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Welcome to our first Trauma Informed Practice Update. In January 2023 we re-launched the Bristol Trauma Informed Practice Network and so far, 440 colleagues from across the city have signed up as members.

Trauma-informed practice is an approach which is grounded in the understanding that trauma exposure can impact an individual's neurological, biological, psychological and social development. Being trauma-informed means assuming that people are more likely than not to have a history of traumatic experiences and that these experiences may impact on their ability to feel safe within or develop trusting relationships with services and their staff, or their ability to live happy and fulfilled lives within their communities.

Principles for Trauma Informed Practice

When organisations enable their practitioners to work in a way that resembles these six principles, we are creating an environment and working culture in which practitioners can realise how experiences of adversity and trauma might impact on people. They can recognise related signs and respond accordingly with a service offer, whilst resisting to retraumatise service users and staff.

Safety: Organisations to provide a supportive, safe & nurturing environment for everyone that accesses it & promotes physical, emotional & psychological safety. All areas are welcoming, privacy is respected & there is a focus on every interaction creating a sense of safety.

Empowerment: Individuals' strengths, skills & resilience are recognised & organisations believe in & cultivate people's empowerment & resilience. There is a culture of acknowledging people's efforts & worth at each & every contact.

Trustworthiness: Staff seek to build trust through being consistent & reliable & through healthy & respectful interpersonal boundaries



Collaboration: Decisions are made with people & not for them & power is shared wherever possible. Individuals are invited to help design, develop, deliver & evaluate services in a meaningful way.

Inclusivity: Organisations actively seek to recognise & address inequalities, oppression & exclusion. People's diverse needs are identified (e.g. gender, age, ability, sexuality, ethnicity, cultural) & responded to sensitively & with humility. Organisations understand the influence & impact of wider contexts in society & of historical trauma

Choice and Clarity: People have choice & control. Individuals, families, friends, carers & staff are given clear & appropriate messages about their rights & responsibilities.

Adapted from Changing Futures [Changing Futures Bristol](https://www.changingfuturesbristol.org/)

Spotlight on Practice (Bristol):

Shame Sensitive Practice - Carolin Peto

Bristol as a city and within individual partner organisations, are working hard to develop into trauma informed settings for staff and service users alike. Research shows us that 'shame is a core aftereffect of traumatic experiences' and consequently, 'being sensitive to shame addresses many issues related to trauma, while also supporting good practice for all that come into contact with human services' (Luna Dolezal & Matthew Gibson, 2022). We want to incorporate shame sensitive practice and start sharing what this concept entails with you as our network members.

In itself, shame is not necessarily bad. Shame can be a normal human emotion. However, as Bradshaw describes, shame as a healthy human emotion can

transform into shame as a state of being or identity. When this happens shame can become toxic and dehumanising. Toxic shame can sever connections, destroys social bonds, can lead to feelings of inferiority, inadequacy, defectiveness, along with a sense of not being worthy of respect, love or connection. In one of Brené Brown's Ted Talks and related research she emphasises the vast difference between shame and guilt. Shame is "I am bad", where guilt is "I did something bad". Shame is focused on me as a person, and guilt is focused on behaviour. It's very important to make that distinction". There are ways to reduce toxic shame and transform it back into a healthy emotion, being sensitive to shame in our practice is an important starting point!

In our next network meeting (16/05/23) we will start to discuss 'shame sensitive practice', facilitated by Julia from Dignifi. So come and join us virtually. If you haven't signed up as yet, please do so here:

<https://forms.office.com/e/SVrNkK8MpB>

Related Research

Luna Dolezal & Matthew Gibson, 2022 [Beyond a trauma-informed approach and towards shame-sensitive practice \(nature.com\)](#)

[Bradshaw Healing the Shame that Binds You: bradshaw_shame-1.pdf \(creativegrowth.com\)](#)

Brené Brown, 20117 [Shame Resilience Theory: Advice From Brené Brown \(positivepsychology.com\)](#)
[\(196\) Listening to shame | Brené Brown - YouTube](#)

Coming up:

In our next Update we would like to focus on 'Lived experience'. If you have experience or best practice of how you have integrated 'lived experience' in your project or delivery and would like to showcase this here for our network members, please get in touch.

It is important to recognise that most practitioners in our sector are likely to have their own lived experience too.

Related Resources to lived experience



[Activating Lived Experience to Create Social Change | Sunny Dhadley | TEDxWolverhampton - YouTube \(7:45\)](#)

[Combining lived and professional experience on boards \(NPC x Clothworkers event\) - Bing video](#) (56:27) 'young people with lived experience involved in governance on boards levels – Young Manchester & Beyond' (Youth Charities)

At our February network meeting we had two Spotlight on Practice guests:

- Helen Emmings from Changing Futures Bristol sharing her organisations progress in supporting partner agencies on their system change journey to become more trauma informed. helen.emmings@changingfuturesbristol.co.uk
- Carolin Mellon from the Youth Justice Service shared how an Enhanced Case Management has impacted positively on children and young people progressing through a defined Trauma Recovery Model and benefitted professional through support by psychologists. caroline.mellon@bristol.gov.uk

You can read more about this work on our Information and Resource Webpages [here](#). If you have developed practice that you would like to celebrate and share with the network, please get in touch with us at trauma.informed@bristol.gov.uk

Aspirations for the Bristol TIP network

You told us:

We agree with you and would like to:

- Develop a shared language and understanding
- Encourage collaborative working across the Bristol footprint
- Identify potential challenges to trauma informed practice
And work together with partners to identify solutions
- Share resources and best practice around trauma informed policies and practice
- Facilitate multi professional / agency connection and peer support amongst Network Members
- Collectively raise awareness and understanding of ACEs and trauma and how they can impact on behaviour

'The network is a fantastic platform for disseminating best practice, research findings, finding potential collaborators.'

'Wanting to pull together all those settings who have undertaken trauma training, what the impact has been and support through other colleagues working towards the same goals'

'The network can support 'a greater understanding of the diverse learning needs and approaches to support becoming T-I, cultural competence and how to create safe spaces in diverse places.'

We will offer

- Quarterly network meetings
- Quarterly Updates – share your TIP best practice examples / publish relevant events
- Updates on local and BNSSG wide strategic developments
- Access to TIP and other related training
- Updating KBSP website with TI information

Local progress and developments in Bristol – Bonnie Curran

We set out our ambition to work towards being a trauma informed city in the Bristol One City Plan. We aim to be a city where we can disrupt intergenerational cycles by preventing ACEs and trauma, and strengthening resilience in individuals, families and communities, leading to better life outcomes. Our local approach to developing trauma informed practice has developed over time. In 2019 our language and framework was centred on Adverse Childhood Experiences, 'ACEs', but this has matured to a focus on 'trauma' and work to develop trauma informed systems and practice. Initially the development of a co-ordinated approach to embedding trauma informed practice was led by a Health Integration Team (HIT) supported by Bristol Health Partners which brought multi-disciplinary partners together to develop our local approach and drive culture change and practice. In 2022 the Adversity and Trauma HIT merged with a Trauma Oversight Group which has been established within Healthier Together, our local Integrated Care System (ICS).

This partnership group within Healthier Together is a collaboration across Bristol, North Somerset and South

Gloucestershire. It engages partners across the voluntary and community sector, lived experience representatives, Avon and Somerset Police, health and care providers, Education, the University of Bristol and the University of the West of England, Children and Family Services, Public Health, and Adult Social Care.

You can read more about the Adversity and Trauma Health Integration Team here: [Bristol Health Partners: Health Integration Teams](#) and about Healthier Together here: [What is Healthier Together? - Healthier Together \(bnssghealthiertogogether.org.uk\)](#)

Our commitment to develop and embed trauma informed practice within Bristol is shared by the Health and Wellbeing Board and the One City Children and Young People's Partnership Board. The intent is increasingly clear in key local strategy including for example, the Bristol Belonging Strategy for Children and Young People, Bristol City Council's Corporate Plan, and our local Corporate Parenting Strategy, and this strategic intent is following through into local commissioning and direct practice.

Special Guest: Hazel Renouf new in post as Trauma Informed System Manager BNSSG

In January 2023 I started in the role of Trauma Informed Systems Manager, leading on the Bristol, North Somerset and South Gloucestershire (BNSSG) Trauma Informed System Programme. This role is hosted by the NHS Integrated Care Board in BNSSG but takes a whole system approach, working across sectors and alongside organisations from health and social care, criminal justice, education, the voluntary sector and lived experience, among others. The main objective of this work is to embed Trauma Informed Practice in a consistent and coordinated way, to bring about sustainable, organisational change in systems and services by taking a collaborative, long-term approach, drawing on lived experience, cross-sector partnerships, community organisations and relationships.



I am currently overseeing the development and implementation of the BNSSG Trauma Informed Knowledge and Skills Framework. I hope this document will support the creation of a shared understanding and commitment to the principles of Trauma Informed Practice across BNSSG, and that this document will provide practical tools to enable organisations within the system to start their journey to becoming Trauma Informed or strengthen work that already exists. An important aspect of the Trauma Informed Systems programme of work is drawing on and contributing to the growing evidence base and best practice in this area, with a focus on our learning and experiences of creating a Trauma Informed System. Creating and supporting local and regional opportunities for practitioners to come together to share their experiences and share best practice can also be a way of further embedding Trauma Informed Practice across the system. A BNSSG Trauma Informed system has real potential to achieve tangible and significant outcomes for individuals, communities, staff, and others, by improving mental, physical, social, emotional, and spiritual wellbeing and by reducing health inequalities.

Network Team introductions



Helen
Emmings

I lead on the development and integration of a Trauma Informed Approach across Changing Futures Bristol, with the ambition of changing the way we work with people experiencing Multiple Disadvantages so that we recognise and respond to trauma at every stage. I believe wholeheartedly that the relationships we form have the most powerful impact on recovery from trauma. Changing Futures provides the most exciting opportunity to build safe, compassionate, and authentic relationships across the system and with those facing multiple disadvantages.



Carolin Peto

I have the privilege to be the Commissioning Manager for Trauma Informed Practice, on one year secondment. My responsibilities include facilitating the Bristol TIP network, to develop trauma informed commissioning tools for BCC, to support our BCC system changes collaboratively, to co-deliver adversity and trauma training, to publish a trauma informed training catalogue to support Bristol organisations, to widen and support effective partnership work across Bristol. I am excited to support BCC to become a trauma informed organisation and Bristol a trauma informed city and want to invite you all to join our movement!



Natalie
Keeley (Nat)

I am the Training and Development Officer for the Keeping Bristol Safe Partnership (KBSP). I am passionate about supporting trauma informed practice across Bristol's safeguarding system having been a trauma-informed safeguarding practitioner as well as through a lived experience lens. I am currently co-facilitating inter-agency introduction trauma and adversity awareness sessions to support with our bid to become a trauma-informed city have included trauma informed practice in all the KBSP inter-agency training programmes. I now have commissioned expert partner Dignifi Ltd to deliver inter-agency Advanced trauma and adversity sessions.

Interesting Ted talk / webinars / videos:

[Racial trauma and allyship - YouTube](#) facilitated by Sarah-Jane Freni from Changing Futures Bristol
With panel members Temba Kundai Mahari (Equality, Diversity and Inclusion (Lead), Helen Emmings (Trauma Informed Lead) and Victoria Phair SARI

[Good relationships are the key to healing trauma | Karen Treisman | TEDxWarwickSalon - YouTube](#) – Karen Treisman TEDx Talk

ACE video [ACES Primer HD - YouTube](#)

Brain Builder [How a child's brain develops through early experiences - YouTube](#)

[Opening Doors: Trauma Informed Practice for the Workforce on Vimeo](#)

Understanding Racial Trauma [Understanding Racial Trauma - YouTube](#)

[Brené Brown on Empathy vs Sympathy - Bing video](#)

Step inside the circle [Step Inside the Circle - YouTube](#) Frizi Horstman

[Sowing Seeds: Trauma Informed Practice for Anyone Working with Children and Young People on Vimeo](#)

Training:

KBSP have commissioned Dignifi Ltd, an independent organisation, to deliver inter-agency advanced trauma and adversity training sessions. The training sessions will begin in May 2023 and the dates for these training sessions will be made available at the end of March 2023 on the KBSP training page [Welcome to the Keeping Bristol Safe Partnership website. \(bristolsafeguarding.org\)](#)

If you would like to advertise training events here, that align to our trauma informed approach please get in touch by emailing Trauma.informed@bristol.gov.uk

Other key resource links:

[Welcome to the Keeping Bristol Safe Partnership website. \(bristolsafeguarding.org\)](#)

[Learning Hub — Changing Futures Bristol](#)

PhD opportunity at University of Bristol: Co-producing a programme theory and framework for evaluating trauma-informed organisational change interventions in UK primary care:

<http://bristol.ac.uk/primaryhealthcare/news/2023/applications-open-for-nihr-school-for-primary-care-research-phd-fellowship.html...> Deadline 20 April 2023.

TIP Update

If you would like to help write or design these quarterly Updates you would be very welcome! Please get in touch with us by emailing trauma.informed@bristol.gov.uk

Dates:

Next Bristol TIP network meeting Tue 16th Mat 2023 10am – 11.30am (Zoom)

Please sign up here: <https://forms.office.com/e/SVrNkk8MpB>