

South Ayrshire Council

Report by Director of Strategic Change and Communities
to Cabinet
of 17 January 2023

Subject: Trauma Informed and Responsive South Ayrshire - Update

1. Purpose

- 1.1 The purpose of this report is to provide Members with an update on South Ayrshire's progress toward becoming Trauma Informed and Responsive and to seek approval of the purchase of an organisational training package.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 notes the contents of the update report and provides feedback to officers ([Appendix 1](#)); and
- 2.1.2 agrees to the organisational training proposal at a cost of £21,500 as detailed in [Appendix 1](#).

3. Background

- 3.1 In the Scottish Government's programme for Scotland 2019-2020 it laid out a vision *'to achieve a trauma-informed nation capable of recognising where people are affected by trauma and adversity, capable of responding in ways that prevents further harm and which supports recovery, and in ways which addresses inequalities and improves life chances'*.

- 3.2 To help realise this vision, a National Trauma Training Strategy has been developed by NHS Education Scotland (NES). [Transforming Psychological Trauma: A Knowledge and Skills Framework for the Scottish Workforce](#) is designed to support organisations to ensure they have the knowledge and skills to meet the needs of people affected by trauma while seeking to ensure services can:

- recognise that trauma is common;
- realise that these experiences might have a range of impacts that affect how services are delivered;
- respond safely and effectively; and
- resist re-traumatisation.

3.3 At a meeting of South Ayrshire Council in September 2021, a Motion relating to trauma was unanimously agreed by Elected Members. The Motion requested officers to develop proposals which deliver on the following objectives:

- to become a trauma-informed organisation that recognises the impact trauma can have on people's lives;
- to deliver services in a way that responds to individuals' needs by creating nurturing and supportive environments where people feel valued;
- adopt the trauma informed principles of safety, choice, collaboration, empowerment, and trust in our approach to service delivery; and
- to support our partner organisations in adopting a trauma-informed approach as part of a Trauma Informed South Ayrshire.

3.4 A strategic action plan, highlighting nine high-level implementation domains, was agreed by Leadership Panel in October 2021. The domains are:

- Governance and Leadership;
- Organisational and Service-Level Policies;
- Physical and Emotional Environment;
- Engagement and Involvement;
- Training and Workforce Development;
- Service Planning/ Provision;
- Monitoring and Quality Assurance;
- Financing; and
- Evaluation.

3.5 Leadership Panel also agreed to the creation of a Member/ Officer Working Group to provide strategic direction and governance to the project and this group first met in June 2022.

4. Proposals

4.1 Epione Training and Consultancy are a private training organisation who work in partnership with a number of public and 3rd sector organisation to deliver on the Scottish Government's vision of creating a trauma informed and responsive Scotland. All training delivered by Epione is in line with the National Trauma Training Programme (NTTP) developed by NHS Education Scotland. They focus on 5 key areas:

- Leadership;
- Staff well-being;
- Workforce development;
- Ongoing sustainability; and
- Experts by experience.

4.2 They offer a transformational package that consists of senior and middle management training sessions, staff training, train the trainer, and provide ongoing consultation and evaluation throughout the process.

4.3 It is proposed that the Council purchases the 'Transformational package' at a cost of £15,500 and supplement this with an additional 'train the trainer' package at a cost of £6,000. This will provide the project with 8 trainers for a total cost of £21,500.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 As the training costs fall below the £50,000 procurement threshold, Route Zero of the procurement journey will be utilised.

6. Financial Implications

6.1 £92,315 has been allocated from Covid 19 Recovery funding to employ a dedicated officer for 23 months. The Trauma Informed Practice Officer started in January 2022.

6.2 The Council has been allocated £50,000 in 2021/22 and 2022/23 by the Scottish Government to assist with becoming a trauma informed and responsive organisation. This money is ring fenced and will be carried forward to meet the organisational objectives agreed by Members, including the costs associated with training.

7. Human Resources Implications

7.1 The Trauma Informed Practice Officer started in January 2022. The post is currently funded until December 2023.

8. Risk

Risk Implications of Adopting the Recommendations

8.1.1 There are no risks associated with adopting the recommendations.

Risk Implications of Rejecting the Recommendations

8.2.1 Rejecting the recommendations may impact on the reputation of the Council.

9. Equalities

9.1 An Equalities Impact Assessment (EQIA) has been carried out on the proposals contained in this report, which identifies potential positive and negative equality impacts and any required mitigating actions. The EQIA is attached as [Appendix 2](#).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 Market research and professional networks were used to identify a suitable training provider.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to delivery of all of the Council's strategic objectives and all of the strategic outcomes.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and Councillors Julie Dettbarn and Brian McGinley (as Trauma Champions and proposer and seconder of the Motion) and the contents of this report reflect any feedback provided.

13.3 Consultation has taken place with the Member/ Officer Working Group and The South Ayrshire Trauma Network, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Strategic Change and Communities will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Update Elected Members on progress via the Members' Bulletin	December 2023	Service Lead – Policy, Performance and Community Planning

Background Papers [Covid-19 Programme of Recovery Activity 2021/22 to 2022/2023](#)

[Report to Leadership Panel \(Special\) of 30 November 2021 – Trauma Informed and Responsive South Ayrshire](#)

[9 Domains High Level Implementation Plan](#)

[Transforming Psychological Trauma: A Knowledge and Skills Framework for the Scottish Workforce](#)

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Date: 4 January 2023

Trauma Informed and Responsive South Ayrshire Update and Training Proposal

Progress update

Recruitment

The Trauma Informed Practice Officer (Angi Pinkerton) was recruited into post in January 2022 and has focused on building connections locally, nationally, and internationally and raise the profile of South Ayrshire Council's development of trauma informed systems. Angi is a member of several internal and external working groups where she actively influences policy and practice, encouraging partners and services to apply a trauma informed lens to all aspects of their business.

Strategic Actions Plan

The strategic action plan, highlighting nine high-level implementation domains, was agreed by Leadership Panel in October 2021. The domains are:

- Governance and Leadership
- Organisational and Service-Level Policies
- Physical & Emotional Environment
- Engagement & Involvement
- Training & Workforce Development
- Service Planning/Provision
- Monitoring & Quality Assurance
- Financing
- Evaluation.

A Member/Officer Working Group was established to provide strategic direction and governance to the project, the membership of which includes:

- Cllr Kenneth Bell – Conservative Councillor
- Cllr Julie Dettbarn – Trauma Champion – SNP (Chair)
- Cllr Stephen Ferry - - Conservative Councillor
- Cllr Brian McGinley – Trauma Champion – Labour
- Kevin Anderson – Service Lead: Policy, Performance and Community Planning
- Emma Douglas – Team Co-ordinator – Housing, Policy & Strategy
- Gillian Farrell – Service Lead - Organisational Development
- Mark Inglis - Head of Children's Health, Care and Justice Service (HSCP)
- Lisa McAlpine – Service Manager – Adult Services
- Scott Mulholland - Quality Improvement Manager – ASN Educational Services

Officers and other speakers will be invited along from time to time depending on the items under discussion.

The group first met in June 2022 and agreed that the initial focus should be on Governance and Leadership, Organisational and Service Level Policies and Training & Workforce Development. The group has met three times in total.

South Ayrshire Trauma Network and Working Group Representation

The South Ayrshire Trauma Network has also been established. This is a lived experience led group that consists of people with both personal and professional experience of trauma, across the Council, voluntary sector, and partners. Their role is to share good practice and resources; develop partnership working, challenge silo working; and collaborate, co-design, and co-produce- systems and services, across South Ayrshire, in a trauma informed manner.

The Trauma Informed Practice Officer also sits within various strategic groups across the organisation including Children Services Planning, Child and Adult Protection committees, Alcohol and Drug Partnership (ADP), the Violence Against Women and Girls Partnership and the Equality and Diversity Forum. The officer is also a 'benefit holder' in The Promise and co-chair of the ADP trauma sub-group. Moreover, the officer has been involved with the Health and Social Care Partnership and Council workforce plans and with policy review such as the Sexual Exploitation Strategy and Maximising Attendance Framework.

Due to building the reputation of South Ayrshire Council's trauma informed agenda, officers have been asked to present at national conferences and speak to a growing number of local authorities who are looking to follow our lead in this area. Recently South Ayrshire was mentioned in the Holyrood chamber as an example of good practice with our approach to trauma informed practice (see link below).

https://www.scottishparliament.tv/meeting/ministerial-statement-suicide-prevention-strategy-and-action-plan-october-26-2022?clip_start=17:26:14&clip_end=17:28:32

South Ayrshire Training Plan

With training and workforce development a key priority of the Member/Officer Working Group, a comprehensive training plan has been developed, with proposals to purchase a training package from Epione Training and Consultancy that will meet the needs of existing and new staff across the organisation.

Epione Training and Consultancy are a private training organisation that is working in partnership with a number of public and 3rd sector organisation to deliver on the Scottish Government's vision of creating a trauma informed and responsive Scotland. All training delivered by Epione is in line with the National Trauma Training Programme (NTTP) developed by NHS Education Scotland. They focus on 5 key areas:

- Leadership
- Staff well-being
- Workforce development
- Ongoing sustainability
- Experts by experience.

Epione offer a transformational package that consists of senior and middle management training sessions, staff training, train the trainer, and provide ongoing consultation and evaluation throughout the process (see table 1 for various pricings).

Training Provider	Course	Time	Capacity	Cost
Epione	Train the Trainer		Online – 4	£8,400
Epione	Trauma Leadership Courses	1 day	Online - 20	£100 pp
Epione	Vicarious Trauma for staff	1 day	Online - 25	£100 pp
Epione	Vicarious Trauma for managers	1 day	Online - 25	£100 pp
Epione	Enhanced Level 3	2 days	Online 20	£200 pp
Epione	Transformational package (6 modules)	n/a	n/a	£15,500

Table 1: Epione Training and Consultancy: Courses and Costings

It is proposed that the Council purchase the 'Transformational package' at a cost of £15, 500 and supplement this with an additional train the trainer course at a cost of £6, 000. This will provide the project with 8 trainers for a total cost of £21, 500. The Member/Officer Working Felt that having 8 trainers would provide better capacity to deliver training with as little disruption to ongoing service delivery as possible while completing the training in around 2 years. The cost of this package will be met by the trauma informed budget derived from ring fenced grant funding provided by the Scottish Government.

A training needs analysis (see figure 1) has been completed and the projected levels of training required are detailed below:

- Level 1 (Trauma Informed) Training to 5539 employees across all directorates and in a range of services. This will be delivered to all staff, available on Coast, and will become part of the corporate induction training. A link will be issued to all existing staff for completion.
- Level 2 (Trauma Skilled) Training to 3443 people, across all directorates and in a range of services. This will be delivered using a blended model of face to face and online training and will utilise both NHS Education Scotland modules available on TURAS and train the trainers certified through Epione Training and Consultancy. Initial reviews will be completed by the trauma informed practice officer and in time will be incorporated into trauma informed supervision and/or PDRs.
- Level 3 (Trauma Enhanced) Training is required for 409 members of staff and will be delivered via trainers certified by Epione Training and Consultancy. This module will require refresher training and a review to evaluate impact on practice. Initial reviews will be completed by the trauma informed practice officer and in time will be incorporated into trauma informed supervision and/or PDRs.
- Level 4 (Trauma Specialist) Training is required for 42 members of staff (mainly psychologists). However, these courses will be delivered as part of the psychologists continued professional development as the training needs to be delivered by a clinical psychologist.
- To ensure full engagement and ongoing sustainability, key leaders and managers would be provided with the opportunity to attend Scottish Trauma Informed Leadership Training (STILT) which will be provided by NHS Education Scotland.
- To ensure full engagement and ongoing sustainability, senior leaders and those with line managing responsibility, would be provided with the opportunity to attend 'Trauma Walkthrough Lens' workshops, which will be facilitated by the Trauma Informed Practice Officer.
- Psychological first aid courses will be available on Coast.
- Vicarious Trauma for staff and managers will provided to front-facing staff.

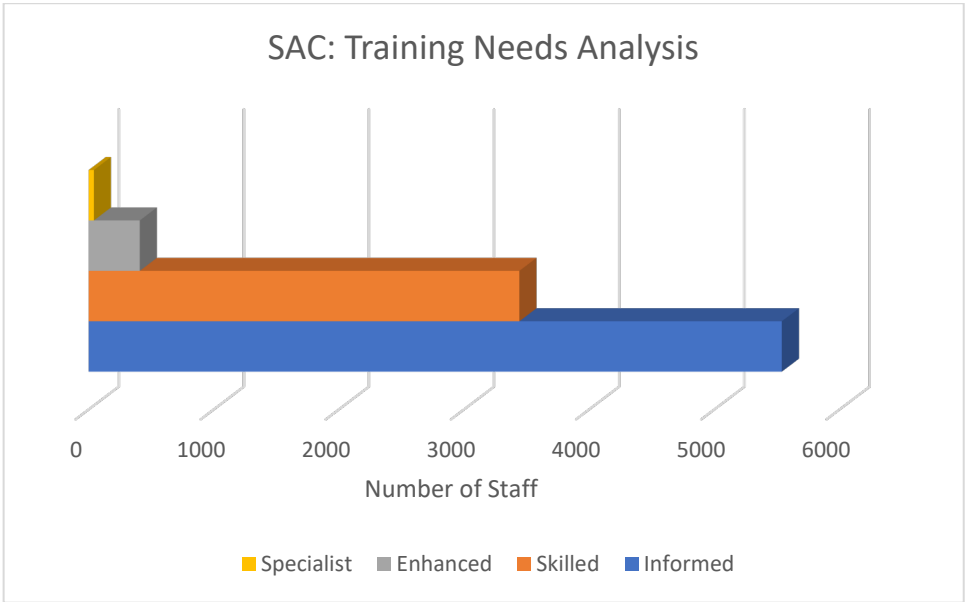


Figure 1: Illustration of SAC Training Needs Analysis

While these figures give an indication of training needs, Service Leads and Coordinators understand their services best and will be able to work with employees to access the most appropriate training level.

We are aware many employees are unable to access online training so the Trauma Informed Practice Officer will work with Service Leads to find the most appropriate training method for all staff.

**South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty**

Section One: Policy Details*

Name of Policy	Trauma Informed and Responsive South Ayrshire
Lead Officer (Name/Position)	Angi Pinkerton – Trauma Informed Practice Officer
Support Team (Names/Positions) including Critical Friend	Kevin Anderson – Service Lead Emma Douglas – Coordinator (Housing Policy)

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	To develop a Trauma-Informed Training Plan which ensures that all services have an awareness and understanding of trauma, that is felt within the staff experience, and that all customers receive trauma-informed services.
What are the intended outcomes of the policy?	<ul style="list-style-type: none"> • To become a trauma-informed organisation delivers trauma informed practice throughout the organisation. • To raise awareness and understanding of trauma, recognise the prevalence and identify the impacts. • To deliver services in a way that responds to individuals' needs by creating nurturing and supportive environments where people feel valued. • Adopt the trauma informed principles of safety, choice, collaboration, empowerment, and trust in our approach to service delivery. • To support our partner organisations in adopting a trauma-informed approach as part of a Trauma Informed South Ayrshire.

Section Two: What are the Likely Impacts of the Policy?

Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)	<p>Trauma Informed Practice will have a potential impact on specific groups and communities throughout South Ayrshire, who access services provided by South Ayrshire Council and wider partners.</p> <p>Trauma Informed Practice will have a positive impact on individuals and communities as it will ensure that services recognise trauma, the impacts of trauma, respond safely and</p>
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	effectively to those experiencing or surviving trauma and reduce re-traumatisation and vicarious trauma.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
<p>Age: Issues relating to different age groups e.g. older people or children and young people</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice which allows services and partners to work together more effectively to both understand the widespread nature of trauma, which a person can experience at any age.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services, no matter their age.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Disability: Issues relating to disabled people</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's disability.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's gender.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for</p>

	<p>those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a marital status.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Pregnancy and Maternity: Issues relating to women who are pregnant and/or on maternity leave</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, in respect of women who are pregnant or on maternity leave.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's race.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Religion or Belief: Issues relating to a person's religion or belief (including non-belief)</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's religion or belief.</p>

	<p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Sex: Gender identity: Issues specific to women and men/or girls and boys</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's gender identity.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>
<p>Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight</p>	<p>Positive: Training is essential in developing a whole system approach to Trauma Informed Practice allows services and partners to work together more effectively to both understand the widespread nature of trauma, irrespective of a person's sexual orientation.</p> <p>Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing or surviving trauma when they are accessing services.</p> <p>Trauma Informed Practice allows the whole organisation to recognise the valuable contribution all services make to improve both access to services and long-term outcomes for those individuals experiencing or surviving trauma along with those delivering Trauma Informed Services.</p>

Equality and Diversity Themes Relevant to South Ayrshire Council	Positive and/or Negative Impacts
<p>Health Issues and impacts affecting people's health</p>	<p>Trauma Informed Practice may positively impact on health issues by improving the health and wellbeing of individuals where a lack of understanding of their trauma/circumstances, has previously created barriers for engagement with appropriate services.</p>
<p>Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>Trauma Informed Practice may positively impact on human rights as being a trauma informed organisation recognises where people are affected by trauma and adversity and responds in ways that prevents further harm. It also supports recovery and in ways which addresses inequalities and improves life chances.</p>

Socio-Economic Disadvantage	Positive and/or Negative Impacts
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	Positive: Trauma Informed Practice is an important element in people's social and economic inclusion. By incorporating trauma-awareness, principles, and values both in relation to culture and practices, services will work collaboratively in a person-centred way.
Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	Positive: Trauma Informed Practice is an important element in people's social and economic inclusion. By incorporating trauma-awareness, principles, and values both in relation to culture and practices, services will work collaboratively in a person-centred way.
Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	Positive: Trauma Informed Practice is an important element in people's social and economic inclusion. By incorporating trauma-awareness, principles, and values both in relation to culture and practices, services will work collaboratively in a person-centred way.
Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)	Positive: Trauma Informed Practice is an important element in people's social and economic inclusion. We will take into consideration issues around accessibility of transport e.g. and ensure services will work collaboratively in a person-centred way to meet their needs.

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>South Ayrshire Council Officers have been involved in developing Trauma Informed Practice following the Scottish Governments commitment to develop a National Trauma Training Strategy.</p> <p>Involvement in National Steering Group on Trauma Training meetings held with the Scottish Government.</p> <p>Partners such as the Alcohol & Drug Partnership, NHS Ayrshire & Arran, NHS Education Scotland, the Violence Reduction Unit and wider partners.</p> <p>Ongoing consultation with South Ayrshire Council's Elected Member Trauma Champions – Councillors Julie Dettbarn and Brian McGinley, the Member Officer Working Group and The South Ayrshire Trauma Network.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>Evidence based on the National Trauma Training Strategy, NHS Education Scotland (NES) were commissioned by the Scottish Government to develop '<i>Transforming Psychological trauma: A Knowledge and Skills Framework for the Scottish Workforce</i>'</p> <p>Research undertaken and continually ongoing based on the impact of Trauma, trauma informed services, ACE's.</p> <p>Pilot project undertaken in 2019 with South Ayrshire Council's Housing Options & Support team to evaluate trauma informed knowledge and skills before and after Trauma Informed Practice training.</p> <p>Various awareness raising sessions have been held in relation to Trauma, the most recent being presented to the Community Planning Partnership Board in Oct 2021.</p>

	Training needs analysis and asset mapping was carried out by the trauma informed practice officer.
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>In understanding Trauma Informed Practice various partners have been involved sharing data and research such as SAC, HSCP, Police Scotland, NHS, NES, Scottish Government, The Improvement Service, COSLA, the third sector and wider partners.</p> <p>All Council services and wider partners have the potential to encounter those experiencing trauma, whether this has been disclosed or not. Many services are engaging with disadvantaged groups which highlights the important of Trauma Informed Practice as emerging evidence suggests that ‘trauma-informed’ practice leads to better outcomes.</p> <p>A Trauma Informed Sub-Group was established which will contribute to the ADP Implementation Plan as well as develop and maintain working links with other strategic planning groups. This includes the CPP Communities and Population Health Strategic Delivery Partnership and the Members Officer Working Group. The Trauma Informed Sub-Group will develop a collaborative approach to delivering trauma informed services and share information and good practice.</p> <p>There is now a Member Officer Working Group and a lived experience led, South Ayrshire Trauma Network</p>
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	Further consultations with senior leaders is required to develop a training calendar that suits all services individual training plans. Staff are required to undertake train the trainer, with as little disruption to service delivery as possible.

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and**
- b) to mitigate negative impacts**

No.	Action	Responsible Officer(s)	Timescale
1	Trauma Informed Practice Officer will work alongside senior leaders to develop a training plan that suits all involved.	Kevin Anderson Angi Pinkerton	December 2023
2	Staff, that meet the training criteria pathway, to undertake train the trainers, will be identified	Kevin Anderson Angi Pinkerton	January 2023
3		Angi Pinkerton	December 2022

	Communications plan will be identified to raise awareness among staff of the additional training requirements		
4			

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	December 2022
When will the policy be reviewed?	TBC
Which Panel will have oversight of the policy?	Full Council

Section 6

South Ayrshire Council

Appendix

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: **Trauma Informed and Responsive South Ayrshire Training Plan.....**

This policy will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>Raising awareness of trauma and it’s impacts will support the embedding of Trauma Informed Practice across services to develop a fully Trauma Informed and Responsive South Ayrshire we will assist in eliminating discrimination. Recognising the pervasiveness of trauma in the lives of individuals and expressing a commitment to reducing re-traumatisation and promoting well-being and recovery to everyone.</p>
<p>Advance equality of opportunity</p> <p>Raising awareness of trauma and it’s impacts will ensure equality of access to training, knowledge and skills to services across all protected characteristics. Trauma Informed Practice seeks to address the barriers that can be experienced by those experiencing trauma when they are accessing service.</p>
<p>Foster good relations</p> <p>Trauma Informed Practice fosters good relations between South Ayrshire Council and partners but also with individuals and communities accessing services across South Ayrshire. Working collaboratively in a person-centred way utilising a strengths-based approach highlighting the importance of safety and stabilisation skills to empower individuals.</p>
<p>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</p> <p>South Ayrshire Council will seek to develop a shared understanding of trauma with partner organisations ensuring services are culturally appropriate and reflect trauma-informed practice principles. Working collaboratively in a person-centred way utilising a strengths-based approach highlighting the importance of safety and stabilisation skills to empower individuals.</p>

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
Trauma Informed Practice Officer will work alongside senior leaders to develop a training plan that suits all involved.	December 2023
Staff, that meet the training criteria pathway, to undertake train the trainers, will be identified	January 2023
Communications plan will be identified to raise awareness among staff of the additional training requirements	December 2022

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Signed:Kevin AndersonService Lead

Date:10/11/22.....