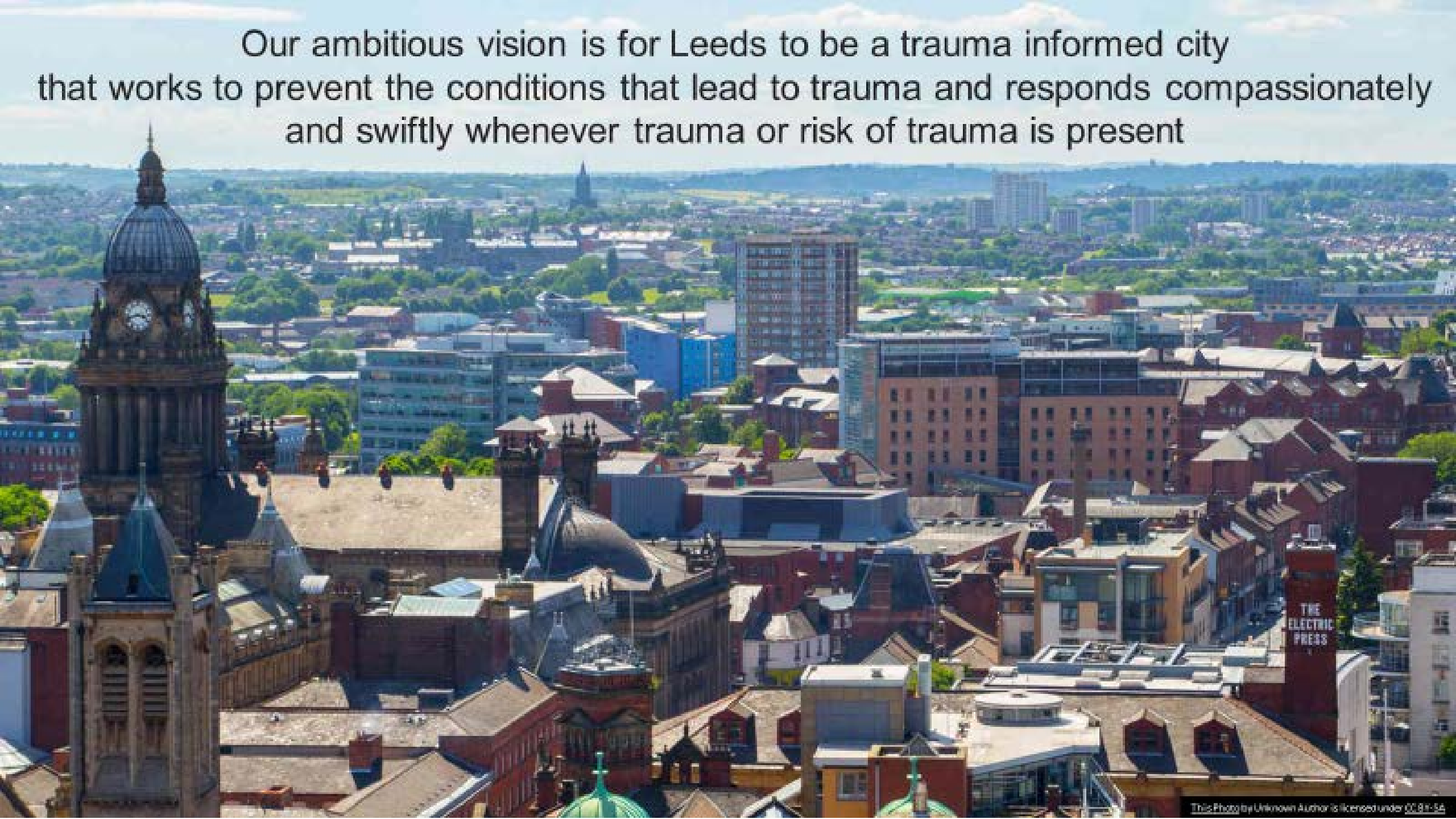
Team Building: creating an integrated resource team to support trauma-informed practice with children and families in Leeds

Our ambitious vision is for Leeds to be a trauma informed city that works to prevent the conditions that lead to trauma and responds compassionately and swiftly whenever trauma or risk of trauma is present



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Broad Programme Ambitions:

A system-wide focus on the negative impact of childhood adversity and understanding of protective factors, with workforce practice, services, commissioning and leadership all aligned in a commitment to identifying and meeting the needs of the most vulnerable families

Broad Programme Ambitions:

The **creation of a new integrated, multi-agency trauma-focused team** from across the partnership, to support key elements of the programme. To be formed by pooling some existing resource with some new investment.

Working name: Trauma-informed Practice Integrated Resource Team

Outcome 1:

The **workforce** working with children and families in Leeds will understand and adopt a trauma informed lens within their practice

Outcome 2:

The **organisations** they work within will understand and actively support them to adopt this trauma-informed approach.

Outcome 3: Key workforce groups will be able to access **ongoing support** to develop and embed a trauma informed approach in their work through reflective case discussion, supervision formulation and consultation

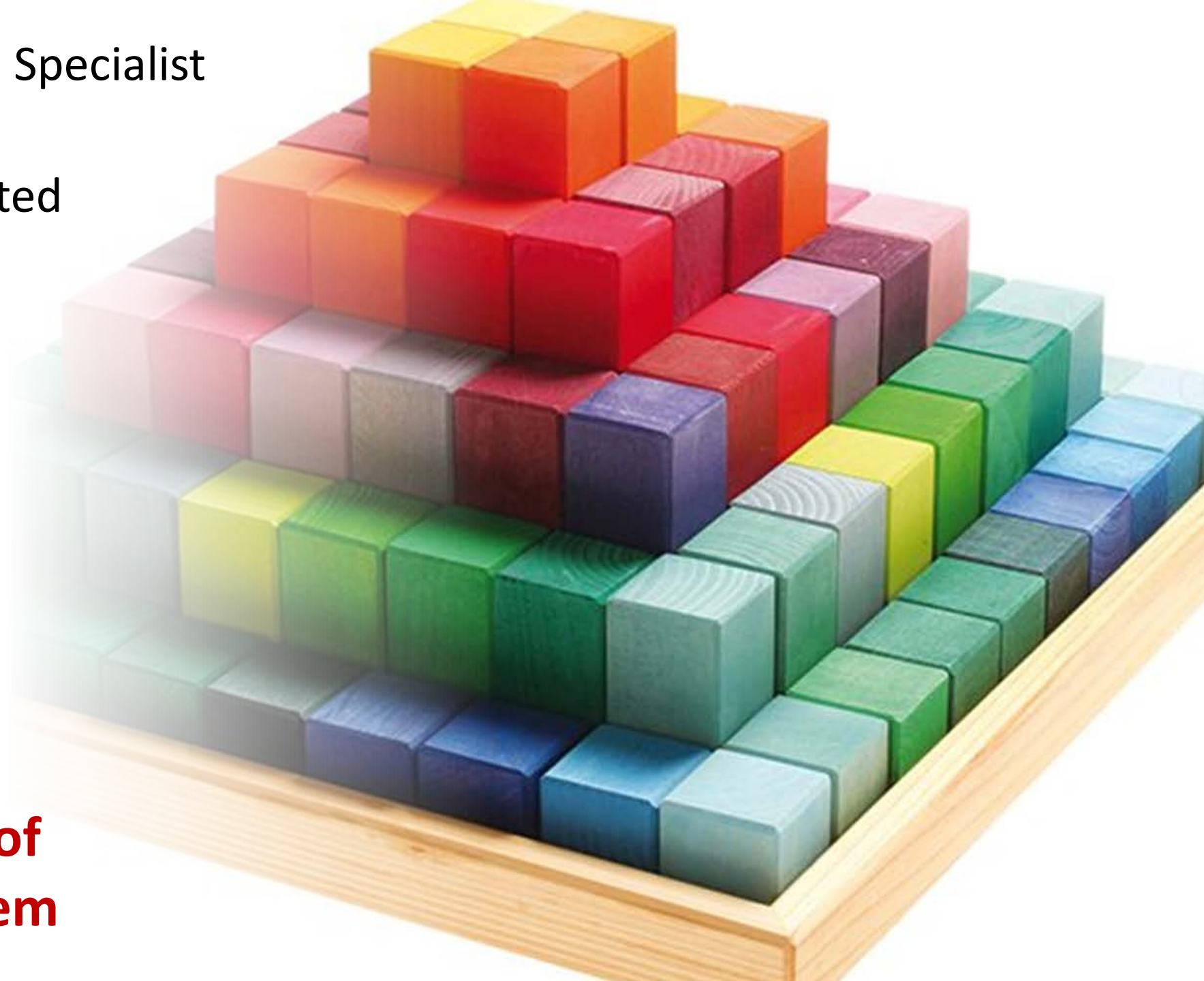
Outcome 4: There will be easy and streamlined access to **joined-up, integrated** trauma-focused expertise and recovery-focused intervention where needed.

Specialist

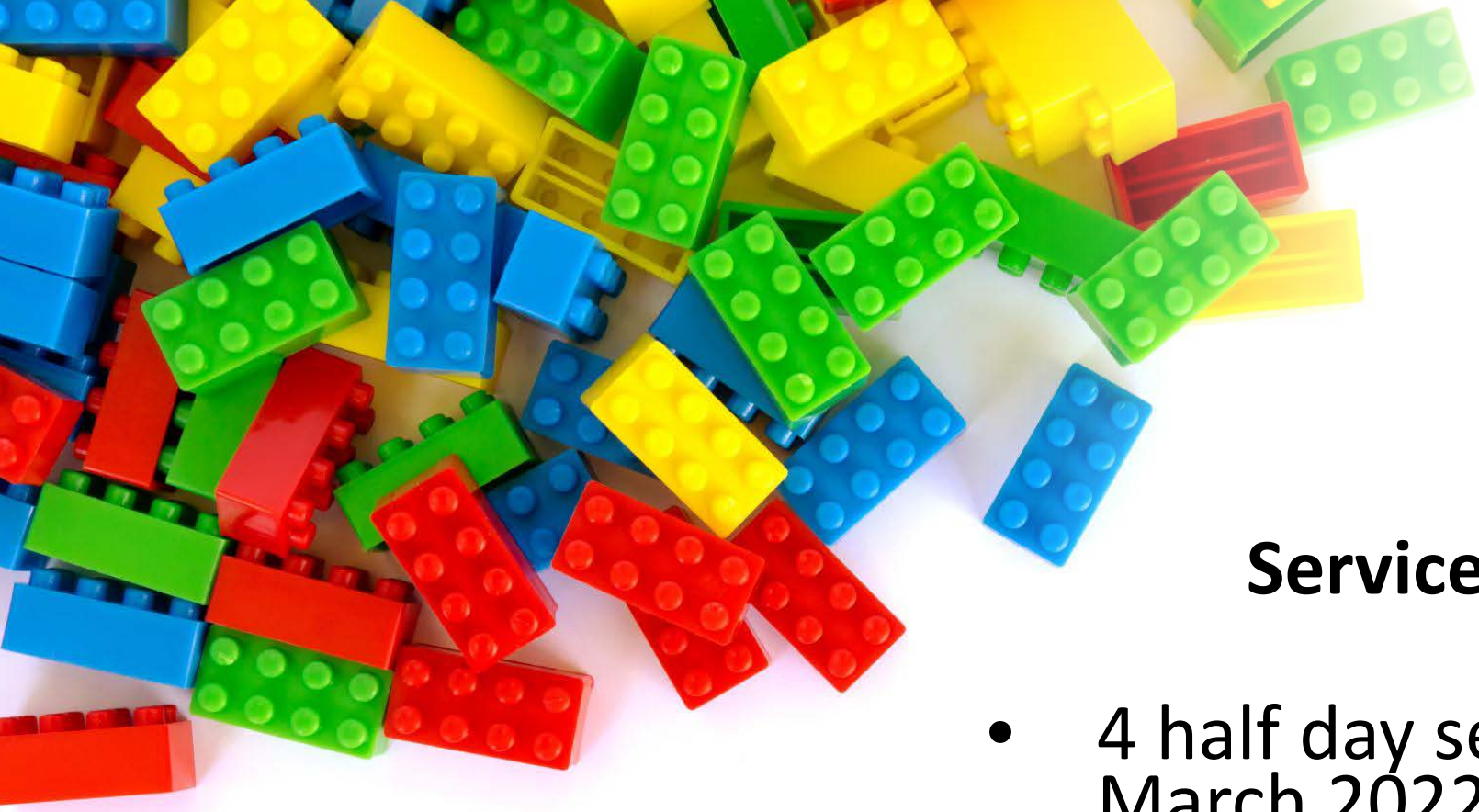
Targeted

Early Intervention

Universal/prevention

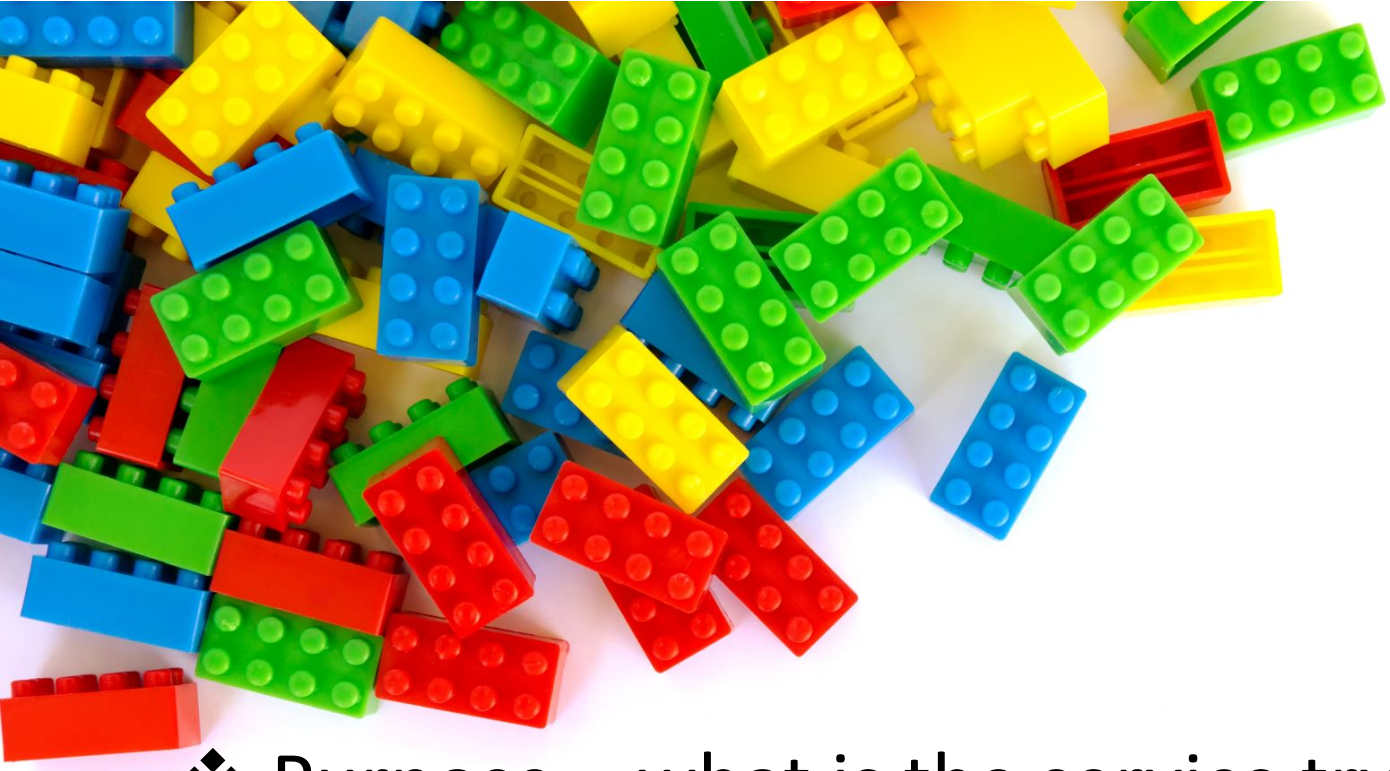


Support at all levels of the partnership system



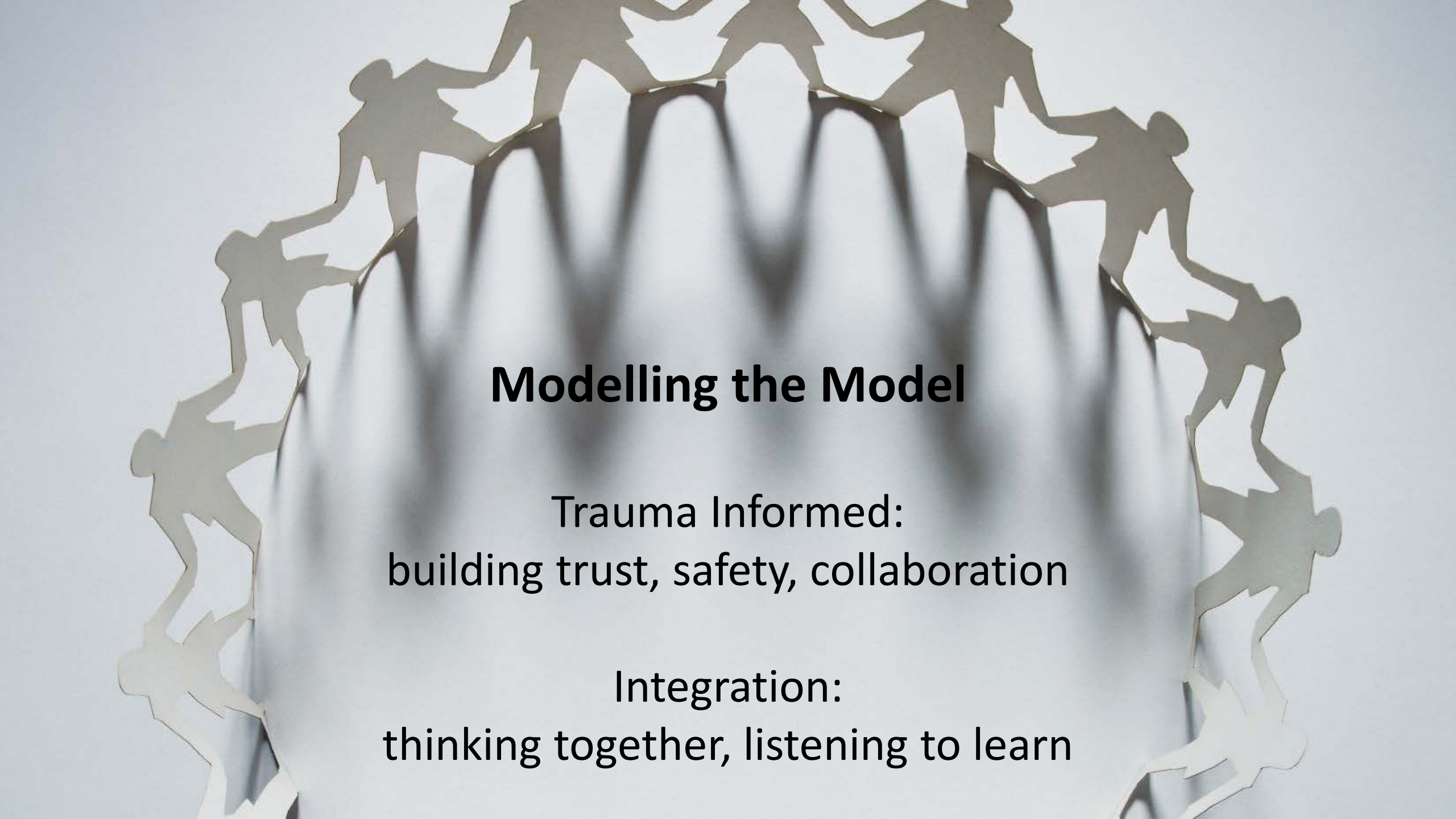
Service Planning Group Process

- 4 half day sessions in February & March 2022, face to face
- Multi-agency stakeholder group, 30+ invited, 20+ attended
- Sequence of structured discussions, guided by service planning tool
- Logic model in first session



Planning Ps

- Purpose – what is the service trying to achieve?
- Principles - Beliefs and values, shared ethos
- Premise - Assumptions as to nature of the work and what is required to deliver it
- Proof -
- People -
- Practice -



Modelling the Model

Trauma Informed:
building trust, safety, collaboration

Integration:
thinking together, listening to learn

Key Messages
from the group

Experiences of adversity and trauma are widespread in our city. They can be single events but can also be multiple, intergenerational and have long term impact.

This work should be achieved through multiagency and multidisciplinary working

Importance of recognizing and building upon strengths in individuals, families, communities as well as professional practice

Importance of clarifying how trauma informed practice builds on and extends restorative practice in Leeds.

Start at the organisational level
Lighting small fires to build momentum
Getting everyone signed up
Policies and procedures are key to support
Recognising and connecting with existing
good practice

Workforce training

Tiered approach - one size won’t fit all

Multi-disciplinary and multi-agency

Layers of training, building up over time

Creative learning environments

Go where the help is happening

Embedding learning into practice: culture of supportive practices for our workforce, inc managers: reflective practice, consultation, peer support

The multifaceted nature of complex trauma requires a multi-layered approach to healing
Angela Kennedy, 2019

BRISTOL FLYERS
BASKETBALL
BROOKLYN
11

What should the team do?

- Provide an integrated multi-agency support offer for anyone seeking trauma-focused expertise for young people in the city and will be a **recognisable place to go for support and guidance**, with a single access point.
- **Empower** professionals and families to know what to do, in what order, within their existing relationship with the child to help them.
- Will not provide all trauma-focused intervention for young people, but will be well-connected to other services which do and will **create an integrated system with partner providers**, that can provide smooth access to suitable support and intervention – team around the family approach
- Will offer some direct therapeutic intervention where this will extend, compliment or develop existing provision, using a **co-working approach**

Ambition: true co-production with children, young people, families and carers with lived experience

Challenge: how to do this in an empowering, meaningful, collaborative, yet safe and trauma-informed way, with people with a rich diversity of experiences, and without exploiting people?

Ambition: true integration and joined up working across the partnership system, with shared language and models of practice

Challenge: silo working, disintegration and fragmentation of services, overwhelming demand leading to narrow focus on own service/agency outcomes, rather than child/family-centred holistic perspective

Interactive Feedback:

What would you encourage us to do to overcome these challenges?

Anything to avoid or that you would warn us about?

Easy Retro:

Open the link sent to you on your laptop

Or hold your mobile phone camera up to the QR code then click to open the link

Click + to add your thoughts under each question

Add your vote to the suggestions made by others