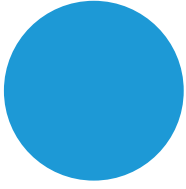




Trauma-Informed Educators™

www.rockpool.life



About Rock Pool

Rock Pool www.rockpool.life is a Community Interest Company that provides training and consultancy services for organisations that support people that have been affected by trauma.

Founded by Sue Penna and Kirsty Mooney, who have over 40 years combined experience working in frontline services that support people that have been affected by complex and developmental trauma.

Rock Pool has a vision of a society that is trauma informed. We understand that trauma is universal. Our mission is to transform society to accept this reality by understanding how behaviour is influenced by trauma. We believe that trauma-informed awareness and practice in society delivers hope, resilience and recovery.

Chief Creative Officer: Sue Penna has worked with individuals who have psychological trauma as a result of ACEs for over 30 years within the NHS and independently. Sue is the lead author of the ABC of Training Package including the Trauma Informed Educators programme. She has also written a number trauma informed Recovery Programmes focused on Domestic Abuse, Sexual Violence and Adverse Childhood Experiences (ACEs).

Chief Executive: Kirsty Mooney has 14 years' experience of working in the public sector at a senior strategic multi-agency level specialising in Community Safety, Domestic Abuse and Family Intervention, for which she was nationally recognised.

Rock Pool is a growing company. From January 2017 to January 2020 we have delivered over 225 training courses to approx. 6100 delegates.

Our customers include West Midlands Office of the Police and Crime Commissioner (trained approx. 920 delegates), Hampshire Office of the Police and Crime Commissioner (trained approx. 154 delegates and continuing to provide training), The London Borough of Barking and Dagenham (trained 636 delegates), Manchester City Council (trained 650 delegates and continuing to provide training) and Birmingham Children's Trust (trained 150 delegates and continuing to provide training).





Rock Pool's ABC of Trauma

We know that living through traumatic events is a common experience that can have a wide range of impacts on health, mental health, education and justice. We believe that by taking a trauma informed approach we can change society. The ABC of Trauma is one of Rock Pool's solutions to support making our mission a reality.

The Rock Pool ABC of Trauma training consists of four tiers:

- Tier One: Introduction and Awareness (Half day training event)
- Tier Two: Practitioner (One day training event)
- Tier Three: Enhanced (One day training event)
- Tier Four: Trauma Informed Educators (Modular Programme)

Devised by our Chief Creative Officer, Sue Penna who leads a Research and Development team that ensure they stay up to date with national policy, standards and developments. The team is comprised of practitioners and experts by experience with decades of experience in relevant fields of work. The team undertake regular desk top research, attend and speak at conferences and maintain an active social media presence.

In order to develop our Trauma Informed Training in line with the latest innovative research and practice, Sue visited America with a cohort of specialists visiting organisations and academics working in this field. This included Lincoln High School (Paper Tigers) and Spokane University.

The ABC of Trauma Tiers 1 – 3 has been created using best practice including the 'Transforming Psychological Trauma: A Knowledge and Skills Framework for the Scottish Workforce' by NHS Education for Scotland.

At Rock Pool we believe that being Trauma Informed is a journey that keeps on going. Being trauma informed isn't a set of techniques to be applied or a check list to show for evidence.

As individuals we need to always be aware and reflect on our interactions with others and the environment within which we work and the integrity with which we engage others.

We have designed the ABC of Trauma and Trauma Informed Educators (Tier 4) to educate and challenge.

Module One

In this module we will be looking at trauma, the impact of trauma and at recovery and resilience.

We will discuss the prevalence of trauma and consider the Adverse Childhood Experiences study and theories that underpin our understanding of trauma and the developing brain.

We will go on to look at types of stress and trauma in adulthood and how this can manifest and present. Towards the end of the Module we will discuss recovery models and building resilience.

We will start this Module by looking at brain development in childhood.





The training provides participants with the skills and information to enable them to advocate for Trauma Informed Practice and advise on approaches to trauma informed work within their organisations.

This will include:

- how to deliver a trauma informed audit
- advise on policies and procedures
- better understanding on how to support staff and deliver supervision

In addition, participants will be trained to deliver the Rock Pool 2-hour Bitesize Trauma training.

By the end of this training our aim is to inspire and motivate delegates to facilitate the organisations they represent becoming truly trauma informed.

Trauma Informed Educators™ (TIEs)

The Rock Pool TIEs training equips delegates to become the lead 'Trauma Educator' within their organisation, so they can deliver lasting and sustainable change as organisations move towards trauma informed understanding.

It provides delegates with a thorough understanding of the prevalence and impact of complex and developmental trauma.

The training will include inputs from experts including those with organisation and cultural change knowledge.

We will share evidence based best practice from international research on what works.

The following outlines the module content:

Module One:

- How the Brain Builds
Serve and Return
Synaptic Pruning
Neuroplasticity
Epigenetics
 - Trauma
Prevalence of Trauma
Adverse Childhood Experiences (ACEs) Study
Asking about Trauma
 - The Brain's Response to Stress and Trauma
Autonomic Stress Response
Stress Dysregulation
Polyvagal Theory
 - Theories that Underpin our Understanding of Trauma and Brain Development
Nervous System's Foundations
Seven Areas of Development
 - Types of Stress
Positive Stress
Tolerable Stress
Toxic Stress
 - Types of Trauma
Developmental Trauma
Post-traumatic Stress Disorder
Complex Post-traumatic Stress Disorder
 - Trauma and Memory
 - Diagnostic Criteria and Differential Diagnosis
Behaviours and Labelling
The Disguise of Trauma
Changing the Discourse
 - What Helps? – Resilience and Recover
Core Life Skills
Resilience
Why is Resilience Important?
 - Developing Resilience
 - Psycho-education
 - Recovery Model
 - Neuro-Sequential Model of Therapeutics (NMT)
 - Grounding
 - Building Attachment
 - Emotional Regulation
 - Mindfulness
 - Vagal Nerve
 - Implications for Therapy, Education and Parenting
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Module Two

In this Module, we'll look at what it means to be 'trauma-informed', and how to lead and influence change in organisations as they move towards greater degrees of trauma-informed practice: from trauma-sensitive towards trauma-responsive.

We will also look at vicarious trauma and how to support and look after staff and ourselves to reduce the impact of working with trauma.



Module Two:

- The Need for Trauma-Informed Approaches
- The Benefits of Trauma-Informed Approaches
- What are Trauma-Informed Approaches?
- Trauma-Informed and Trauma-Specific
- Principles of Trauma-Informed Approaches
 - Safety
 - Trust
 - Choice
 - Collaboration
 - Empowerment
- Barriers to Implementing Trauma-Informed Approaches
- Impact on Staff
- Steps to Becoming Trauma-Informed
- Trauma Audit
 - Safety – Ensuring Physical and Emotional Safety
 - Cultural Safety – Ensuring Cultural Competence and Responsiveness to Diversity
 - Trustworthiness – Maximising Trust through Transparency, Consistency and Task
 - Choice – Maximising Service User Choice and Control
 - Collaboration – Maximising Collaboration and Sharing Power
 - Empowerment – Prioritising Empowerment and Skill Building
- Caring for the Caregiver
 - Burnout
 - Vicarious Trauma
 - Signs of Vicarious Trauma
 - Vicarious Trauma Warning Signs Checklist
 - Additional Risk Factors
 - Organisational Impact of Vicarious Trauma
- What Helps
- Put Your Own Oxygen Mask on First
- Organisational Strategies
- Policies and Procedures
- Leadership and Management
- Supervision
- Incorporating Trauma-Informed Approaches for Employees
- Personal Strategies
- Healthy Worker Checklist
- Developing a Vicarious Trauma Prevention Toolkit for Yourself
- Vicarious Resilience
- Leading and Influencing Change
- Change and Transition
- Change Leadership
- Transitions Leadership
- Change and Transition Plan



Module Three

The aim of this Module will be to equip you to deliver education to others in your organisation.

During Module Three you will have the opportunity to practise your training skills and learn to deliver Rock Pool's two-hour Bite Size Trauma Training.

We will also use this Module as an opportunity to reflect on what we have learnt throughout all three Modules.



Module Three:

- Facilitation Guide
- Making it a safe space
- Planning and Preparation
- Knowledge/Experience of subject
- Time Management
- Interpersonal Skills and Communication
- Flexibility
- Creativity
- Understanding Group Dynamics
- Facilitation Skills and Interaction
- Bitesize Trauma Training



“The ACE Training in Harpurhey was inspirational – this approach has the ability to really change outcomes for people. The session really brought to life how using a trauma informed approach is possible for everybody.”

Cllr Sue Murphy CBE, Deputy Leader,
Manchester City Council.



Quality and Impact

Delegates register for any of the courses in this tender via our Arlo online registration system and they then receive an email confirming registration, course joining instructions, course aims and outcomes. They will also receive Rock Pool's contact details in case of any questions or queries.

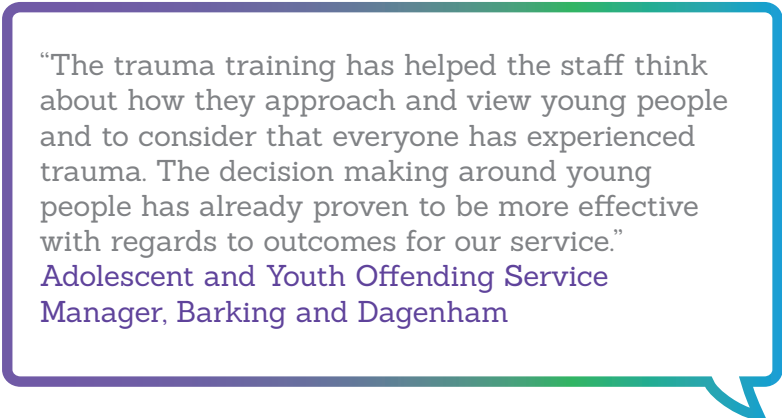
Upon registration to the course attendees are sent a pre course evaluation form that will enable Rock Pool to understand delegate learning needs.

At the end of the training event, trainers review course aims and outcomes with delegates and any other feedback. This is then reviewed by Rock Pool and any necessary amendments to the training are made.

Once the training has been completed, we send a thank you email to all delegates reinforcing our contact details if they have queries or concerns. We always provide on-going phone support to delegates and commissioners.

Delegates will also receive login details to the Rock Pool Learning Zone – this is delegate portal that holds course materials and resources for continued professional development.

As a trauma informed organisation our ethos is to promote cultural change therefore, we think it is important to support the delegates within the organisation in which they work. For the wider organisation we will produce an easy to understand, dashboard style, impact report. This report will include information from an online evaluation we ask all delegates to complete 12 weeks after course delivery in order to understand the impact and application of the training, including challenges and barriers to implementing trauma informed practice. Results from these reports will be shared with commissioners.



"The trauma training has helped the staff think about how they approach and view young people and to consider that everyone has experienced trauma. The decision making around young people has already proven to be more effective with regards to outcomes for our service."

**Adolescent and Youth Offending Service
Manager, Barking and Dagenham**

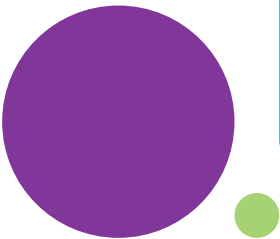


Training Delivery

Rock Pool training is designed to encompass individual participants' different learning styles (kinetic, visual, auditory and verbal). Training will involve didactic teaching, small group work, experiential skills practice and reflective practice.

Trauma impacts on us all and the importance of 'triggers' during training and the need for self-care and support is discussed at the commencement of all training sessions. All our trainers have the expertise to offer 'emotional first aid' if needed.

The quality of the training staff is crucial to the successful delivery of training. Our team of over 15 experienced trainers are sector experts and have been or are, senior front-line practitioners delivering trauma informed practice for children, young people and families. This authenticity enhances the training experience for participants.



"I can say without hesitation that the Rock Pool training has increased awareness of trauma and ACEs and there is a growing enthusiasm across the area to continue to move and change cultures to the point that public services naturally work in this way."

Strategic Lead - Violence Reduction Unit,
Commissioning and Contracts Manager
Hampshire Police and Crime Commissioner

Quality Assurance

Rock Pool has a Learning and Professional Development policy and all trainers have a CPD plan which is based on an independent external observation (that is completed on every trainer on a rolling 12-month basis), trainee feedback and supervision.

We have a strong governance structure in place with clearly defined levels of responsibility and authority, that can be shared if required.





Next Steps

If you are interested in finding out more information about any of our training courses or any of Rock Pool's work, please contact us:

✉ admin@rockpool.life ☎ 01803 659 191

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