/SG National Trauma Transformation Programme at Enhanced and Specialist level are delivered face to face, and are not available online.



Trauma Enhanced Training

Workshop

Safety and Stabilisation is a 2 +1 day training to develop the skills and competencies to deliver safety and stabilisation interventions as part of the phased based treatment of people affected by experiences of prolonged and repeated trauma.

Survive and Thrive is a 2 + ½ day course where attendees develop the competencies and skills to deliver Survive and Thrive, a group based psycho-educational course as part of the phased based treatment for people affected by prolonged and repeated trauma.



Supporting children and young people to recover from the effects of psychological trauma

Video (10 mins)

Filmed interview with Dr Nina Koruth, NHS Education for Scotland

Trauma Specialist Training Programme:

- + Specialist CBT for PTSD workshop
- + Specialist Masterclasses

Trauma Informed Justice





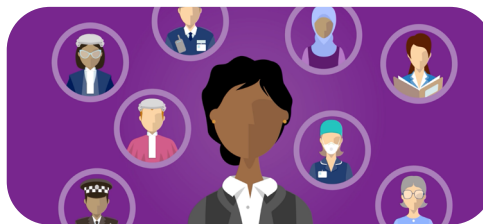
Trauma Informed Justice: A Knowledge and Skills Framework for Working with Victims and Witnesses

Framework

This framework, launched in May 2023, was developed in recognition of the high proportion of victims and witnesses (including the accused) that have experienced traumatic events, and the ways that the justice process can unintentionally exacerbate the impact of trauma.

It identifies the aims of a trauma informed justice workforce, and the knowledge and skills that different members of the workforce will need within their own roles to meet those aims.

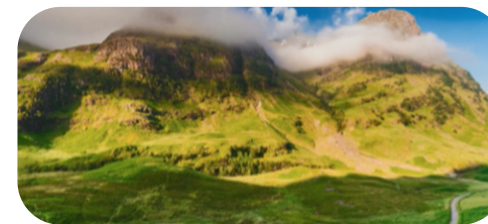
 [Executive summary](#)



Introducing Trauma Informed Justice: A Knowledge and Skills Framework for Working With Victims and Witnesses

Video (4 mins)

In this video Dr Sonia A Petersen introduces Trauma Informed Justice: A Knowledge and Skills Framework for Working with Victims and Witnesses.



Witnesses talk about what trauma informed justice and the NES knowledge and skills framework means for them

Video (10 mins)

In this short video, we hear witnesses talk about trauma informed justice and what the NES knowledge and skills justice framework means for them.

Password to access the resource is **“NESJustice2023”**.

Informed and Skilled E-Learning Modules

These two e-learning modules are designed to support the learning of anyone who has a role with victims and witnesses in the justice process.



Trauma Informed Justice Module 1: Foundation knowledge for working with victims and witnesses

 **Module** (1 hour 30 mins)

This module is designed to cover the foundation knowledge anyone working within the justice sector, no matter their role, will require in order to support a trauma informed justice system.

It aligns with the informed section of [Trauma Informed Justice: A Knowledge and Skills Framework for Working with Victims and Witnesses.](#)



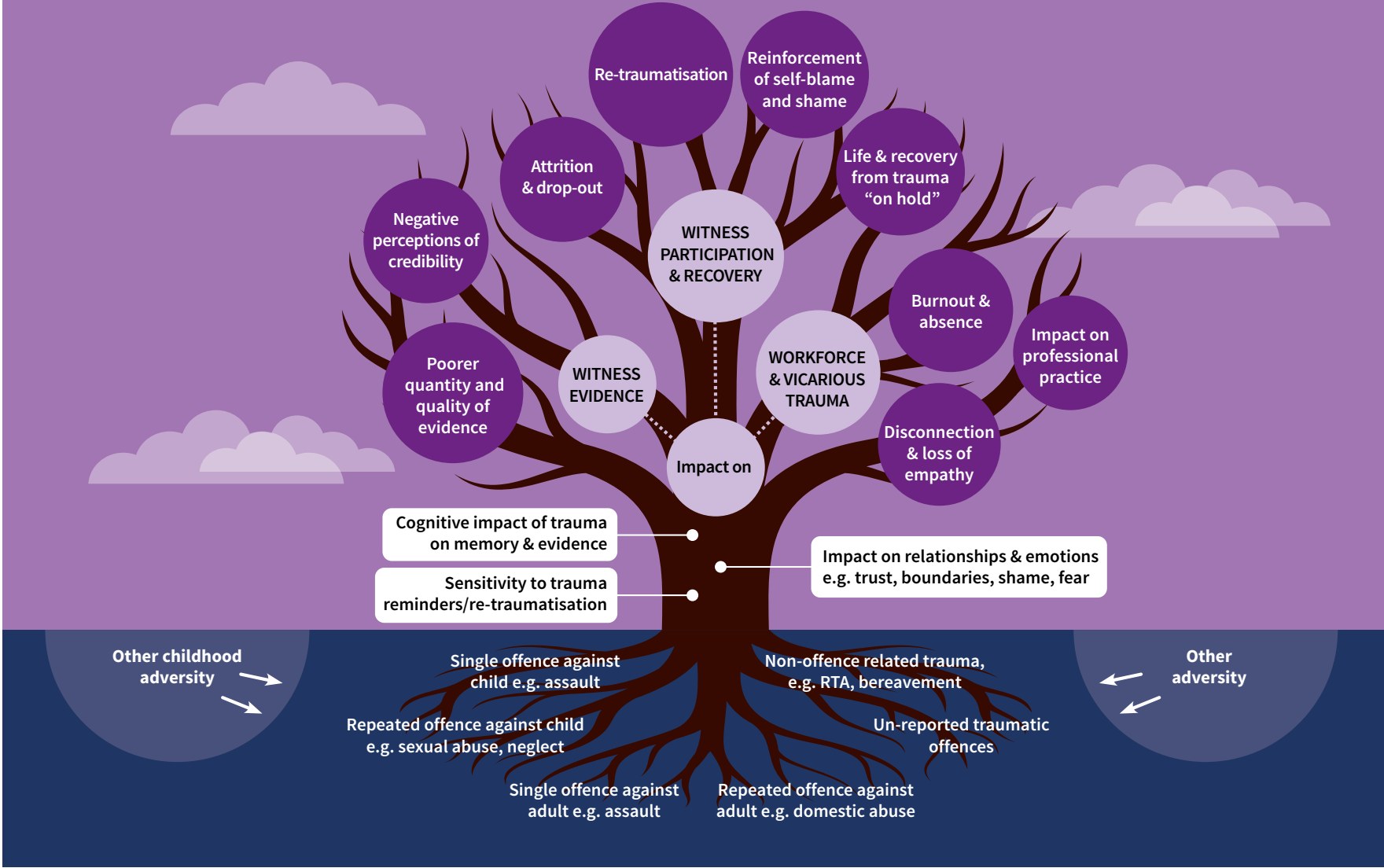
Trauma Informed Justice Module 2 : Developing skills for working with victims and witnesses

 **Module** (3 hours)

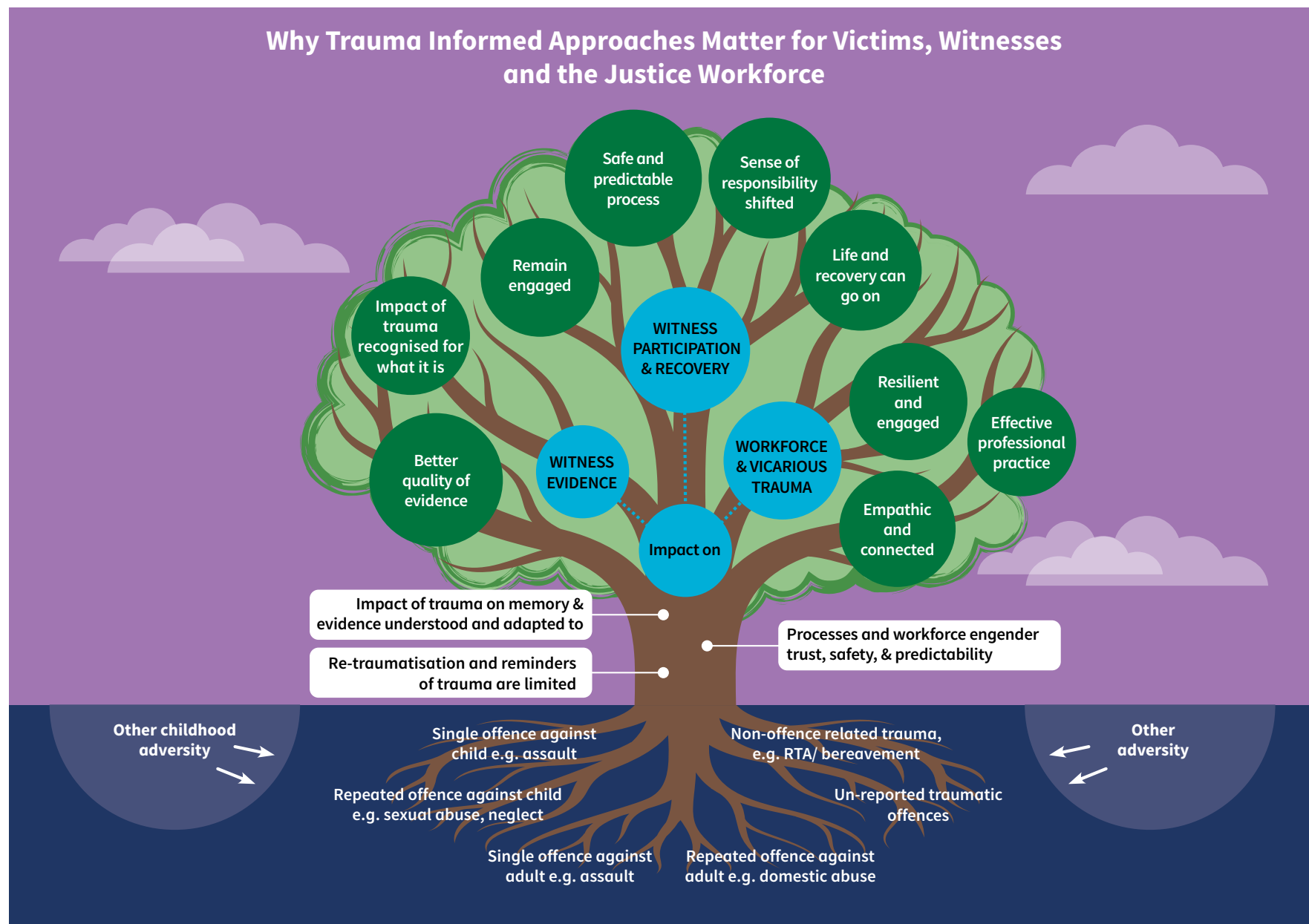
This module is designed to cover the knowledge required by anyone working within the justice sector who has regular and direct contact with victims and witnesses , in order to support a trauma informed justice system.

It aligns with the skilled section of [Trauma Informed Approaches with Victims and Witnesses.](#)

How Psychological Trauma can Affect Victims, Witnesses and the Justice Workforce



This tree represents how the impact of psychological trauma (seen in the white boxes) can, in the absence of trauma informed practice and systems, negatively affect evidence, recovery and wellbeing for victims, witnesses and the justice workforce.



This second tree shows the transformative impact that trauma informed practice and systems (seen in the white boxes) can have on witnesses, their evidence and the workforce.

Enhanced Practice: Evidence Gathering and Presentation

These four videos briefly summarise some of the enhanced knowledge and skills that lawyers and others who gather or present evidence from witnesses will find useful.



Ways to avoid re-traumatising witnesses part 1: Trauma and Credibility

▶ **Video** (9 mins)

Dr Caroline Bruce,
NHS Education for Scotland



Ways to avoid re-traumatising witnesses part 2: Trauma Informed Approaches

▶ **Video** (6 mins)

Dr Caroline Bruce,
NHS Education for Scotland



Ways to avoid re-traumatising witnesses part 3: Window of tolerance

▶ **Video** (7 mins)

Dr Caroline Bruce,
NHS Education for Scotland



Trauma Informed Sexual Offences Examinations, for Forensic Medical Examiners

▶ **Video** (50 mins)

Dr Julie Cumming, Forensic Medical Examiner and Dr Caroline Bruce,
NHS Education for Scotland

Trauma Informed Organisations





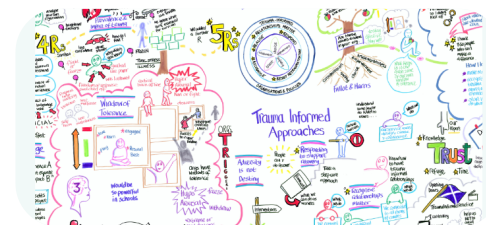
A Roadmap for Creating Trauma-Informed and Responsive Change

Workshop

This Roadmap has been designed to help services and organisations identify and reflect on progress, strengths and opportunities for embedding a traumainformed and responsive approach across policy and practice. The resource is based on the evidence base, existing learning and good practice from the Scottish context and existing relevant Scottish frameworks and guidance. It draws extensively on what people with lived experience of trauma have said would help improve access to support, reduce re-traumatisation, recognise resilience and support recovery. The resource also draws on what experts by profession and leaders across services/organisations have told us would support them to implement a trauma-informed and responsive approach.

This has now been updated to an online and practice based learning programme that involves:

1. Completing the “developing your trauma skilled practice” e-module
2. Attending a 3 hour STILT webinar from the NTTP
3. Individual and organisational reflection and evaluation in practice, including taking a trauma informed lens
4. Local implementation workshops and/or coaching



Scottish Trauma Informed Leaders Training (STILT) workshops and coaching

Workshop

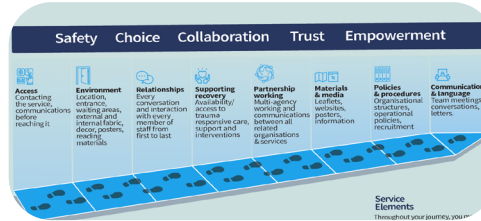
The STILT learning programme links in with support from key community planning partners. This includes implementation workshops and ongoing implementation support from the Improvement Service, Transforming Psychological Trauma Implementation Coordinators (TPTICs) and Trauma Lead Officers.



The impact of psychological trauma on the window of tolerance in organisations, services and systems

 **Video** (15 mins)

Jennie Young,
NHS Education for Scotland



Taking a Trauma Informed Lens to your Organisation Workshop

 **Workshop**

The Scottish Informed Leaders Training (STILT) workshop, the PDF “trauma informed lens tool” and the Opening doors and Sowing seeds animations are used to support managers and leaders to actively take a trauma informed lens to their own organisations and plan for change.

 [Trauma Informed Lens Tool](#)

 [Opening Doors](#)

 [Sowing Seeds](#)



Working with experts by experience in developing and delivering trauma informed service

 **Video** (3.5 mins)

Shumela Ahmed,
Resilience Learning Partnership



The importance of co-designing trauma informed environments and systems in secure care with children and young people

 **Video** (4.5 mins)

Dan Johnson, Clinical Director, Kibble
Education and Care Centre.



The importance of Trauma Informed Practice for refugees and asylum seekers

 **Video** (3.5 mins)

Dr Rachel Morley,
NHS Greater Glasgow and Clyde



Trauma informed Policing

 **Video** (5 mins)

Paul Main,
former Chief Superintendent
for Police Scotland



Creating trauma informed working environments

 **Video** (3 mins)

Sandie Barton,
Rape Crisis Scotland



Trauma informed education in schools

 **Video** (3.5 mins)

Gail Nowek,
Education Scotland

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