



# West Yorkshire Adversity Trauma and Resilience Programme: Implementation framework to develop SWYPFT

to become a Trauma Informed Organisation





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Yorkshire Partnership  
NHS Foundation Trust

**Hi I'm Catherina Westwood & this is Dr Tracey Smith we both, along with many of the people we work with & are supported by have a natural passion, commitment & enthusiasm to drive this work forward**

With **all of us** in mind.

Based on Kotter (1995) Change Management Model



With **all of us** in mind.

## Stages of Change

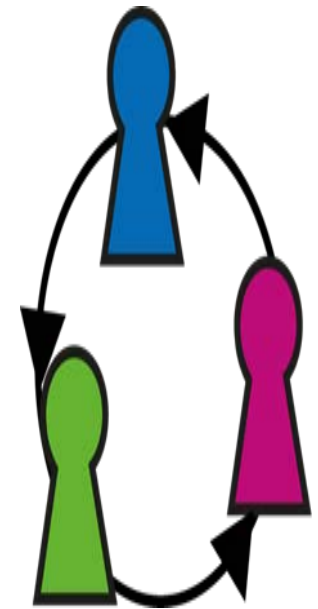
**Stage 1:** Mobilise: Create a sense of urgency through engaging comms strategy (identify dates for mobilisation and stages of strategy) ‘Relevant today – ready for tomorrow’

**Stage 2:** Co-development of a ‘guiding coalition’

**Stage 3:** Co-produce a vision for change: the strategic vision and initiatives from everyone’s input and perspectives. This will operationalise what trauma-informed care will look like for SWYPFT as an organisation and link with ICS

**Stage 4:** Communicate the co-produced vision for a trauma-informed Trust – enlist and engage: Keeping everyone involved and engaged - your views matter.

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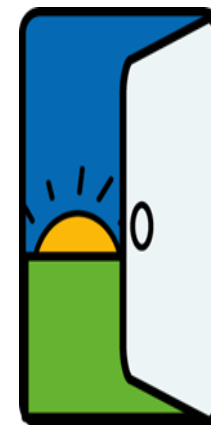


**Stage 5:** Remove the challenges and enable action - evolve the transitions and grow the culture change.

**Stage 6:** Generate short term wins / spread key messages

**Stage 7:** Sustainability and acceleration- Pledge your support and commit to becoming a Trauma Informed organisation and offering Trauma informed care

**Stage 8:** Anchor the changes as the Trust culture: Our vision, our mission and our values





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Our Trauma Informed collaborative journey  
of discovery so far.....with:

Individuals who have experienced Trauma  
Local Authority, CCG's, Third Sector, Police  
Carers

Research Team / University  
Staff & Staff Teams

With **all of us** in mind.



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## Individuals who have experienced Trauma / Carers

From Recovery to Discovery  
Co production

Local Authority, CCG's, Third Sector,  
Police

Supporting place base working  
Access to out TI Workshop

With **all of us** in mind.

## Research Team / University

Aims of the Qualitative research study are:

- To explore individual experiences of using a trauma-informed care approach in service users with a diagnosis of personality disorder
- To provide rich qualitative data to inform further development and refinement of a trauma-informed personality disorder pathway
- To generate early findings to inform a future larger scale study to evaluate a trauma-informed pathway for personality disorder





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## Staff & Staff Teams

TIPD Workshop

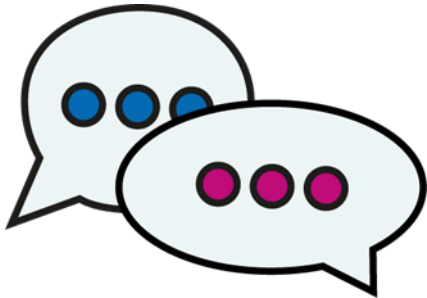
On HR Strategy / Agenda as Great  
Place to Work

Culture Shift

With **all of us** in mind.



# INVITE IDEAS AND SHARE THOUGHTS



With **all of us** in mind.



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**With all of us in mind.**