

Western Area Outcomes Group Report on Workshops with

Dr. Karen Treisman:

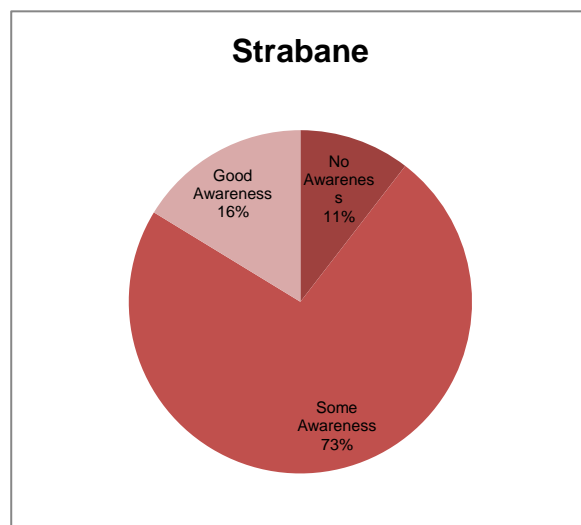
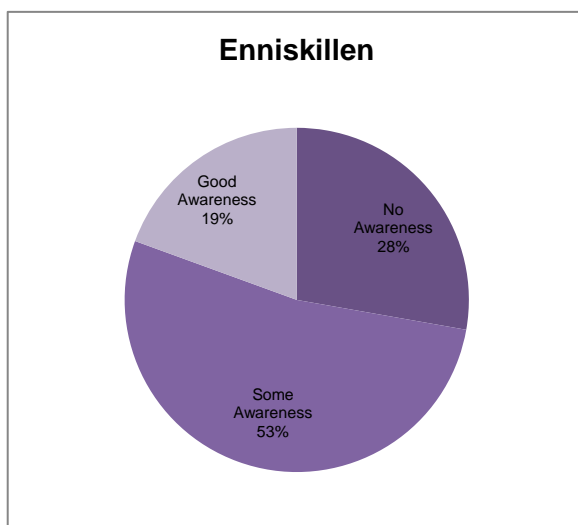
Day 1: Relational and Developmental Trauma Awareness Workshops – held in Enniskillen and Strabane



Dr Karen Treisman delivered Relation and Developmental Trauma Awareness workshop in Enniskillen on Monday 18 February and Strabane on Wednesday 20 February 2019. In Enniskillen 36 and in Strabane 86 attendees completed the evaluations.

Pre-Workshop:

How would you assess your awareness of Relational and Developmental Trauma before you attended today's workshop



From these graphs you can see that the majority of the attendees had some knowledge of relational and developmental trauma, whilst between 11 and 28% had none at all and between 16 and 19% felt they had a good awareness before attending the workshops.

A follow-up question was asked for those who had a good knowledge where did they gain it; attendees highlighted a board range such as:

“Basic fundamental via social work training/practice - attachment theory, Solihull practice etc.”

“University, own research, training”

“Have attended training before, worked with children with trauma. Deliver some training on safeguarding, child developmental and trauma”

“I work with GRFB/EITP Programmes. This has provided some background into the IMPT of trying to prepare parents to parent and prevent ACEs”

After Workshop:

Has your awareness of Relational and Developmental Trauma increased from today’s workshop?

100% of the attendees in Fermanagh and 99% of the attendees in Strabane felt that their awareness had increased from today’s workshop, 1% in Strabane felt it had stayed the same.

Attendee’s comments:

“Very good insight/examples provided by presenter to enhance awareness of factors”

“See person behind behaviour/connection before correction”

“I found this training really interesting. Looking forward to see how I can implement in the workplace tomorrow”

“Especially loved the visuals such as the shark infested waters and the patchwork”

“Facilitator broke down the stages of trauma really well for better understanding”

“Fabulous morning relatable experiences excellent.”

“Very informative; relaxed albeit a heavy day”.

How beneficial has today’s event been for you in terms of your work?

100% of attendees in Strabane found the workshop beneficial whilst 1 person didn’t find it beneficial in Enniskillen.

They Stated:

“Very beneficial as I work closely with parents and children. Do a lot of group work, home visits”

“Great information and examples, very interesting on how trauma manifests and triggers”

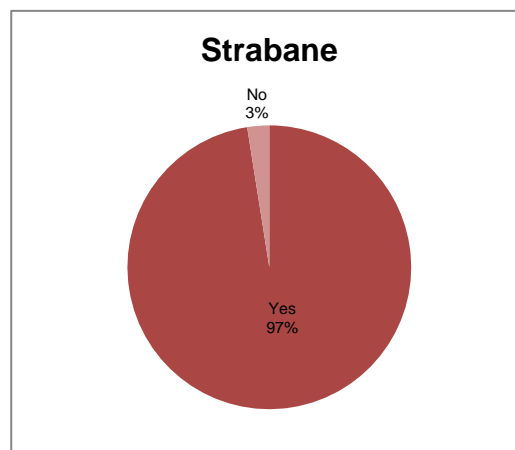
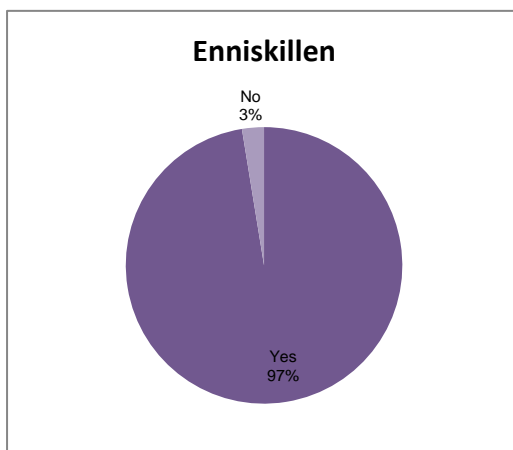
“The case studies were really beneficial”

“Very beneficial - I work with school age mothers-reinforces the need to work creatively/I am involved with 3 generations , mother, baby and grandmother-had actually not ever properly considered the parenting patchwork (re issues such as praise...what does praise mean to each generation of the family”

“Reminded me to be careful of how I write my notes, try to separate my own prejudices from facts”

“Excellent training delivered and a very good pace gives the child back a voice”

Reflecting on anything you have learned from today's workshop will you change any element of your working practice.



Comments included:

“Think more about my use of language as it is important to use positive language making the connection before the correction”

“Very relevant to education and how teachers need to respond in an appropriate way”

“Would definitely expand my knowledge of links to trauma and the young people I work with”

“Training/awareness training for staff re triggers, underlying reasons-looking at childhood experiences etc.”

"I plan to use the patchwork exercise in my safe carer assessment with children. Be aware of child's window of tolerance when they experiencing hypo-arousal, low mood, use of "shake up" sensory processing to increase window of tolerance"

"Try to remember even the adults may have experienced relationship trauma"

"Being more mindful of how to work with individuals and the service we provide"

"Take a more holistic view of client. Refocus on compassion towards clients and colleagues"

Future steps

Following today's workshop what would you like to see happen next?

The attendees gave the following suggestions.

"Follow-up workshops. More training to implement strategies that support young people who have experienced trauma"

"I would like to see ACES go into school and train all teachers on Adverse Childhood Experiences"

"I would love to see a workshop/programme specifically for parents. (Parents need to be aware of their actions and effect on children). Before things get to the stage of intervention"

"More training by Karen!"

"I would like to see schools attend this training to help teachers become aware of trauma and impact in it as a child and how they present in schools and what approach they should use. I will pass on details of this training to schools I work with"

"More opportunities for staff to attend workshop to increase trauma awareness and then support more integrated working across services"

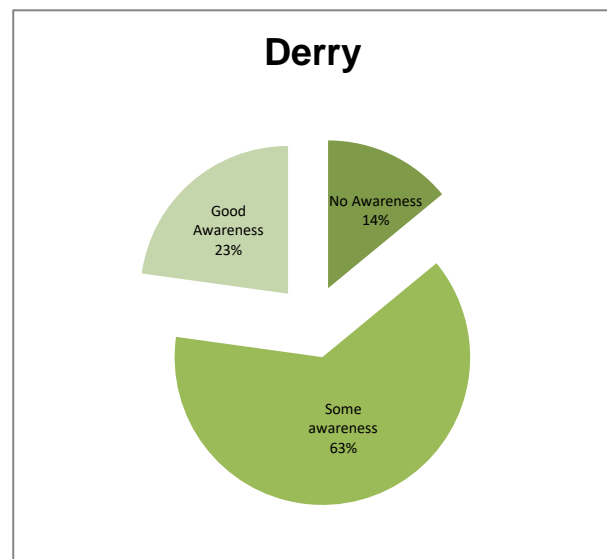
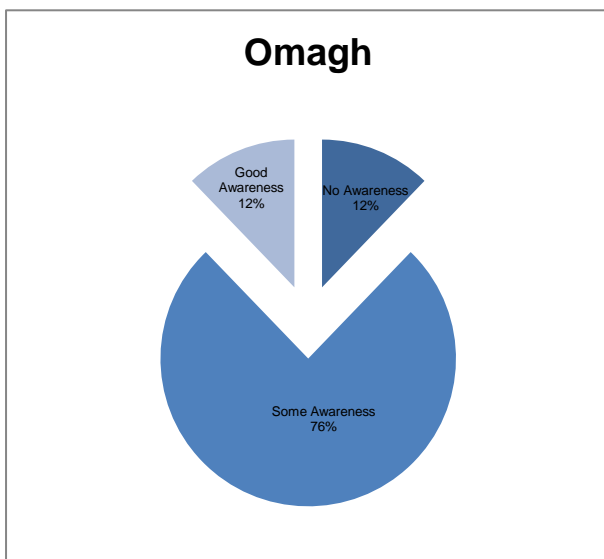
Day 2: What is a Trauma Informed and Trauma Responsive Organisation Workshop?

Dr Treisman delivered Trauma Informed and Trauma Responsive Organisation workshops in Omagh on Tuesday 19 February and Derry on Thursday 21 February. 41 attendees completed the evaluations in Omagh and 57 attendees completed the evaluations in Derry.



Pre-workshop:

How would you assess your awareness of Trauma Informed and Trauma Responsive Organisations before you attended today's workshop



Most of the attendees stated that they had some awareness of Trauma informed and Trauma responsive organisations, between 12 and 23% had a good awareness and 12-14% felt that they had no awareness.

Comments from attendees:

“We have a lot to do but delighted that we've started the conversation”

“Working with children with attachment issues who were affected by trauma. Also, a close relationship with a young child (adopted nephew) who suffered early childhood”

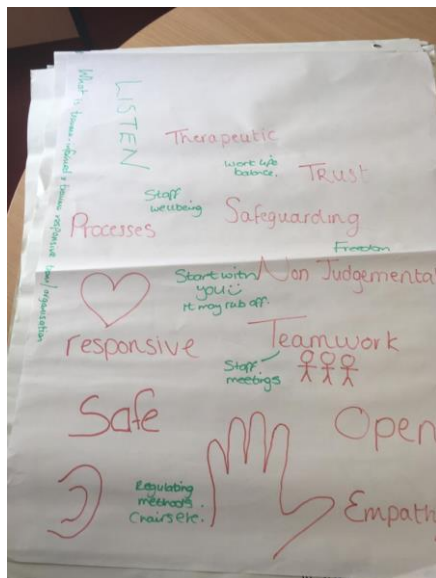
“Previous work, training, reading, ACE Conferences x2. However less understanding of relating to trauma in children. How this can present and intervention”

“KT workshop, conferences, literature”

“Working in Trust for 39 years. Work involved working with young children, teenagers and adults who have been traumatised. I am also BHCP counsellor and provided counselling to the above and includes victims and survivors of the troubles.”

“Training as Assistant Designated Teacher and through school. Attendance of ACES launch.”

After Workshop



Has your awareness of Developing a Trauma informed organisation increased from today's workshop?

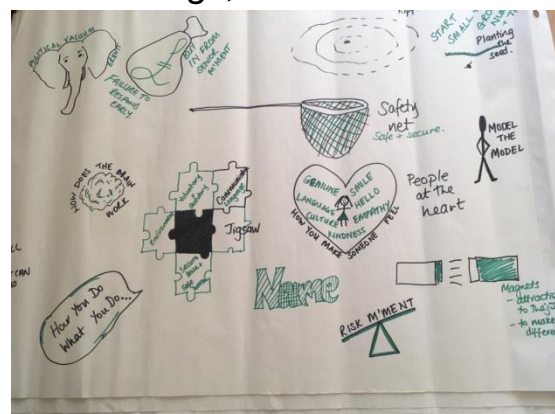
In Derry 100% of the attendees felt that their awareness of developing a trauma informed organisation had increased whilst in Omagh 1 person felt it has stayed the same. The attendees give the following comments:

“Very inspirational and detailed explanation of how it can influence each of us as human being and also in our roles - mine as a student counsellor”.

“Definitely thought provoking. Great ideas to take away into my organisation and implement them i.e.: team meetings, staff self-care”

“Very much so. A very interesting workshop, and really made me more aware of trauma. Especially regarding management and staffing of an organisation”

“I have developed a greater understanding in particular of how/ importance of supporting staff in a trauma informed way. It also gave me



a greater insight into how my experience of working within a traumatised organisation has impacted on me”.

“To make me more aware for staff meetings, how staff may feel about them. Ideas how to improve them- make them more respectful”

“There was so much to enrich previous knowledge but practical approaches that could be embedded into practice as a next step to ACEs. These don’t cost money but do need personal responsibility and commitment to a value/integrity based approach for all families that is tailored to individual regardless of who they are”

How beneficial has today's event been for you in terms of your work?

100% of the attendees at both the Omagh and Derry workshops highlighted that they found the workshops beneficial. Some of their comments are as follows:

“Very informative. I will continue to follow Karen's work and strive to be as informed as possible”

“Reminded me of importance of supervision, my role in this, checking in with staff. Reminder of need for curiosity - with service users and staff”

“All very relevant. Brilliant! Karen is an inspiration! Knowledgeable and informed. Delivery style is warm and enjoyable. Makes complex issues understandable”

“Very much so. I have just taken up post one month ago as manager and I want to be mindful of many areas and this workshop has really been an eye opener”.

“I attended today's workshop with 5 of my colleagues and we are going to bring back our learning to hopefully implement a more trauma informed organisation and responsive”

“I can make changes and encourage others to do the same. I will model the model.”

“I will be able to take back information to senior management and plant the seed of becoming a Trauma Informed Organisation.”

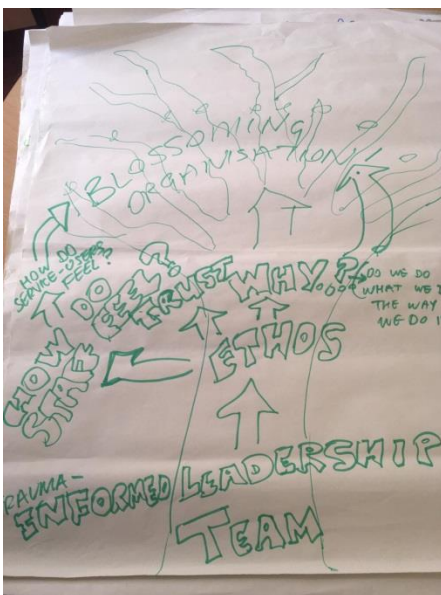
“To make me think how important a workplace is supporting staff and influencing their emotional wellbeing - and what I can’t maybe do to influence this.”

“Very positive, very informative. I will share all my information/ practice but more so with passion that Dr Karen has shared with us”.

“I would like to be able to apply strategies and policy changes but feel that there is a huge void between what we need to do and how we can begin the journey to get there. Even something as factual as how would we go about costing, organising and planning whole-school training.”

Reflecting on anything you have learned from today’s workshop will you change any element of your working practice.

100% of respondents in Omagh said that they would change elements of their working practice whilst 1 attendee at the Derry workshop said that they wouldn’t. Some of their comments are:



“Self-care and wellness. Tiny changes to improve [work] environment.”

“Think about language I use and how this can be re-traumatising towards others, not to make assumptions using own bias. Feedback to manager on working towards becoming trauma aware-understand not same as being trauma informed”

“I will definitely change our team meetings in terms of style and ensure active participation by all”

“Embrace change more, be more proactive in advocating for trauma informed practice”

“I will be more aware of more areas where I work, with whom I work with and all those I come into contact with including those I speak on the phone too”

“Finish team meetings on a positive. Talk to staff about today’s workshop. Help them walk through the experiences of a service user”

“Absolutely, more child centred approach in terms of awareness and seeing past my own stuff”

“Be more mindful of language and interactions. “Ripples make waves”. Promote hope and resilience.”

“Encourage all staff to attend this training. Speak to my supervisors, pass on the wealth of knowledge.”

“Language, body language, empathy. School situation. ‘If a flower doesn’t bloom, you fix the environment’”

“The environment where I work can include more positive messages. I really want to work on positive language”.

Future steps

Following today’s workshop what would you like to see happen next?

“Multi-agency workshops to discuss changing our ways of working-briefing statutory and voluntary together!”

“Implementation workgroups/focus groups to continue to follow up on such a wealth of training. All is great undertaking training but the proof is in the implementation of the knowledge to become a trauma informed organisation”

“Trauma informed leadership. Further courses to address the strategies and the encouragement of school principals/college directors to get on board”

“Organisation to really take ownership of concept of being more trauma aware from client and personal perspective”

“More training on strategies and specific workshops on steps to take to become trauma responsive organisation.”

“More staff trained in trauma and making steps towards being a trauma informed organisation”

“Managers and rest of staff attending the training, in order to become trauma informed.”

“Perhaps a “working group” of organisations to reflect and support each other to implement trauma informed approaches in work-place, e.g. sharing good practice etc.”

“A "next steps" informed Action Plan. Direction lead by the Authority i.e. Education Authority and finances distributed to allow schools to have the ability and resources to effectively implement change across all levels.”

“Training for all staff in schools. More joined up services-collaborative working across education, health, social services and policing. Cultural change within the government.”

“Senior management to get training and be on board. More training from Karen - keep the momentum going”

