**Developing Trauma Responsive Public and Third Sector Workforces**

**Expression of Interest**

Greater Manchester Combined Authority is seeking expressions of interest from Greater Manchester public and third sector organisations to receive a commissioned training package of resources which will equip them with the knowledge and skills to deliver their services in a trauma responsive way. Organisations will be committing to embedding the GM Trauma Responsive Framework and joining a wider community of practice to share learning across the system. This summary document aims to provide an outline of the essential information for organisations interested in expressing an interest in this opportunity.

Organisations are asked to formally express their interest by completing the supporting documentation accompanying this information pack.

For an informal discussion about this opportunity, please contact;

Jennifer Bagchi

Programme Manager

[Jennifer.bagchi@nhs.net](mailto:Jennifer.bagchi@nhs.net)

**Background**

We want to change the way we do things across Greater Manchester and create a coordinated population approach to reduce children and families exposure to adverse experiences and trauma. We want to support the understanding and recognition of ACEs and trauma to prevent or mitigate consequences and become a Trauma responsive city-region.

Trauma can impact every element of life and can affect a person’s ability to engage in society meaningfully, it can present as distressed or health harming behaviour and can ultimately affect relationships, engagement, employment and the ability to contribute to society in a positive and meaningful way, this is not inevitable and the way systems, staff and communities respond can have protective and positive effects.

**Trauma Responsive Systems and Workforces**

Trauma informed organisations, or systems that are trauma-informed, realise the widespread impact of trauma and understands potential paths for recovery. They recognise the signs and symptoms of trauma in clients, families, staff, and others involved with the system and responds by fully integrating knowledge about trauma into policies, procedures and practices. They seek to actively resist re-traumatisation.

Our vision for building trauma responsive communities and workforces is one where citizens have opportunities to develop intellectually, socially and emotionally and where services recognise and respond appropriately to the needs of our diverse communities.

We want to enable every individual who interacts with an adult or child who may, or may not, have experienced trauma, has the knowledge, confidence and ability to build trusted secure relationships which avoid re-traumatisation and understand the importance of using strengths based approaches to empower individuals and communities to build resilience.

We have developed a Greater Manchester trauma responsive training and support plan, which focuses on four levels of training *Trauma Informed; Trauma Skilled; Trauma Enhanced and Trauma Specialist* in line with Transforming Psychological Trauma – the Scottish workforce development framework. Content has been developed to reflect the needs of Greater Manchester and to move towards a trauma responsive region, thus it will not directly align to the Scotland framework.

All the content has a strong evidence base and much has been tested in Manchester and Salford, as either multi agency training or targeted work with Children’s Services and Youth Justice. The work from the Resilience Hub builds on the work they are doing across health and social care in relation to Covid as well as the complex safeguarding and bespoke work for Greater Manchester Police. To ensure that the training is as relevant as possible we will consult on the content with residents with lived experience of Trauma and Adversity.

Four packages have been designed to reflect the differing priorities and needs across each of the 10 GM localities, which will ensure that resources can be targeted effectively and distributed equitably.

Packages will be open to organisations within each individual Local Authority area to put forward an expression of interest, if successful, a nominated lead will be expected to facilitate attendance and be present at each session and encouraged to promote the training across agencies. Training will take place between September 2021 and March 2022 and will be delivered virtually.

Training Packages are as follows

*Package 1*

**700 places available**

**Trauma Aware and Trauma Skilled training** aimed at all frontline workers with limited or no prior training/knowledge, delivered by Outside the Box led by Steve Brock (Social Work Consultant),

**Additional Option 250 places available : Trauma Enhanced training for Practitioners working with Psychological Trauma**  aimed at frontline teams (& leaders) working with people with Multi Disadvantage and Organisations with ACE/Trauma training already embedded, delivered by Zoe Lodrick (Clinical Psychologist and trauma specialist),

*Package 2*

**750 places available**

**Trauma Enhanced training for Practitioners working with Psychological Trauma** aimed at frontline teams (& leaders) working with people with Multi Disadvantage and Organisations with ACE/Trauma training already embedded, delivered by Zoe Lodrick (Clinical Psychologist and trauma specialist),

**Level 3/4** Coaching Clinics/reflective practice support

Inspirational Talk delivered by Smash Life (a lived experienced led charity working with young people)

*Package 3*

**45 places available**

**Trauma Specialist**  Trauma Recovery Model Practitioner and Enhanced Case Management training package aimed at specialist practitioners working with people with complex trauma, delivered by the TRM Academy (an organisation led by Dr Tricia Skuse).

Inspirational Talk delivered by Smash Life (a lived experienced led charity working with young people)

*Package 4*

**200 places**

**Trauma Enhanced Leadership** Managers training workshop aimed at those managing teams with lived experience and/or responsible for design and delivery of services for people with multi disadvantage, delivered by GM Resilience Hub (Team of Clinical Trauma Specialists)

Inspirational Talk delivered by Smash Life (a lived experienced led charity working with young people)

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**Expression of Interest**

Application Form

Personal Details

|  |  |
| --- | --- |
| Name |  |
| Role |  |
| Organisation |  |
| Postal Address |  |
| Contact phone number |  |
| Email Address |  |

1. Which package/packages are you applying for? Please tick

Package 1 Package 2 Package 3 Package 4 Package 5

1. How many places do you require?

Number of Frontline staff:

Number of Managers:

Total:

1. Does this application have the full support and approval of your line manager and strategic leader?

Yes No

Line Manager Name:

Line Manager Email:

Line Manager Phone number:

Strategic Leader Name:

Strategic Leader Email:

Please include a letter of support with this application

1. Please provide the details of your nominated Trauma Responsive Lead who will coordinate and facilitate attendance

Please tick here if this is you

Trauma Responsive Lead Name:

Trauma Responsive Lead Email:

Trauma Responsive Lead Phone number:

1. Are you working at a local public sector organisation?

Yes No

1. If no are you working at a voluntary, community or social enterprise organisation?

Yes No

1. Please indicate your Greater Manchester LA area. If your organisation works across multiple please tick all that apply.

Bolton Bury Manchester

Oldham Rochdale Salford

Stockport Tameside Trafford

Wigan All

1. Have you mapped or undertake to map workforce trauma training

Yes No Agree to undertake

1. Please provide a short description of how you will use this resource to embed trauma responsive culture across your organisation/locality.

(Max 300 words)

1. If your application is successful you will be required to contribute to modelling the learning and share good practice across Greater Manchester as part of a wider community of practice.

Please tick to confirm you agree

1. If your application is successful you will be required to support an independent evaluation

Please tick to confirm you agree

Thank you for taking the time to complete this application please to Jenny Bagchi [Jennifer.bagchi@nhs.net](mailto:Jennifer.bagchi@nhs.net) alongside a letter of support from your organisation return by 20th August.

**Expression of Interest process and expected timescale**