

Trauma informed approaches -- Systems Leadership - 30 years of Learning

Andy Rhodes QPM, Chief Constable, Lancashire Constabulary

Talks about the lessons learnt over 30 years.

Lesson number 1: *There are more gangs inside out organisations than on the outside*

People inside organisations don't talk to each other as much as they should. Important to understand staffs perspective, system and culture.

Lesson number 2: *In god we trust. Everyone else bring data*

Key decisions often made by executives due to authority etc. Data used the right way can create real insights across systems. The amount of data available is growing exponentially year by year.

Lesson number 3: *if voting made any difference they wouldn't let us do it*

Quite often, things get in the way of making a change, especially politics. It can be hard for professional leaders in organisations to facilitate change.

Lesson number 4: most executives don't know what's happening on the frontline.

People on the frontline often see 100%. Very important as a leader to engage with frontline staff. Most leaders only see 4%

Next was a talk about the Safeguarding Board for Northern Ireland.

The Safeguarding Board for Northern Ireland

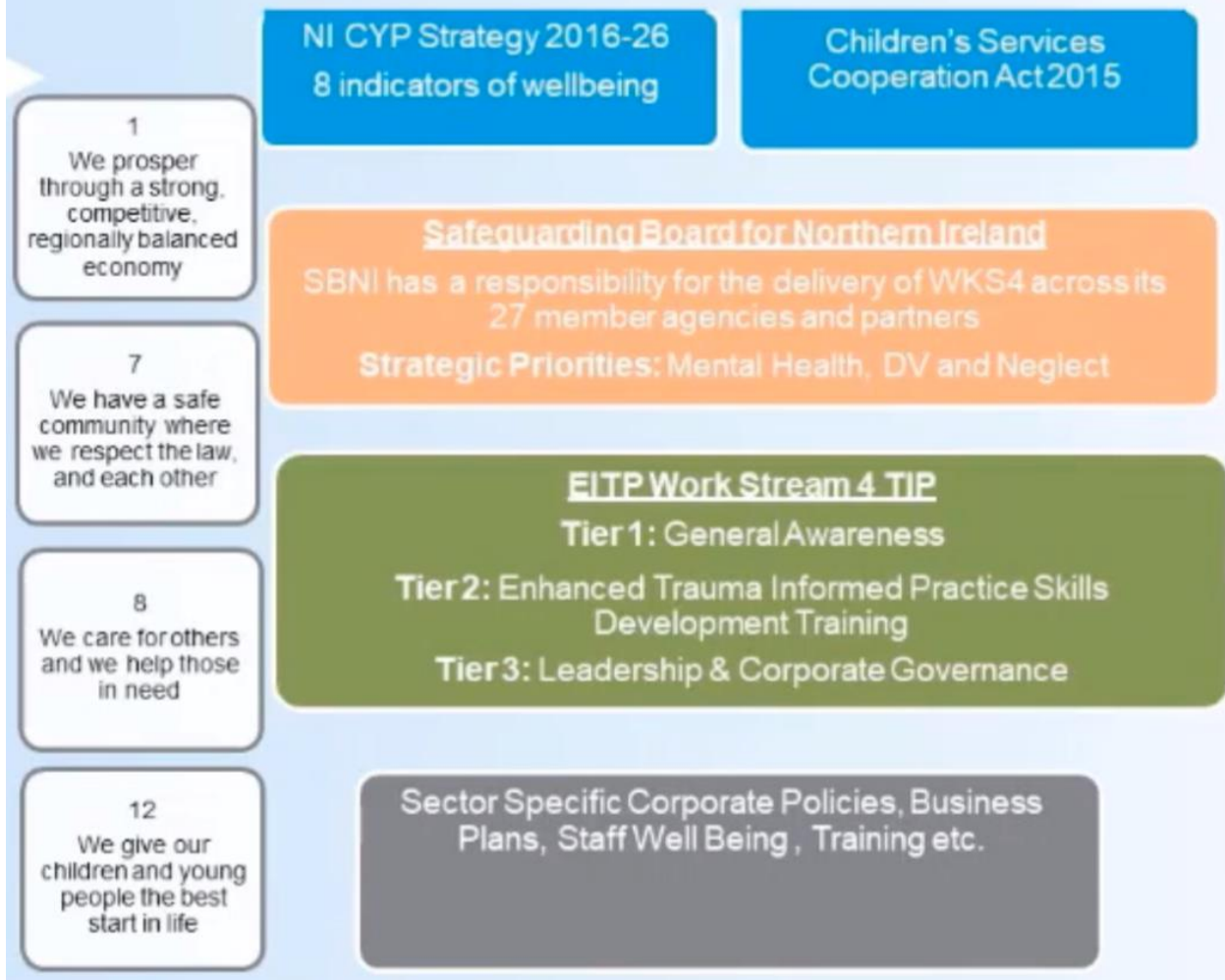
Current Work – Background

The Safeguarding Board for Northern Ireland has 27 members whose common purpose is to help safeguard and promote the welfare of children and young people in Northern Ireland and protect them from all forms of neglect and abuse*.

Each agency on the SBNI is represented by a senior member of staff who provides a collective leadership approach and direction to the child protection safeguarding system across Northern Ireland.

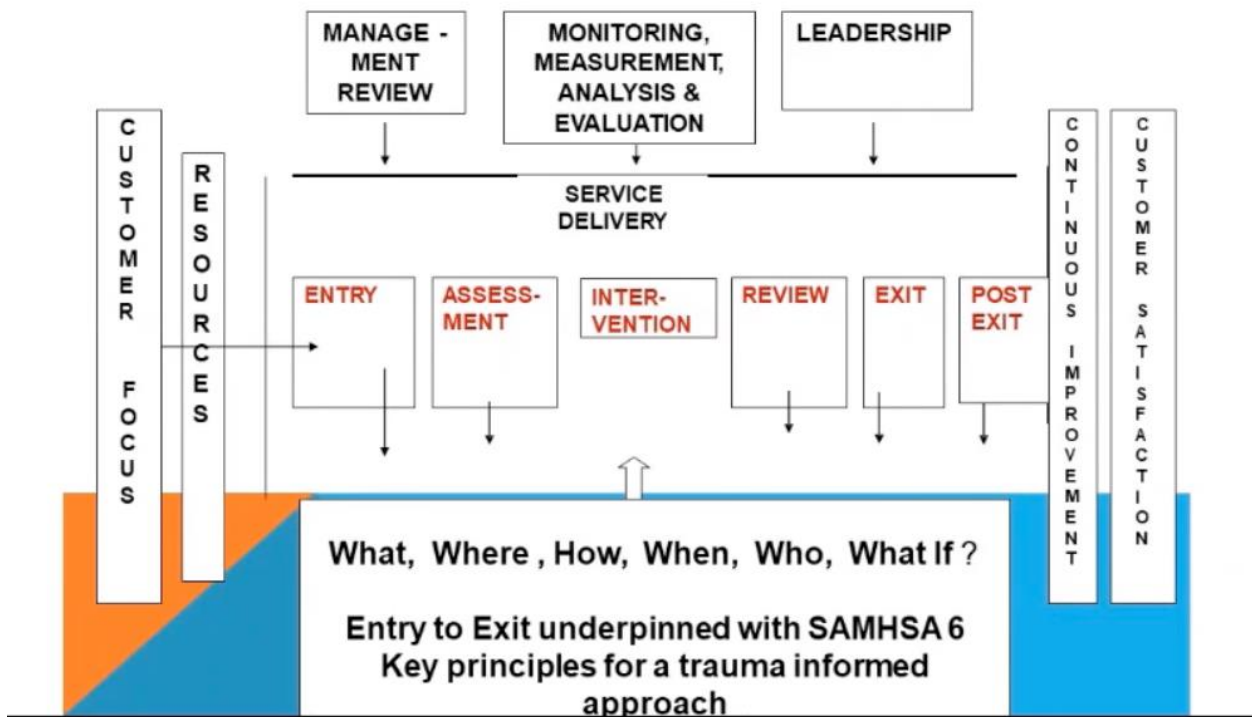
In April 2018 SBNI started work on workstream 4 of the Early Intervention Transformation Programme to develop a Trauma Informed Workforce.

Programme for Government 2016-2021



It's critical that we look at cross sector collaboration. A Universal service delivery model can help to progress a trauma informed approach. Staff need to be equipped (trailed, skilled) in ACEs

UNIVERSAL SERVICE DELIVERY PROCESS



Next to speak was Jo Hopkins. Speaking about the work they are doing to develop a nation that is ACE aware and trauma informed in practice.

www.virtual4nations.uk

Wales: a trauma-informed nation

Breaking the cycle of ACEs

Enabling a whole system response to vulnerability through trauma-informed approaches

A competent, confident & compassionate workforce

Working together to prevent violence through a public health approach

Addressing the structural determinants of violence, abuse, trauma and health inequality

PREVENT
ACEs from occurring in children's lives

SUPPORT EARLY INTERVENTION
when children are experiencing ACEs to minimise their impacts

BUILD RESILIENCE
in adults who have experienced ACEs to stop them being passed on through generations.






Logos for NPCC, Lancashire Violence Reduction Network, Police, Public Health England, GIG, College of Policing, SBNI, and Global Law Enforcement & Public Health Education are displayed at the bottom.

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Trauma Informed-What does it mean?


Champion & Challenge for Change

PRINCIPLES OF TRAUMA INFORMED CARE

-  **Safety** – ensuring physical and emotional safety
-  **Choice** – prioritising (staff) consumer choice and control (people want choices and options; for people who have had control taken away, having small choices makes a big difference)
-  **Collaboration** – maximising collaboration
-  **Empowerment** – prioritising (staff) consumer empowerment and skill-building
-  **Trust**

in association with

NPCC LANCASHIRE VIOLENCE REDUCTION NETWORK POLICE Public Health England

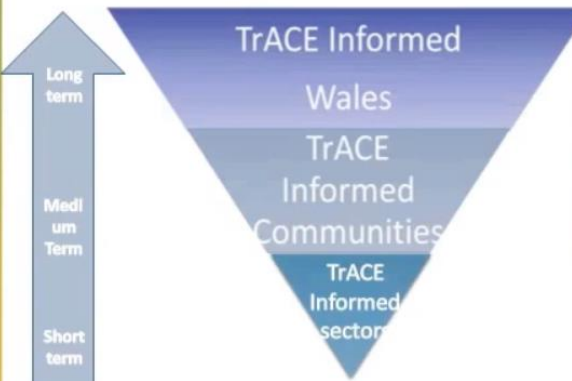


Developed a trauma informed toolkit for organisations to use. Explains the principles of trauma informed practice. Also developed a time to be kind campaign to raise awareness.

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Trauma and ACE Informed (TrACE) Communities

Ambition- A Trauma and ACE (TrACE) Informed Society



Developing the Concept.....

- Build on “Time to be Kind”
- Engagement and Language
- “Build into”- recognising Community Assets
- Community Definition
- **Resilience** Front and Centre
- Upscale & adapt

in association with

NPCC LANCASHIRE VIOLENCE REDUCTION NETWORK POLICE Public Health England GIC NIH College of Wales SBNI

the Biology of Stress and the Science of Hope

TRACE – Trauma and Ace informed. Co-production and effective community engagement is key to designing and delivering services that are TRACE informed.