



# THE EDINBURGH PARTNERSHIP

## Becoming a Trauma Informed Partnership

### 1. Executive Summary

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- 1.1 The [National Trauma Transformation Programme \(NTTP\)](#), led by [NHS Education for Scotland \(NES\)](#), was developed to meet the [Scottish Government](#) and [COSLA's](#) ambition for a trauma informed and responsive workforce and services. This means that we universally recognise where people are affected by trauma and adversity, respond in ways that prevent further harm and support recovery, recognising that “Trauma is Everybody’s Business”
- 1.2 The Scottish Government has provided recurring £50,000 in additional funding to all 32 Local Authorities in Scotland since 2021/22 to support them to embed a trauma-informed and responsive approach across services, systems and workforces. Local Authorities/Health and Social Care Partnerships have used this funding to meet local priorities and context for this work. This funding was used to create a Trauma Lead Officer role, to embed and sustain a Trauma Informed Culture within CEC & HSCP.
- 1.3 This applies to our workforce and our citizens. We know that people with protected characteristics and our care experienced population are likely to experience trauma at higher rates than the general population.
- 1.4 A [Roadmap for Creating Trauma-Informed and Responsive Change for Organisations, Systems and Workforces in Scotland](#) was published in November 2023 . This will be used by regulatory bodies to assess progress and hold us accountable to meeting the Scottish Government’s and COSLA’s commitment.
- 1.5 The Scottish Social Services Council (SSSC) Codes of Practice May 2024 have introduced a new code that relates to trauma, and -places a responsibility on the employer and the employee. Employers need to ‘Be aware of the range of impacts trauma may have on workers, and support workers who experience these.’ Employees need to work “in a way that is informed by an understanding of the impact that trauma may have on individuals, carers and colleagues”

### 2. Recommendations

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The Board is recommended to:

- 2.1 Consider psychological trauma in any future policy or practice development, either new or reviewed.
- 2.2 Invite a partnership representative to the Strategic Oversight group, currently under development.
- 2.3 Recognise that leaders at all levels have a key role to play in setting the culture, priorities, values and behaviours of an organisation. This includes embodying the key principles of safety, trust, choice, collaboration and empowerment within our leadership practice.
- 2.4 Invite leaders to commit to developing knowledge and skills by attending the Scottish Trauma Informed Leaders Training (STILT), a half day workshop with an opportunity for ongoing coaching and peer leadership support opportunities. Please register [here](#) for STILT training here report findings [here](#)
- 2.5 To commit to a minimum of Level 1 Trauma Training across the partnership. Additional training to be encouraged based on specific roles and responsibilities, as per the NTTP recommendations
- 2.6 Leaders to commit to an ongoing journey of continuous improvement as outlined in the [Roadmap](#)
- 2.7 To encourage a Trauma Ambassador at every service level, to embed this approach within our teams and services
- 2.8 Invite member organisations of the partnership to sign the [Pledge of Support](#) to Implement the NTTP locally across the Council and the HCSP. There are almost 80 Pledge Signatories across Scotland

### 3. Main Report

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- 3.1 The majority of people in contact with public services have experienced traumatic events. The 2019 Scottish Health Survey revealed that 71% of the Scottish adult population suffered some form of abuse, neglect or other adverse experiences during their childhood (Scottish Government, 2023)
- 3.2 Considerable evidence shows that trauma can have a detrimental impact on health, wellbeing, employment, and educational outcomes. Trauma makes increases the likelihood that people will experience multiple disadvantage and reduced life chances across the lifespan, including addiction, mental and physical health problems, homelessness, offending, domestic abuse, and poverty, at a tremendous economic, social and human cost to the Council, the HSCP and the citizens of Edinburgh.

- 3.3 Trauma informed ways of working has been shown to be effective with difficult to-engage populations by reducing barriers to accessing support and by promoting earlier intervention, preventing and reducing the need for crisis support.
- 3.4 A 'Trauma-Informed and Responsive Approach' is explicitly referenced across priority national and local guidance and policy areas, such as the National Child Protection Guidance, Equally Safe, Mental Health and Wellbeing, Covid Recovery, Suicide Prevention Strategy to name but a few.
- 3.5 Nationally - A Trauma informed response supports the [National Performance Framework](#) (NPF) and will contribute to the following National Outcomes: *Children and Young People; Communities; Fair work and Business; Human Rights; Health; and Poverty*. It also supports the implementation of the [Scotland's Promise](#) for Edinburgh.
- 3.6 We have established the role of Trauma Ambassadors to embed this approach at a service level and ensure sustainability. Trauma Ambassadors collectively contribute to a Passionate About Trauma Network for ongoing development and peer support supporting the frontline worker to take a trauma lens to challenges arising and share knowledge. Collaborative working and knowledge sharing to promote local, joined up, integrated multi-agency partnerships is key. There is significant interest in these bimonthly sessions and currently there are over 100 members across all sectors.
- 3.7 A 'Trauma-Informed and Responsive Approach (TIRA)' means recognising when someone may be affected by trauma, linking people's experiences with the difficulties they face, and collaboratively adjusting how we work to support recovery and improve life chances by addressing the root issue. This approach can work to address the revolving door we often see in our services and break the cycle of intergenerational trauma

#### 4. Contact

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