Roots

Embedding Trauma-informed care into teams with Roots tool

Aim

For ELFT (Bedfordshire&Luton) to become a Trauma Informed Organisation which means adopting and embedding the values and practices consistent with Trauma-Informed Care in the care we provide, our approach to staff, our leadership and our policies and procedures

Trauma Informed Care Cultures

Realise the widespread impact of trauma and understand the potential paths to recovery

Recognise the signs and symptoms of trauma in service users, families, staff, teams and others involved in the system

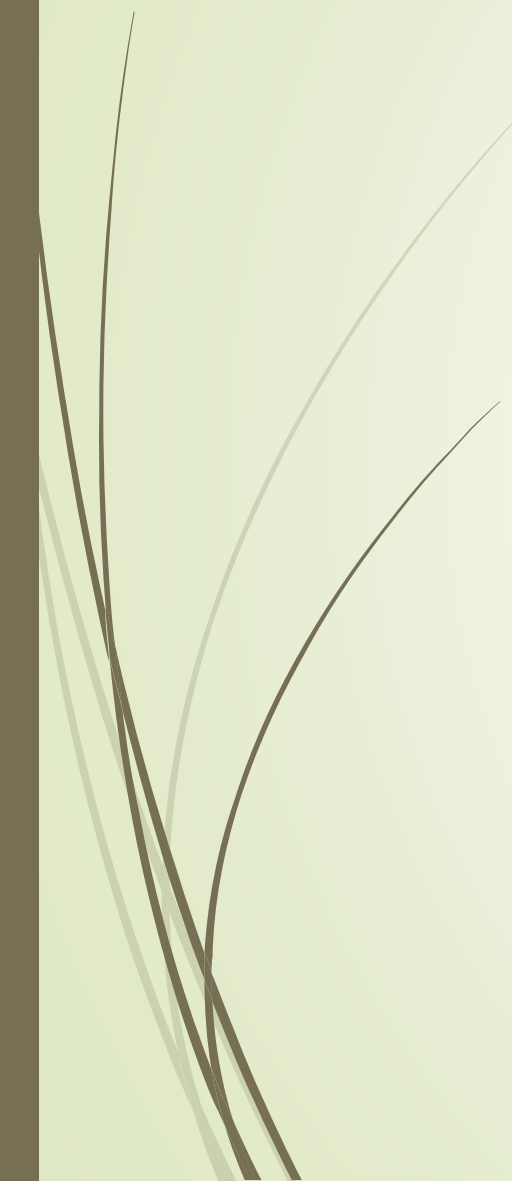**Respond** by fully integrating knowledge about trauma into policies, procedures and strategies

Resist re-traumatisation of our service users, their families, and the staff who care for them

Realise

Recognise

Respond

Resist

What is wrong with ✖ you?

What ✔ happened to you?

Safety

Trustworthiness and Transparency

Cultural, historical, and gender issues

6 Core Principles of Trauma Informed Care

Peer support and mutual self help

Empowerment, voice, and choice

Collaboration and mutuality

Knowledge and implementation cycle

- Developing our knowledge of TIC – usually through reading, attending workshops, and intense curiosity about working in line with this value.

- But time and knowledge acquired on training is lost unless applied into practice within 2 months.

- Putting it in to practice – shaping a system that provides structure and culture to support the culture change

- TIC Introduction Workshops

- Pilot of ROOTS structure to support move towards building on existing TIC practices

Introduction to TIC Workshop

- Introduction to trauma, trauma responses and trauma-informed care values and principles.

- Videos of narrated slides, followed by multidisciplinary discussions on the material shown, and reflections on how this approach could be applied in team/service.

Introduction to TIC Workshop

24 workshops have been run

525 staff have attended

2 bespoke workshops for administrators

Attended by DMT and all professional groups

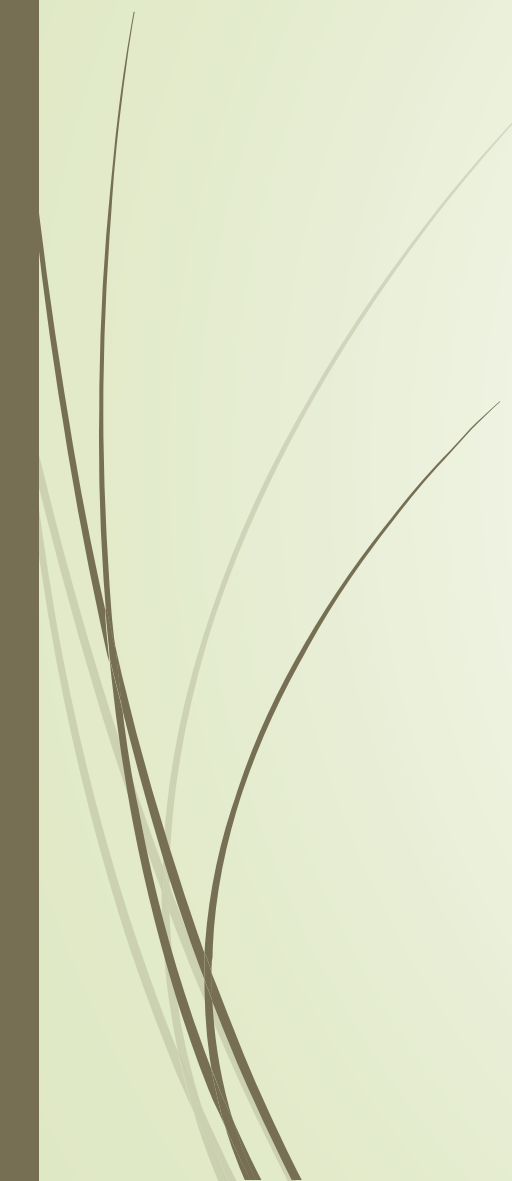Facilitators are from psychology workforce and there are 2 service user facilitators

Roots tool description

- A reflective framework for mapping the implementation journey of trauma-informed care

- Implemented through facilitated team sessions to assess their level of trauma-informed practice and create action plan – involves discussion and then group RAG rating of items in each of the 7 domains

- Framework allows for evaluation of progress and a constant cycle of improvement

- https://traumainformedcare.uk/the-roots-tool/

Roots – 7 domains

- Safety
- Language
- Social (relationships)
- Trauma-specific Interventions
- Empowerment
- Whole System
- Compassionate Leadership
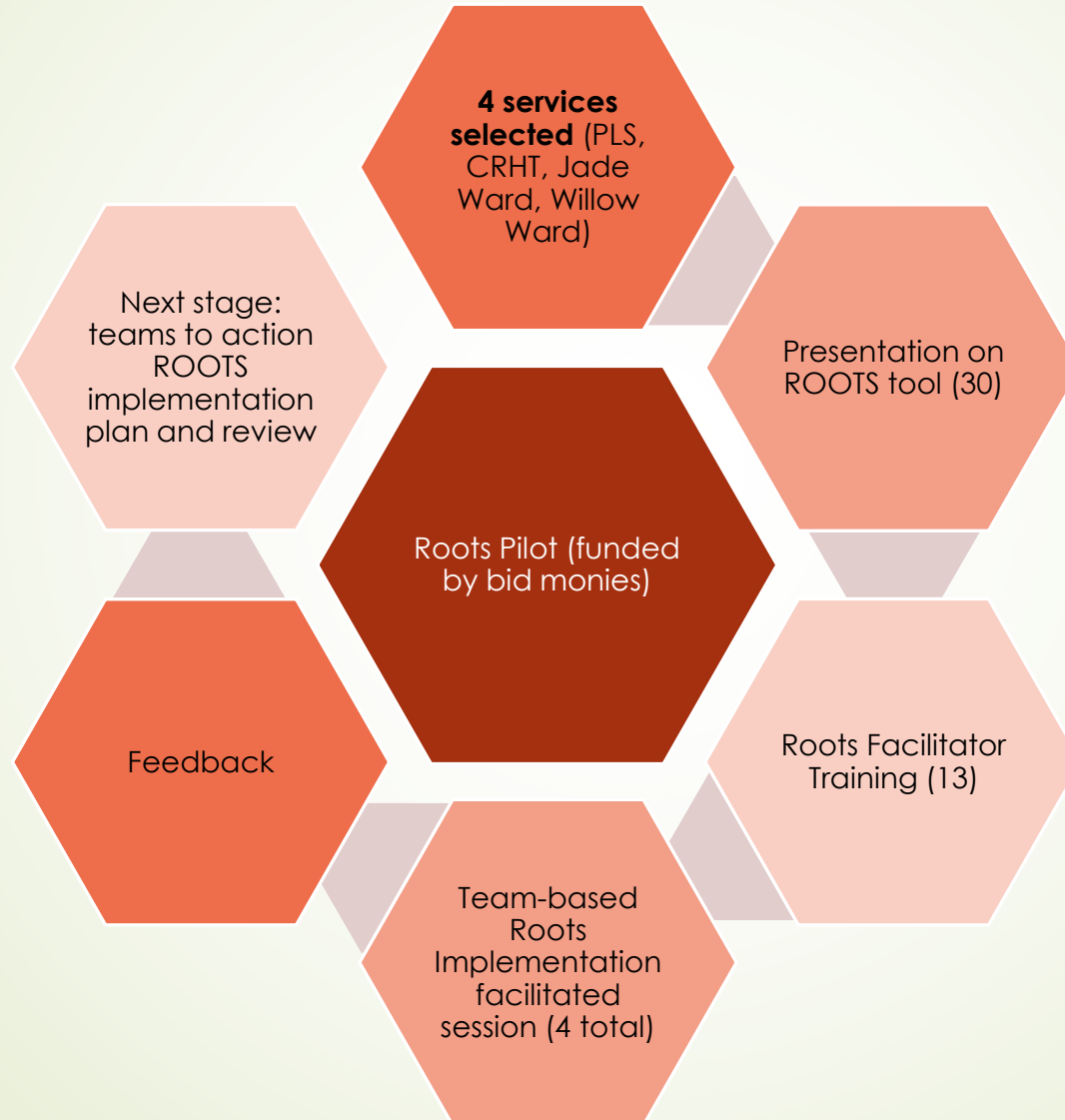
Example – Domain One **Safety**

Each domain holds 7-11 questions – can be adjusted to make more applicable to service

Domain One - Safety

Trauma-Informed Care needs the explicit promotion of environments, communities and practices which are physically, psychologically and socially safe for people who use services and staff. Therefore, an emphasis on safety from both a user and staff perspective is not only a critical basis for the start of any healing, but it is also preventative of harm to both service users and staff by prevailing practices. It is certainly not envisaged that safety can ever be absolute and harm minimisation attempts to mitigate long-term risks by short-term empowerment is important. Safety, in the long run, is rarely achieved by restricting freedoms.

Item	Applicable to Service	Implementation	Example
1. Service users are safe from physical harm			
2. Staff are safe from physical harm			
3. My team/service see's everyone as of worth with valid experience and opinion			

Implementation of TIC - Roots

4 services selected (PLS, CRHT, Jade Ward, Willow Ward)

Next stage: teams to action ROOTS implementation plan and review

Presentation on ROOTS tool (30)

Roots Pilot (funded by bid monies)

Feedback

Roots Facilitator Training (13)

Team-based Roots Implementation facilitated session (4 total)

Meta-evaluation of Roots process

We have developed a 'meta-evaluation' questionnaire for all participants to complete to get feedback on how they experienced the process

Date of Roots session:

Bedfordshire & Luton
mental health and wellbeing services
provided by ELFT

NHS

Roots Feedback

We would be grateful for five minutes of your time to hear about your experiences of your Roots session today to help us consider what is going well with the process and what could be improved in the future.

Your responses will be kept anonymous.

How much do you agree with the following statements:
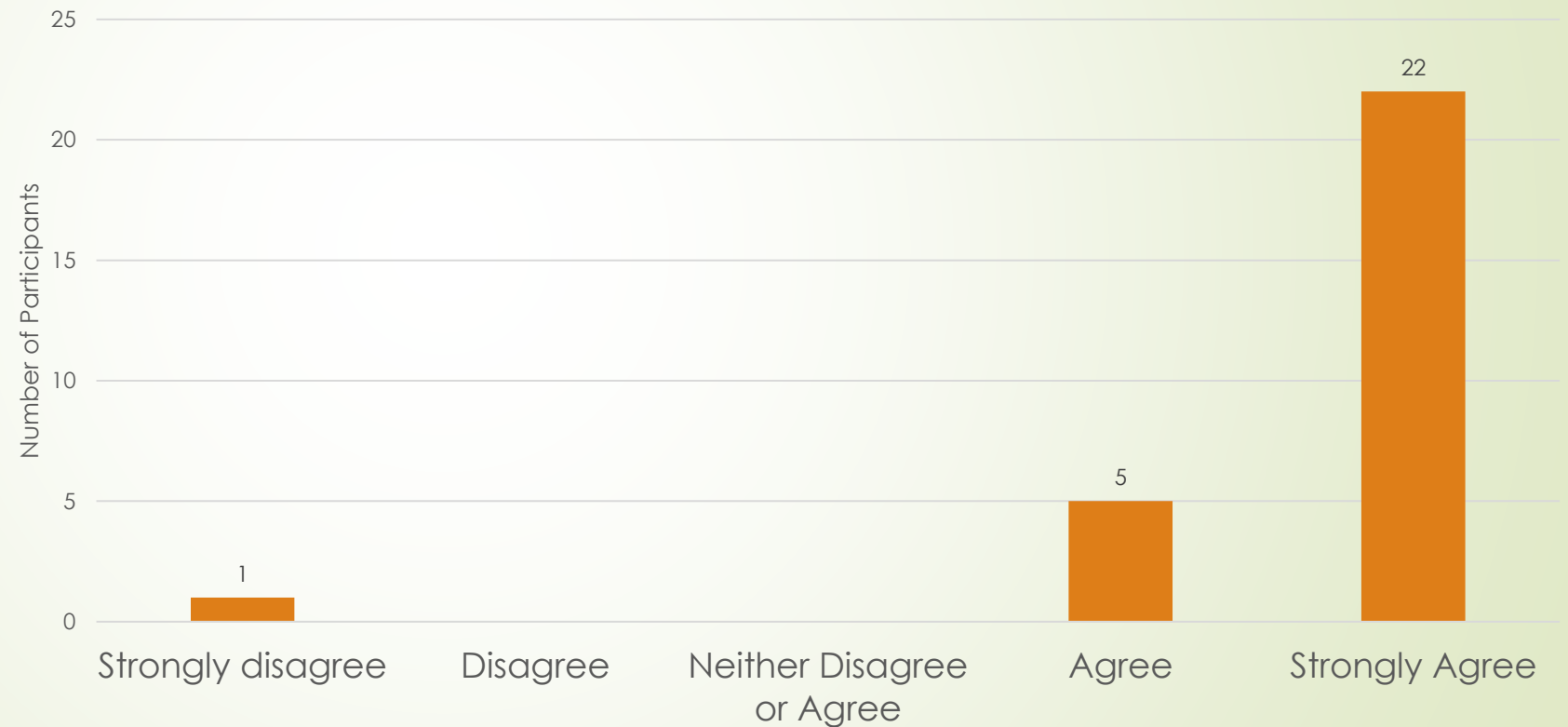
1. I found today beneficial for my clinical practice

| Strongly Disagree	Disagree	Neither Disagree or Agree	Agree	Strongly Agree

Quantitative Data

N of participants who felt that the Roots training session benefitted their practice

- 78.5 % Strongly Agree
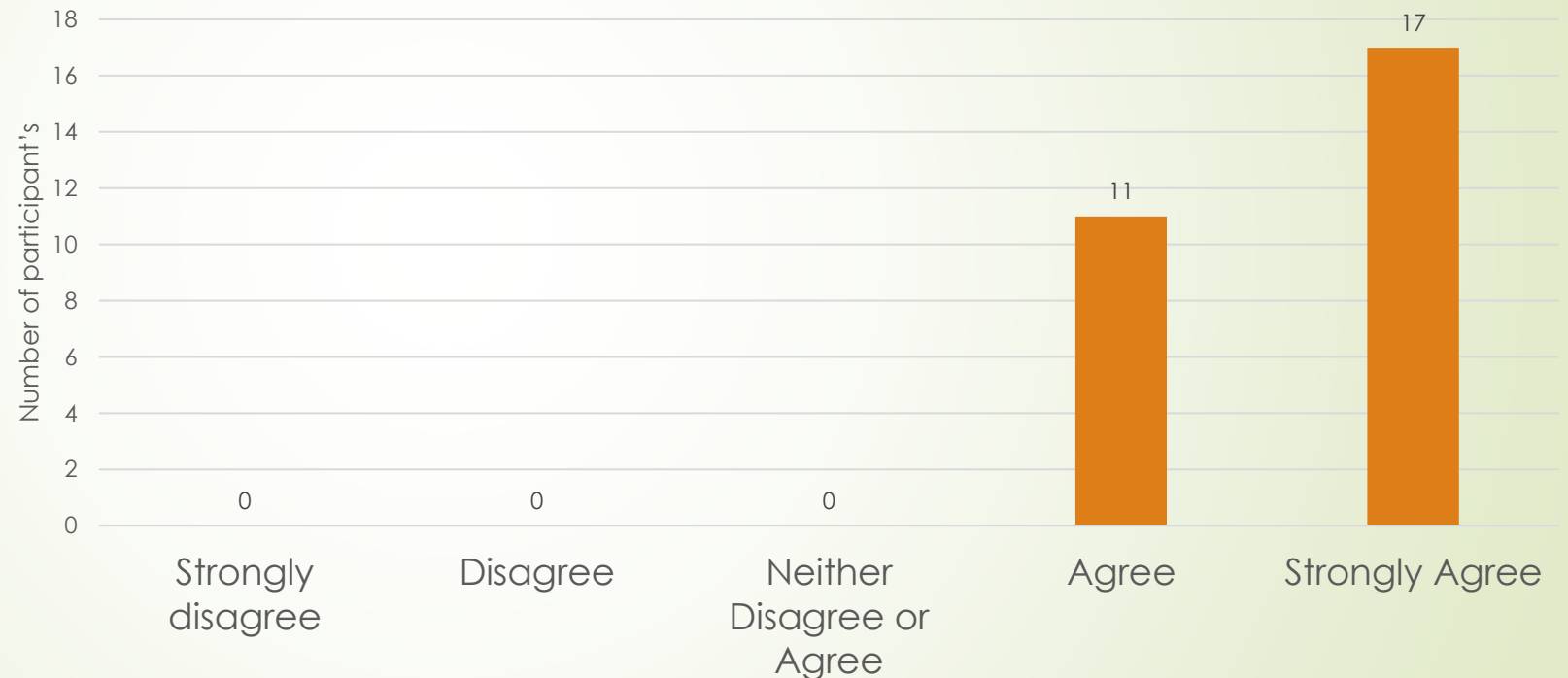
- 18% Agree

- 1 participant strongly disagrees

N of participants that felt their team has clear aims/goals to work on following the Roots training session
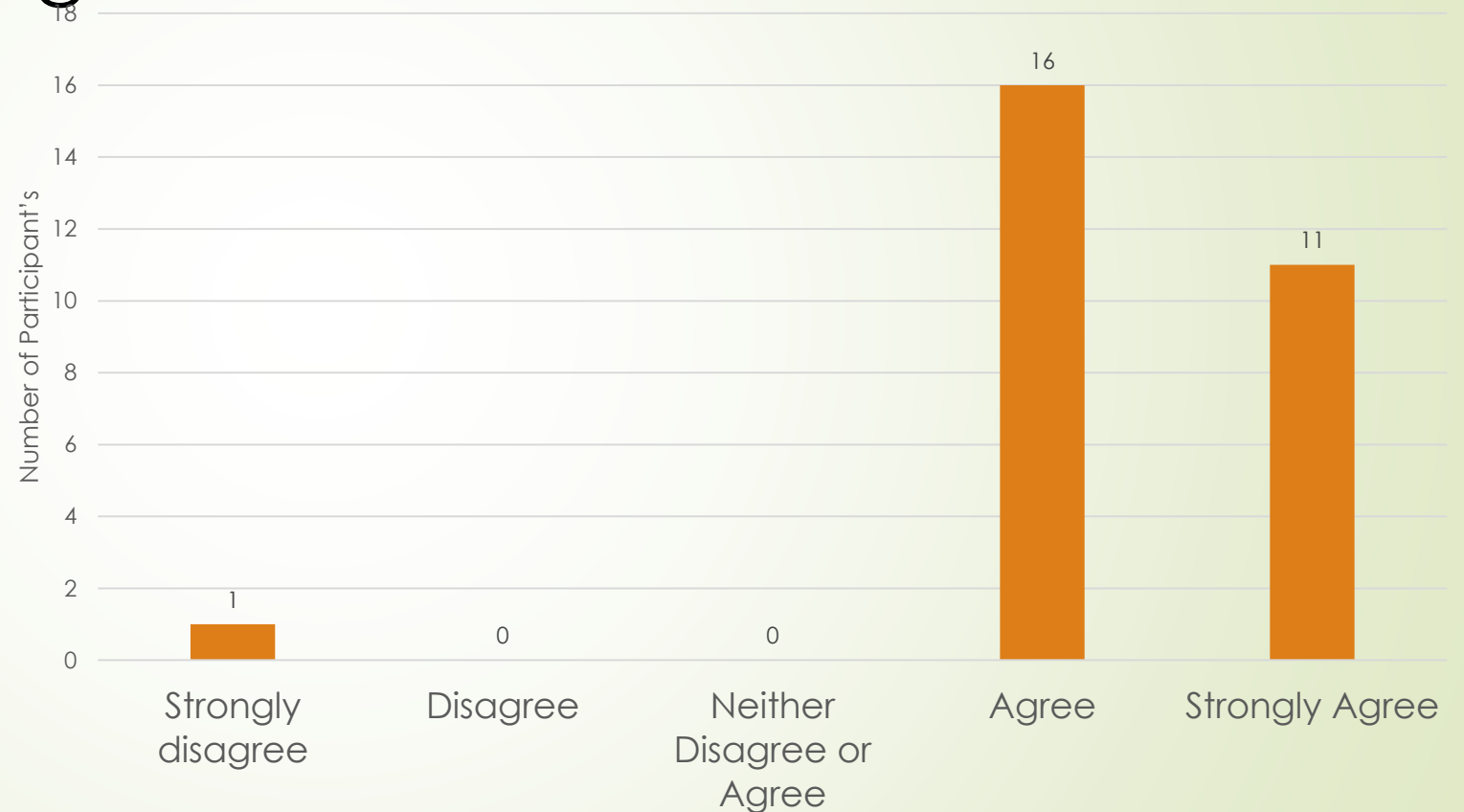
- 77% Strongly Agree
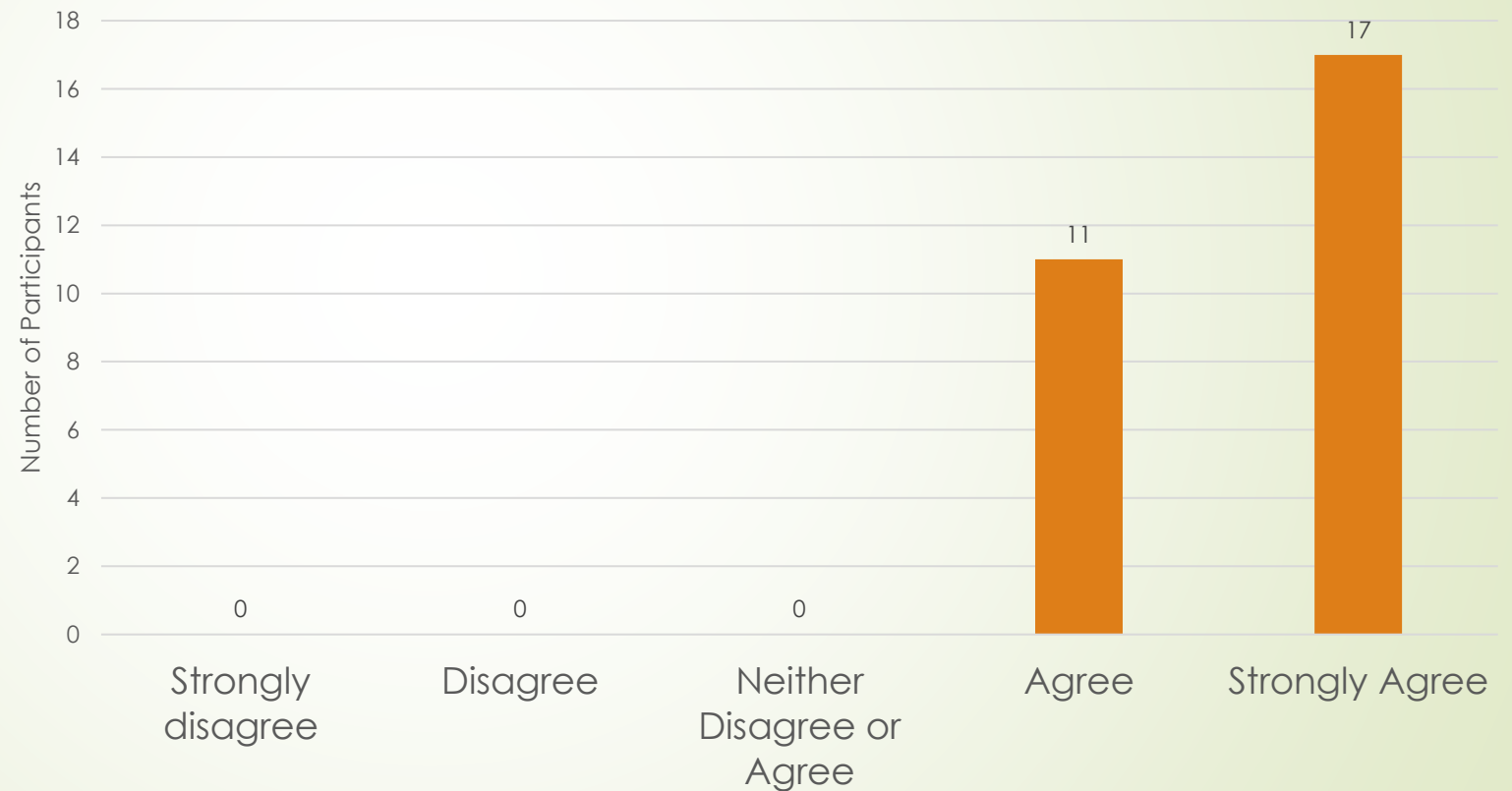
- 39% Agree

N of participants that felt they learnt something new/gained a different perspective from the training

- 77% Strongly Agree

- 39% Agree

N of participants who felt confident in their ability to take their learning from the session and integrate back to their team

- 39% Strongly Agree

- 57% Agree

- 1 participant strongly disagrees

Qualitative Data

Participant's views on Trauma Informed Care

- Empowering for the service user as it is recognises the impact of previous experiences upon current experiences

- Should be at the heart of all practice, provides meaningful/recovery based care

- It has personified what it means to deliver personalised care for patients whilst considering the facts that can challenge our ability to do this effectively.
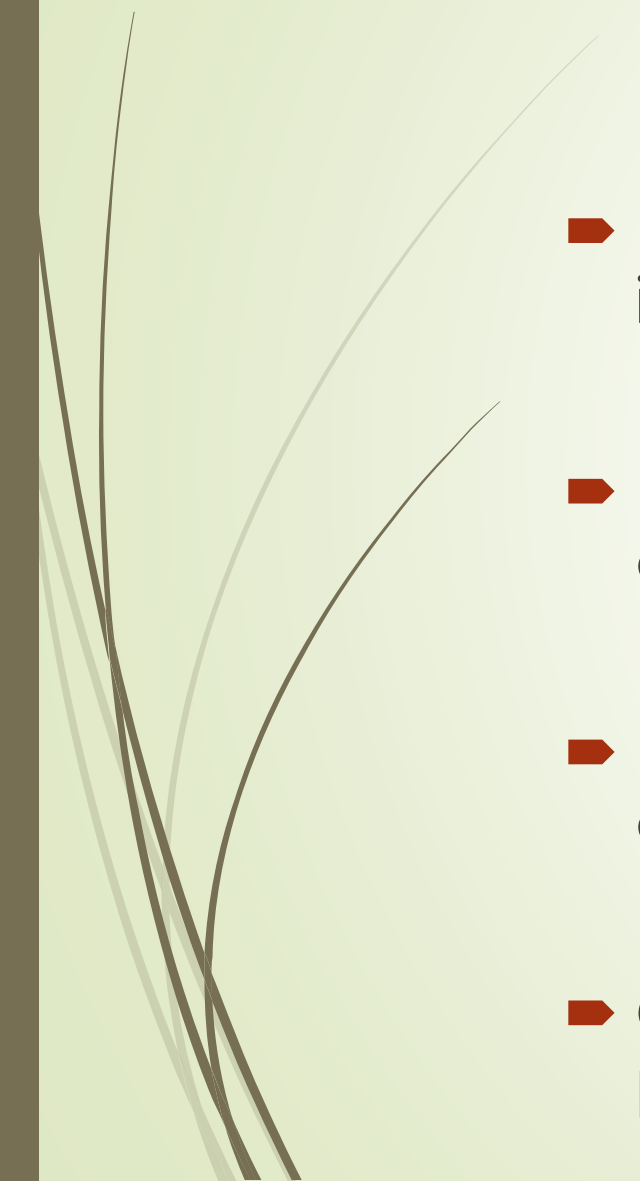
Participant's experience of what it was like to be part of the discussion during the Roots session
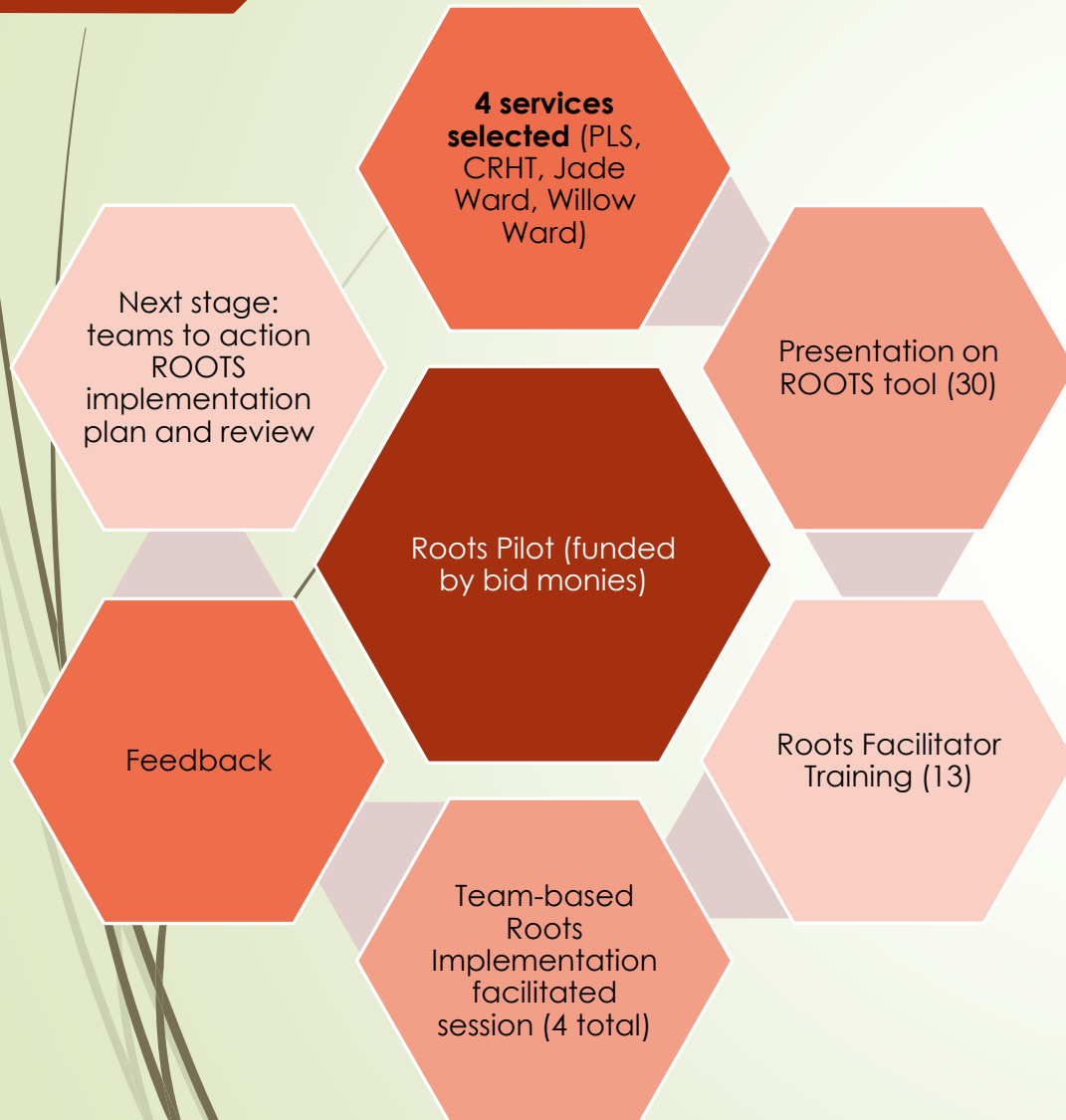
- Very good - discussions were rich with information and healthy debate

- Was a safe place for reflection and to challenge our current practice

- Inspiring and thought provoking

What participants found useful in the Roots session

- ► Having different dynamics/roles within the group. Really insightful

- ► Having a better understanding of the patient pathway and supporting staff who struggle

- ► Reflecting on our services and where we are at, What areas needs attention

- ► Open discussion, understanding things from a different perspective

Pilot sites – Process and next steps

4 services selected (PLS, CRHT, Jade Ward, Willow Ward)

Next stage: teams to action ROOTS implementation plan and review

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Roots Pilot (funded by bid monies)

Feedback

Roots Facilitator Training (13)

Team-based Roots Implementation facilitated session (4 total)

- ▶ Phase 1: training of staff and facilitators (training videos in progress)
- ▶ Phase 2: Group of staff (with all roles represented) met together to start the ROOTS tool process (with the author present). An action plan was produced
- ▶ Phase 3: Developing a local plan to start work on the action plans
- ▶ Phase 4: Embedding process of continuous evaluation and improvement
- ▶ Undertake Roots process with group of service users

Any questions?