

# Trauma Informed Practice Training and Support

# Interface and Trauma Informed Practice

We are deeply passionate about those working with vulnerable children and families having a 'trauma informed lens' and understanding the importance of relationships in supporting and healing trauma.

We have an excellent reputation nationally in respect of our Trauma Informed Practice knowledge and training and are working with a number of service providers nationally to train whole workforces to:

- become trauma aware and appreciate the relevance of trauma
- understand how to change their behaviour to respond to the impact of trauma
- avoid responses in their practice which contribute to re-traumatisation
- build effective relationships that offer safety and an opportunity to build resilience



# Evidence and Best Practice

**We use the most up to date evidence and best practice including the fantastic resources and framework from the NHS Scottish Government and we align with the Transforming Psychological Trauma framework**

We have:

- Trained over 3,100 front line practitioners in Trauma Informed Practice
- Supported managers and leaders to embed trauma informed approaches into practice
- Supported schools to develop a whole school Trauma Informed Approach
- Supported local authorities and partners to develop trauma informed policies, procedures and systems to underpin practice
- Provided workshops and action learning sets to support managers and practitioners to embed trauma informed practice across their workplace.
- Provided sessions for leaders and managers to focus on achieving culture change and developing trauma informed organisations
- Provided Train the Trainer sessions



# Training Options

We have developed a **range of training options** from a ½ day awareness session suitable as an overview to a comprehensive 3-day programme. We outline these below:

## 1/2 Day Awareness

An introduction and overview of Trauma Informed Practice.

This is suitable for those needing to understand what trauma is and why working in a trauma informed way is important when working with children, individual and families. For example, Council members or as an intro for senior leaders (at the beginning of large workforce programmes).

### Learning Outcomes:

- Understand what Trauma Informed Practice is
- Understand the values and principles that underlie Trauma Informed Practice and why it is important in the public sector
- Understand the four principles of TIP – Recognise, Respond, avoid Re-traumatisation, build Resilience and the core responses around offering choice, collaboration, trust, empathy and providing safety
- Consider role and application of a trauma informed approach



## 1- Day Course

This provides an introduction and overview of Trauma Informed Practice. This works well as an overview for those who need to gain an awareness of the impact of trauma to inform how they carry out their role.

### **Learning Outcomes:**

- Understand what Trauma Informed Practice is
- Understand the values and principles that underlie Trauma Informed Practice and why they are important
- Understand the four principles of TIP – Recognise, Respond, avoid Re traumatisation, build Resilience
- Understand what Trauma Informed Practice looks like
- Consider helpful responses around offering choice, collaboration, trust, empathy and providing safety



## 2 Day Programme

We recommend this programme for anyone working with vulnerable children, individuals and families as a CORE part of their role, or anyone supervising staff working with vulnerable children, individuals and families.

- Understand what Trauma Informed Practice is and the values and principles that underlie it
- Gain awareness of how trauma manifests
- Explore the four principles of TIP – Recognise, Respond, avoid Re-traumatisation, build Resilience.
- Explore the impact of ACE's and how these contribute to the need for Trauma Informed Practice
- Understand why Trauma Informed Practice is important for services, children and families
- Learn about tools and techniques to support understanding trauma and respond
- Develop practice skills and techniques to come alongside the client in a trauma informed way
- Explore how trauma affects staff specifically considering compassion fatigue, secondary and vicarious stress
- Understand secondary and vicarious trauma and how to respond and prevent it



## 3-day programme

We recommend this programme for those needing to embed skills into practice as a CORE element of their role.

We suggest an initial 2-day programme followed by a third day after a short gap (2/3 weeks). This enables workers to test some skills in practice and return to the workplace to consider what needs to happen to support them to work in a Trauma Informed way. This will include looking at systems and processes that need reviewing.

This programme provides greater opportunity to get 'under the skin' of Trauma Informed Practice and consider skills, practice, systems and processes in detail.



## Consultancy Support

We can support leaders and managers to:

- Identify and reduce secondary/vicarious stress
- Know how to best support their staff
- Consider how to create and work within a trauma informed service
- Develop strategies and build a toolkit of resources to support the resilience of families and individuals and enhance relationships
- Create systemic and trauma informed approaches to building resilience
- Create action plans for self and service settings
- Evaluate the implementation of trauma informed practice
- Support the development of trauma informed policies, systems and approaches to build organisational and individual resilience

If you wish to truly embed a trauma informed approach, we recommend this being done on a multi-agency basis.

You may want to consider some preliminary work at a partnership level prior to any training. We would be happy to discuss this with you further and share our experiences, or of course support you.



## What do people say about our support?

*Working with Interface provides a good example of partnership working to drive forward a large scale, multi-agency training and development programme. Their values and approach underpinning their work reflected their commitment and drive to the programme. Interface shared the vision and values of the programme to improve outcomes and make a difference for children and families this was reflected through the delivery of the whole programme and the commitment and insight of the trainers.*

*Interface worked flexibly to create a programme which worked across all levels of our organisation and later with our partners. Their professional knowledge and their supportive approach made this a transformational experience. This was a new approach, and their passion made all the difference.*

*This has helped me to understand why sometimes in the past, the way I was working, did not work!*



## Quality Provider

As a **value's** based organisation, we want to do what's right, which is why we have created these programmes and why our research team continually update it and tweak it to include research and best practice.

We tailor make every programme and course to meet the needs of your organisation and the needs of the learners in the room.

**Our credibility is solid** - we have trained over 15,800 practitioners and managers over the last 12 years in both skills based and accredited courses.

We have developed an **excellent reputation** for **quality provision** and have become a key provider of training and support. We also have ISO 9001 demonstrating our commitment to quality provision and management.

**You are in good hands** – we know that our training and support leads to improved practice - Just look at our website to see what people say about us!

Our 1 Day and 2 Day Trauma Informed Practice training has been independently accredited by the CPD Certification Service, the country's leading independent CPD accreditation institution, giving you assurance of the quality of our programme.



# Thanks for reading. What next?

I hope that you are interested in our the training and support we offer around Trauma Informed Practice.

We are really pleased that we consistently receive excellent feedback particularly around our flexibility and supportive approach. We are passionate about supporting you to make a real difference and I know that comes across in our training and consultancy support.

I am sure you will have some questions for us. Please pick up the phone or send me an email so that we can start helping you to make a real difference to the lives of our vulnerable young people.



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