

Training Collaborative

6/7/2022

ATR Fellowship

Looking for mentors and what their role will be

Recruitment in September and start date is TBC due to public health training but could be March.

EI went through the Supporting Information for the HI fellows for the group to agree if suitable for the ATR.

CR asked whether HI fellows could be ATR fellows and EI advised that they are mirroring each other so not worth it.

Are we happy for the content to be the same?

PN asked for clarification of how many hours per week for the fellows, EI it is one day and for the public health training will be a specific day and the fellows will be sent the timetable in advance.

PN wondered about people who apply who may be teachers or clinicians due to their other commitments and EI advised that the HI Fellows there are a lot of clinicians and the only mandatory thing is the PH training and the TI training. EI visited a school yesterday and they said that they are very keen and would make it work for anyone applying. People have to apply and know that they have committed and if they can't commit, they shouldn't apply. Richard Bell, people need to know that there is a commitment and how does this link with Train the Trainer.

EI training moving forward, discussion this morning and we have limited capacity and funds so we are looking to put together an options proposal and clarified the current situation. EI maybe we produce this with the fellows as part of this workstream. We don't need to have how they are involved but good to co-produce this with them and this could be an ask for the fellowship. Richard, good to have the expectations set out in the document.

EI asked if the group were happy to include how fellows can go on to be trainers. PN likes this idea as there will be a shared project for the fellows and coming from all different sectors/organisation so good group for a wide range of audiences. EI hopefully different cultures ect to help. We can frame it as individual projects and joint projects.

CR asked whether it would be beneficial to explain what trauma informed is within the document and EI said that it could be supplementary document as to what ATR is and trauma informed with trigger warning. CR HI fellows had a choice of project but wondered whether information on projects be included in the supplementary information document. EI no criteria for interim reports with current fellows and they have to produce a case study which we can add to this one. We asked for a plan on a page at the beginning where they define their project and they have asked for a template of this which we are doing and they also do a SWOT analysis, then interim report then reviewed by their mentors and look at it against the criteria and then the final report at the end of the fellowship with increased word count (they build on the interim) which will be reviewed by Public Health directors and link to the certificate that they get at the end of the fellowship therefore a certificate of completion will depend on the training and the outcome of the project. This could be something

to include and be clear about the expectations. We don't ask for plan on a page until they have carried out the public health training as the fellows said the training helped to form the plan on a page so we could do it after the public health training and the ATR training. They have 12 months this time so they will still have 6 months for the project. We would expect them to be working on it continuously. EI what does the group think? PN really good, really structured, good feedback and milestones helpful. Like the idea of mentor, is there a sponsor from their organisation, what's the input from their organisation and the buy in along side the mentor to make sure it embeds from the beginning and spreads. EI what we have done for HI fellows, they all have mentors but not from their organisation which was on purpose, they have to have line management sponsorship and line management had to sign their application TAPE. Whichever project they chose, ie. Cancer, we have linked them with the cancer alliance team. EI we need to take each individual project and fellow at a time, depending on what they come up with, sustainability for the project and we will take responsibility as mentors/project leads to embed what they are doing within their own organisation or if they are doing something external within that organisation. We didn't develop a contract, we did 'these are the expectations from the mentors and the teams so we could do a learning contract which could then have a line about how do we support them to embed what they are doing. CR we do ensure that we link the projects into the local networks so as not to duplicate. Rich thinking about the learning shared afterwards as we would want their learning to be passed around, ie. How can I apply this in my organisation, is there a process. EI yes, this is one of the key outcomes of the fellowship to have shared learning across the system.

CR could use training collaborative for someone to come and tell us what they are doing. EI we are showcasing the fellows and we are recording what they are doing. We are always good at capturing the learning and then put it on the website. Through the WYHCP website there is a section on what is ongoing with the fellows. Christmas event to celebrate their achievement as well as them presenting at different forums, and award certificates.

In relation to objectives, in the chat, we facilitated the last 2 bullets, i.e. peer network for them to come together and talk about their experiences, we sometimes ask if they want a facilitated session but they are mostly happy to meet themselves, we also buddied up fellows who are doing similar projects. Various things we can do but do these feel like the right objectives? CR might be good to put in to support the ambition. CR suggested different language for the objectives that links with the ATR programme. EI identify a adversity trauma and resilience project maybe? CR lead a project that will support the ambition to be WY trauma informed system by 2030 as they are leading a project. EI the outcome would be to deliver a project that would help us reach our ambition by 2030. CR need to look at whether there are any gaps in the 'places' and the fellow could support them. Support opportunities to increase capacity across the system as ATR champions. EI do you think we have missed anything. EI we will be explicit in the description of the actual role.

HI fellows sent out far and wide, we didn't reach out to organisations but do we specifically put something together for organisations, i.e. we are doing this, would this support your organisation and support a fellow.

Rich – good idea.

EI – yes they will then be 'bought' in.

PN – agree, there is a risk around the understanding of ATR so embed this with the information to organisations.

David Wise – maybe someone who would be interested in the fellowship who had just finished a masters in public health.

EI if you are from an third sector organisation there could be some back-fill, more money aside for this.

HI fellows, there is a waiting list, inundated with applications and we said we would set up some groups to support them in the meantime. We want to still bring them in and there were other things they could be involved them and we support them.

People who are already PH trained could still apply as they could do something different.

Chat – can people who are not employed apply, EI yes.

Chat – Zak asked a question about whether the fellows could support specific projects that and support 'place' and support the fellows. EI yes.

EI we have the outcomes section, bit around the structure, being explicit with the information targeting organisations and individuals.

6 public health modules on a monthly basis, we can put elements of training every week i.e. 2 sessions of training per month

Foundation training, key one

SF – chat – what about a focus on the 6 trauma informed principles

Trauma of Racism – EI thinking about, SF agreed that this would fit in the principles along with gender issues and help them to have some insight into their own blind spots perhaps. EI also compliments the ICB route out racism campaign so feels like the right thing to do. Vicarious trauma, staff wellbeing is good to include – Rich suggested in chat.

PN – training that LC discussed to go alongside the coproduction guidance, this is a gap and hope that this could be within their projects. EI good idea. Other things, vicarious trauma? Any rationale about thinking space for them as they are embarking on the ATR journey, encourage self awareness, less training, learning opportunity, EI good, we could offer this to HI fellows. Maybe do some restorative supervision with the mentors across the whole scheme.

SF – leadership, a lot of what we are trying to achieved in t.i. organisations, the wellbeing of leaders and the understanding of their own needs, those challenges and the influence that they have in terms of modelling and communicating that this is a good thing for their staff and facilitating all the stuff coming through in t.i. care. It will be a good idea to help them frame all of that so that they can infuse it into 1:1, teams, team developing work, wellbeing is important as a learning opportunity.

EI leadership module on PH training, will check if trauma informed, maybe complement and show a model that they can adopt.

CR – variety of people at different levels, is there something about how we phrase this, EI this is in the intro stuff that we send out. CR if doing approach with organisations that you as a director could be doing this as well.

EI – what if we ran a young fellowship along side this? Maybe it could be launched at a later date. CR went to a young people’s event and they would all want to do this. EI thinking about pupils in school who are not in lessons or on part time timetables as schools struggle to get them back into learning, could be an opportunity to do young fellowships – park this for now. CR – the young people (youth collective) I met on Saturday could develop this. Denise (chat) EBSE – tape.

PN – great idea Emm and involving young people to develop this could also be part of it.

EI any other elements around training:

TAPE – 1:11

SF – power of language, is this too specific. EI we are doing this through another workstream. EI yes, add this to the elements.

EI a lot for training to include, good start which would give the fellows a good foundation to move forward and deliver their project.

Project

Wen eed to decide whether we give fellows the options to choose their own or ask them to choose a project that we have pre-developed.

HI fellos brought a project that they would like t work on and our learning from this is go out earlier to give ideas of projects for them to think about and be clear at the beginning what the prijects are that they can potentially do which they can choose or choose their own. CR think we need to suggest projects as this is about adding capacity into the system and avoids duplication and gives a steer but not opposed to people coming up with projects that we haven’t thought of. EI it might be that the organisation wants the fellow to do a project within their remit. MB need to be careful, we are dealing with people and yes, give people ideas but give criteria if they are doing their own project needs some main aims/criteria. PN – huge reach and it might be hard for people to narrow it down so that steer could be helpful. EI it’s having the criteria there for people to develop their own project but not too far detached as well as providing summary list of project ideas, MB yes, this helps us sell it with a list of eamples of what we want to achieve.

SF – if they did need a steer in terms of projects to take on, it might be that they have the framework as to what level it is TAPE EI yes, link in the 4r’s into the principles. Rich, should have the t.i. principles in it to help steer people makes sense, guiding people not telling them what to do, EI maybe include in comms that we send out as it will help organisations to support. SF might also education them in an area that they don’t know, a way of educating leaders.

EI we can do some principles, or volunteers to do this – SF volunteered as wants to have this framework within her organisation and get leaders to have conversations with their staff about training needs and opportunity to let leaders know that within that there is some actions that they should be encouraging for their teams to become trauma informed and the relationships within the teams. EI we will support you and set up a meeting (action).

Any documents will be brought to this group before distributing.

FAQ were sent out for the HI fellows from the questions that were asked of us. We might want to run some comms to develop those documentations, run some sessions, is this something that might be helpful, yes. We could pre-record some sessions on teams and people can click on and have a look.

Mentors – HI we had a range of volunteers and no complaints about any of the mentors, wide range of people applied. I offer drop in sessions for the fellows, every so often, 15 min blocks to touch base with them as well as them having a mentor. There is a risk with some of the work that the fellows will be involved in within ATR. What do our mentors need to be/to have to become a mentor. CR should they be t.i. foundation trained as hard to be involved if not t.i. EI we do want a level of t.i. awareness, either a level of trained. CR they should be people who come from our networks. SF – cultural humility training as there will be questions that mentors may have or should have because they will be in a position of not knowing things about their fellows and understanding the relationship and impact of power in relationships.

TI training

Cultural humility training

People from our network

PN – knowledge and having done some training to give you knowledge and also values, maybe a set of values that they will be operating with as well. We don't expect anyone to be an expert, there should be new learning for everyone but to come with certain values. EI good idea.

MB – what's the expectation and commitment from mentors, EI we didn't go out to recruit the mentors early enough and then rushing to the finish gates and some took on more than 1 fellow and we just put the ask out if anyone could support another fellow. We knew most of the mentors, we did have a few ask if they could be a mentor and we had a chat with them. Since we have had people come to us and asked to be mentors so we have a waiting list. Expectations for this is a little bit more, they meet not more than once per month to meet the fellows and it's an agreement with the mentee, other ask is to review the interim reports and ask them to come to the achievements ceremonies. This one they will be asked to attend training before they start and maybe we want to develop a short and sweet specification and self assess themselves to enable them to decide whether to put themselves forward. Rich – role description would be good, the skills of being a mentor, is there a matching process i.e. this person is doing this project and link them with someone doing similar work. EI we did look at matching, we didn't have formally written down criteria for matching but we did look at the role of the mentor professionally and did they align to any of the projects and also thought about personalities. We could write some criteria so that it is transparent. SF – running 2 mentoring programmes from the national programme a1 commissioned from national programme and 1 which I am involved with. We had a form for mentors to complete, what their role was, what they think they could provide, what they want to get out of the mentoring experience and these were used to match the mentors. It's not straight forward but we got there and we have got to the end of the programme which was a huge success. Having the assessment of your needs and assessment of what you can bring is really important.

EI good to make this more formal.

CR – mentors can be interpreted in different ways so do we want to look at the wording differently. EI if we are clear with the expectations about what we mean by mentor and the specification is specific we should be okay. This will then be consistent across both fellowships. Need to be explicit, it isn't a

coach or advisor, as a mentor you might offer information but it's more about guidance. We don't want to go too far from the other models. Need a definition of the word 'mentor'.

EI Like the reciprocal aspect of it i.e. mentors learn things from mentees and mentees learn things from mentors.

Recruitment and selection – filled in application form (small), brief description of the project, only high level at this point, selection process review panel of 5, reviewed applications individually and came together as a group to look at the selections. Needs to be the same but happy to tweak for ATR fellows if we think that this wasn't sufficient. It was done anonymously. Stuck to HR rules. Any thoughts on recruitment process MB just the timing if we have to go out to our own areas if we have to select people as needs to be at least a month within our organisation to give time. Applications were open for 1 month last time but we can put the comms out there first around the scheme and the scheme will open to applicants in a month giving time for organisations to think about this then.

September comms & information sessions

October applications

November selection

December decisions to applicants

PN – to start in March? Yes.

PN - Recruitment process seems to be in line with trauma informed lens, criteria, how safe can we make the process, coproduction involve people with lived experience onto the panel, we didn't with the other fellows but we could consider this. PN this would be really strong. Need to ensure that the projects would 'matter'. EI we did give criteria for the panel on how to view applications. EI will draft what this looks like and use the same across all schemes and share it with the group for approval.

Dr Karen Trisman has a lot of information on t.i. recruitment which might be beneficial as it covers what we have spoken about. EI yes we did all this and did some work with CAHMS lead on t.i. recruitment, we have a lot of documentation so will review. EI has been offered a copy of Dr Trisman's work – EI will chase.

As a team, pull all paperwork together

Get it out to review

Then start the process of requesting mentors, pull comms together.

SF – CR do you have any themes from the workshop that you did on Saturday. CR period poverty, not been able to go to toilet during class time, violence against women and girls, climate change, exam stress, work around supporting young carers and how we influence senior leaders, they are meeting with the Mayor and they want to put a proposal together for a young mayor. They are writing it all up and had ideas to help and support. Once complete we will look at the priorities.