



Trauma Informed Plymouth Network Annual Report November 2023

We only exist because of the insight, drive and passion of our membership and because of generous funding from Changing Futures who fund our network coordinator roles and much of our training delivery.

1) List of Directors and resignations

The current Directors registered with Companies House are:

- Shelley Shaw – appointed 22 December 2021
- Anna Moss – appointed 22 December 2021
- Laura Griffiths – appointed 07 October 2022
- Sarah Cox – appointed 13 February 2023
- Richard Woodland – appointed 12 August 2022
- Matt Bell – appointed 20 September 2022

Please note there is no payment for any Director roles.

Director Resignations

Simon Hardwick 22 December 2021 – 11 August 2023

Ollie Mackie 22 December 2021 – 23 October 2023

Liz Llewellyn-Rees 27 September 2022 - 08 June 2023

Stuart Francis Dubois 08 August – 10 October 2022

Our thanks to Simon Hardwick; founding member of the Trauma Informed Plymouth Network who has chosen to step down from the director role though will continue to be a loyal supporter and advocate of the Network.

Simon Hardwick has been one of the key driving forces behind trauma informed practice in Plymouth since an early conversation between two of our founding members at a community safety event in January 2018. From the start of those conversations, he focused on the importance on winning hearts and minds, developing a narrative that partners from across the city could relate to and building a movement for change that made people feel hopeful about making a difference.

His leadership approach is based on modelling the values we have all signed up in our trauma lens - he knows the importance of walking the walk.

The success of the Trauma Informed Plymouth Network has been shaped around Simon's commitment to building trusted relationships with partners from across the city, creating a space where we can move beyond narrow organisational perspectives into a genuinely collaborative space. He has centred the police as key partners in the ambition to become a trauma informed city, for example he put the local Basic Command Unit (BCU) leadership team forward for us to prototype our systems leadership work.

Simon's influence extends well beyond the local conversation on trauma informed practice. We have shared our trauma network model and the concept of Child Centred Policing at World Health Organisation international meetings and at All Party Parliamentary Group meetings, putting Plymouth on the map as a city where we have innovated and changed the culture using a grassroots movement.

Simon has been key to engaging people who then learn more and champion the values of the Network. Simon has been key to ensuring the Network always stays true to our values and ethics.

We cannot thank Simon enough for his contribution to the Network and the City.

Our thanks also to Ollie Mackie who has also chosen to step down from the director role though will continue to be a loyal supporter and advocate of the Network.

Ollie Mackie has been a guiding force since the beginning of the Trauma Informed Network when research about Adverse Childhood Experiences started to be shared locally. Ollie has provided a lens of curiosity to explore how this applies in the Plymouth context and what this means for our families and communities. Ollie provided the space and opportunity for trauma informed approaches to be tested and developed and had a key role in developing the initial workforce development survey that was distributed across the city in 2018, leading to the creation of the initial training and workforce development group. Ollie's commitment to participation and the voices of children through a children's rights perspective has supported the Network to ensure people are at the centre of our thinking.

Ollie provided specific support by hosting the coordinator role and providing line management in a time of significant learning for the Network as it moved into being a Community Interest Company. Ollie's dedication 'behind the scenes' has given stability through a time of change and enabled the Directors to come together in a space of openness with integrity. Ollie has modelled the values of the trauma network through his director role and his approach will be missed.

Our thanks Liz Llewellyn-Rees who started out as our finance director. Liz brilliantly remains our accountant and we are incredibly grateful for her financial focus and expertise.

Our thanks to Stuart Francis Dubois who was briefly a director but soon acknowledged that sometimes a role doesn't transpire to be as expected.

2) Network Co-ordinator's Report

The Trauma Informed Plymouth Network (TIPN) was established in early 2018 as an innovative response to the emerging evidence regarding childhood adversity and the impact of trauma on people, communities and those delivering services. We are proud to be a grassroots, community network with lived experience of trauma and adversity at its heart.

Our membership now extends to over 900 members from across the public, private, voluntary and community sectors with a shared intention to learn together and promote trauma-informed and shame-sensitive practice. We do not deliberately recruit; people join because there is something about a trauma informed approach that captures people's imagination and provides a shared language and cohesive scaffolding to why what we do works, when we work in a trauma sensitive way. We have resisted any notion that trauma informed is just the latest buzzword; it represents a cultural shift that is taking place and growing momentum across our city and beyond.

We serve to recognise the pervasive legacy of the impact of experiences of trauma, adversity and social injustice across the lifespan. Simultaneously, we counter the deficit-based and deterministic narrative associated with the adverse childhood experience research by celebrating the strength, personal growth, innovation and creativity that can also emerge from such experiences with the right protective, supportive buffers.

Over the years, 'branches' of the Network have organically grown and evolved where interested people come together to consider how to promote and celebrate trauma informed practices.

Workforce Development 'branch'

The first of our 'branches' to emerge, the workforce development branch was established to share learning and promote trauma informed cultures across organisations. We meet every 6 weeks to consider workforce development need and response. Our trauma informed practice course has proved to be in high demand reaching over 3,000 members of the Plymouth workforce and beyond since January 2020. In response to this demand, we have recruited a training 'pool' of six additional facilitators to support delivery as training has been the dominant activity of the Network since the last AGM.

Lived Experience 'branch'

The Lived Experience 'branch' of the Trauma Informed Plymouth Network started in 2019 out of a recognition that people who gravitate towards certain professions often do so because of our own lived experience of trauma, adversity and/or injustice. However sometimes we do not feel able to disclose this or feel safe enough to be vulnerable with employers or colleagues when work impacts on our lived experience, or our lived experience impacts on our work. The group became an opportunity for people to show up authentically and share space with others with similar experiences.

The space has evolved to welcome anyone who is trying to navigate the world from a perspective of lived or living experience. This is a 'lanyards-off-at-the-door' space where we can all show up as our authentic, "perfectly-imperfect" selves. The group strives to be as safe a space as possible; a place to connect, share and grow. We also seek opportunities for the voice of Lived and Living Experience to inform, challenge and steer thinking, policy and practices in our city with the ambition of creating system-wide change.

There has been a new iteration of the group this year with new members joining. This has prompted an evaluation of the group's terms of reference and structure for the meetings. The group meet monthly at a neutral space in Plymouth with the option to join online to increase accessibility. The sessions are collaboratively facilitated by members of the group with additional support from Si Parham from Improving Lives Plymouth.

Inclusion and Resilience 'branch'

The Black Lives Matter Movement provided a real moment for reflection for us within the Network, compelling us to ask whether we are sufficiently inclusive to all. We want to create a space where we can explore issues of cultural and racial trauma and the long-term intergenerational impact of systemic discrimination and oppression.

We want to challenge our thinking about how race, class, gender and other individual characteristics 'intersect' with one another and to campaign for culture change around issues of misogyny and male violence.

We want to be aspirational about challenging community expressions of disadvantage, thinking about events that traumatise at a community level and about organisational and system-induced trauma. Ultimately, we want to help promote community resilience after community manifestations of adversity and trauma.

Since August 2023, the newly formed Anti-Racism Working Group has aligned with the Inclusion and Resilience 'branch' with bi-monthly meetings devoted to anti-racist practice. Mandeep Singh Kallu, NHS Workforce Racial Equality Expert, has so far delivered two presentations on anti-racist practice.

Individuals, team and organisations continue to attend the Inclusion and Resilience 'branch' to review policies and procedures using our Trauma Lens.

Education 'branch'

During the COVID-19 pandemic the education branch paused its activities to allow those working in schools to concentrate on caring for children and families. As the pandemic restrictions lifted, in the summer of 2022, we decided to try and re-establish regular meetings once again.

- June 2022: Courtlands Special School delivered a presentation to the Network outlining their journey towards becoming a trauma-informed school.

- October 2022: branch members met online and created ‘jam boards’ outlining possible activities for the group.
- March 2023: due to generous funding from the Plymouth Pathfinder project, branch members met face-to-face at the Future Inn, and heard stories about four organisations journeys towards trauma-informed practice in the education sector: Plymouth Pathfinder, Exmouth Community College, Bridgewater and Taunton College Trust, and Milford Special School.
- June 2023: the branch met online again to begin to draw together a series of relational guidelines that could be incorporated into behavioural policies across schools in the city.

Plymouth Mental Health Collective

Our newest collaboration! A reincarnation of the Plymouth Mental Health Network which ran from 2010-2018, we have relaunched as the Plymouth Mental Health *Collective* and become a branch of the Trauma Informed Plymouth Network. So far there have been two community listening events with guest speakers and lunch to provide an opportunity to explore how can we work together as a collective to support mental health in Plymouth.

Aims of the Plymouth Mental Health Collective:

- **Be a platform for change:** advocating change and raising awareness about important issues.
- **Improving connections:** providing opportunities for collaboration and partnership between grassroots and other organisations.
- **Building a sense of community:** inclusive collaboration, leading to improved support, teamwork and trust.
- **Capacity building:** providing professional development opportunities between organisations and sharing best practices.
- **Leveraging strengths:** collaborating to achieve shared goals and outcomes.
- **Be a sharing circle:** providing access to information and resources that organisations may not have, such as funding opportunities, training, and expertise.
- **Greater visibility:** improving prominence leading to greater support and funding opportunities.
- **Improvements to funding:** providing opportunities to diversify sources by identifying new donors, sponsors, and partners.

Criminal Justice and Care Experience ‘branches’

Despite exceptional support and attendance, both the criminal justice and care experience ‘branches’ have had to be put on hold this year due to capacity issues. There is huge appetite for a focus on these areas and we hope to re-ignite both ‘branches in the new year.

Work to improve the visibility, communication and influence of the Trauma Informed Plymouth Network

- Our **website** was launched in November 2022. It has since been searched for 1.7K times! www.traumainformedplymouth.org
- We are doing our best, learning, reflecting and planning how to do more with social media. We have a **Twitter/X** page with 272 followers <https://twitter.com/PlymTraumaNet>
- A Trauma Informed Plymouth **Facebook** page already existed and we were approached by the hosts to collaborate. There are 288 members. Search Trauma Informed Plymouth on Facebook.
- Our [YouTube channel](#) has proved to be really popular with recordings of some of our incredible guest speakers from the world of trauma for you to watch in your own time @traumainformedplymouthnetwork

Workforce development/training update

We have delivered trauma informed practice training and presentations to over 3,000 members of the Plymouth workforce (and beyond) since January 2020.

A non-exhaustive list of organisations who have participated in trauma informed practice training since the last AGM in June 2022:

All organisations working with children, young people and families via the Plymouth Safeguarding Children Partnership (monthly sessions)
 DPT and Livewell staff involved in the Community Mental Health Framework (8 sessions)
 Devon and Cornwall Police Custody Staff from 6 police custody suites (5 sessions)
 Devon Training Hub – professionals joining or returning to working in primary care (6 sessions)
 Plymouth University Integrative Health and Social Care students
 Peninsula Dental School 1st and 2nd year students (integrated curriculum activity)
 Bath University Student Support Staff (5 sessions)
 Exeter University Student Support Staff
 PATH
 Westward Housing (4 sessions)
 South West Intervention Services
 Robins Respite and Life Skills Centre
 Devon and Cornwall Refugee Service
 Ukrainian Host Families – in collaboration with Plymouth HOPE (5 sessions)
 Changing Futures volunteers
 Fountain House Head School
 Compton Primary School
 Leigham Primary School
 Simply Counselling
 Livewell Mass Vaccination Team
 Havencare
 Plymouth City Council B&B Providers
 REACH and Adolescent Support Teams
 Devon County Council NQSW Adult Social Care

Torbay and South Hams NHS Trust
Improving Lives Plymouth (3 sessions)
Citizens Advice Plymouth
Active Devon / Pathfinder Scheme
DWP
Community Builders
Community Researchers
POP
Catholic Diocese Parish Safeguarding Reps
Catholic Children's Society

We are increasingly asked to deliver psychoeducation and reflective session on the impact of secondary and vicarious trauma which feels like a welcome acknowledge by organisations of the impact of caring work.

We have also delivered several presentations to local authorities and Integrated Care Systems outside of Plymouth who have heard about and wish to replicate the Plymouth journey including Cork, Portsmouth, Northants, Somerset, Hampshire and Isle of Wight.

Trauma Informed Keyham Project

The Trauma Informed Keyham Project was initiated by a determination within the key support agencies in Keyham that the community not become defined by trauma; but to be seen for the strength of the community response that ensued following events in August 2021. A collaboration with Tree Project CIC has continued with monthly workshops being held with funding from by Plymouth Octopus Project (POP). We have regular support and attendance from the local community policing team, Wolseley Trust, Victim Support, Keyham Neighbourhood Watch and other local organisations. In collaboration with Zebra Collective, we renewed a program of community-focused trauma informed culture change in September 2023.

Trauma Informed Primary Care Project

In collaboration with Dr Elpitha Bruce, we have been piloting a trauma informed primary care project in Deep End surgeries, Adelaide Street and St Levan's Road. Bite-size recordings of our trauma informed practice training have been made available to all clinical and non-clinical staff followed up with evening and lunchtime reflective sessions to explore implications of the themes and how to embed trauma informed practice within some of our most socio-economically deprived areas. We hope to secure funding to enable us to roll this program out to other surgeries and primary care networks in Plymouth.

Dr Elpitha Bruce has also delivered trauma informed care presentations or workshops with well over 700 GPs and primary care professionals in collaboration with, or on behalf of, the Trauma Informed Plymouth Network.

Southwest Peninsula Trauma Informed Conference

In July 2022, a collaboration between the Trauma Networks in Plymouth, Torbay, Devon and Cornwall resulted in the very 1st Peninsula-wide Trauma Informed Conference exploring, reflecting, championing and celebrating transformative trauma-informed approaches for system wide change.

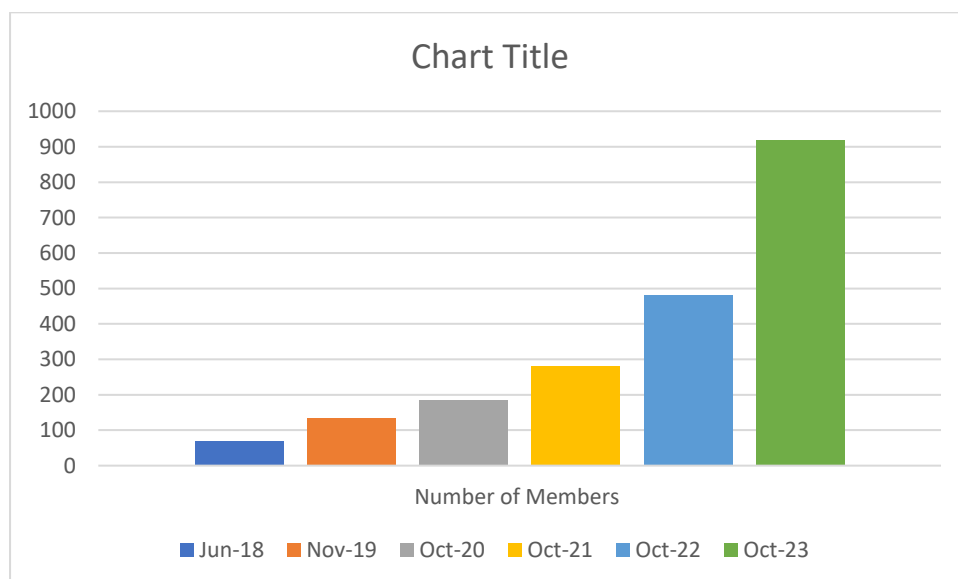
We were joined by keynote speakers Nazir Afzal OBE, Lucy Johnstone founder of the Power Threat Meaning Framework and Graham Chatterley who was then working with When the Adult Changes, Everything Changes. In addition, we also had facilitated workshops with Professor Luna Dolezal and Dr Haley Peckham on shame competence, TR2 Our Space on co-production through theatre and Ness Little on language. Voodoo Monkeys treated us to an excerpt of *Today I Killed My Very First Bird* ahead of it being performed at the Drum Theatre, Plymouth and Edinburgh Fringe Festival, as a dramatic and redemptive finale to the conference.

The Plymouth 3-lens model

In collaboration with Changing Futures, Research Professor and GP Richard Byng and our network of impassioned mental health professionals, we are striving to trial a cohesive way of how we conceptualise mental health in the context of trauma. The 3-lens model honours the salience of the dominant medical model but strives to create greater equity with a strengths-based and trauma-informed stance. Interested individuals from the Network membership have met 4 times since April 2022 with Changing Futures taking a lead on creating a workable model to trial in 2024.

Membership numbers

As of 20 November 2023, there are 919 members of the Trauma Informed Plymouth network. This number climbs every day!



Shame competence work

We have been blessed with the support of Professor Luna Dolezal, shame researcher at Exeter University (our own home-grown Brené Brown!) who, in 2022, reviewed our [Approach to Envisioning Plymouth as a Trauma Informed City](#) and trauma lens to incorporate shame sensitivity. Luna and colleague Dr Haley Peckham trialled their shame competence training with our workforce development group before rolling it out to Devon and Cornwall Police colleagues. Luna and colleagues at Exeter University have applied to the Economic and Social Research Council for funding to roll out a program of shame competence training to Trauma Informed Plymouth Network colleagues. We await their decision – watch this space!

Guest speaker sessions and local learning

In response to the popularity of our guest speaker sessions in 2021-22, we have hosted more local learning sessions to showcase the work of our partner agencies. These sessions serve as opportunities to promote continuous learning, reflective practice and critical thinking.

These have included:

- Wolseley Trust social prescribing team
- Dr Haley Peckham: Novel and critical approaches from neuroscience and evolutionary biology
- Dr Val Hughes: Why Trauma Informed needs to be Language Aware
- Gunel Ismikhanova: War as a Childhood Trauma: My Experience as a Refugee
- Trauma Informed Recruitment with the Changing Futures Peer Research Team
- Network discussion on Karen Treisman conference on the importance of language
- Exploring the value of an organisational trauma informed ‘assessment tool’ with Matt Merriam from the Devon Mental Health Alliance.

In collaboration with Changing Futures, we have also been involved in hosting workshops from Operation Emotion on working with male survivors of sexual abuse and have brought Dr Mike Scanlan to Plymouth to deliver training on Acceptance and Commitment Therapy.

3) Directors’ Activities

Our team of directors have been meeting fortnightly to ensure the legal and financial responsibilities of the Community Interest Company are being upheld.

In November 2023, a job share Network Coordinator role was appointed. We are thrilled to be joined by Shelley England to help shape the sustainability of the Trauma Informed Plymouth Network. Shelley has 25 years’ experience in education and has spent the last year managing the Wolseley Trust Social Prescribing Service.

We hope to appoint new directors at the 2023 AGM to help shape the future direction and prioritisation of the work of the Trauma Informed Plymouth Network. We will hold a facilitated session with the directors and coordinators in the new year.

Proposal for new structure for directors’ meetings:

Meeting	Who	Frequency	Length	Notetaker	Agenda Items
Directors of TIPN CiC	Directors only	Monthly	60 min	Richard Woodland	Finance Strategic Direction Performance (e.g. engagement measures)
TIPN Coordination	Directors Network Coordinators	Monthly	60 min	TBC – Changing Futures?	Updates against workplan Decisions that need Directors' Input
TIPN Branch updates	Directors Branch Leads	Quarterly	90 min	TBC – Changing Futures?	Update from each branch (allow 15 mins) <ul style="list-style-type: none"> • Workforce Development • Inclusion and Resilience • Education • Care Experience • Lived Experience • Criminal Justice

4) What might be coming up in next 12 months?

- a. Review the findings of our Members' Survey and incorporate learning into our next year's planning.
- b. Establishing communities of practice for embedding trauma informed cultures within organisations following attendance at training.
- c. Relaunch criminal justice 'branch'.
- d. Relaunch 'care experience' 'branch'.
- e. In collaboration with Improving Lives Plymouth and TR2 Our Space Veterans, launch a veterans' 'branch'.
- f. In collaboration with Plymouth City Council, the Positive Behaviour Network and Havencare, launch a 'branch' for those working with learning disabilities and additional needs.
- g. Offering our Trauma Informed Primary Care Project out to other surgeries and Primary Care Networks.
- h. Establishing trauma informed practice as part of the curriculum on all education and health and social care related courses.
- i. Exploring how to evaluate the impact of trauma informed approaches.
- j. Launch a newsletter to reduce the number of emails being sent by the Network.
- k. Create a calendar of events to aid diary planning.
- l. Lots more as yet to be determined by our new directors, our new 'co'-coordinator and our members!

5) **Finance** (short overview of the accounts that have been approved)

A copy of the Trauma Informed Plymouth Network Community Interest Company Directors' Report and financial statements for the period ended 31 December 2022 is attached.

It is important to note that the financial report is not reflective of the cost of the Trauma Informed Plymouth network. It represents income generated from delivering training or organisations outside of Plymouth or local organisations with budget to contribute to the independence and sustainability of the Trauma Informed Plymouth Network. We have also secured small grants from POP, Wolseley Trust and NHS Devon to enable us to pilot specific pieces of work i.e. the Trauma Informed Keyham project and the Trauma Informed Primary Care Project.

The Network coordinator roles and all our free-at-point-of-contact training sessions are generously funded by Changing Futures. Changing Futures sits within the PCC Community Connections team and is a 3 year programme jointly funded by the Department for Levelling Up, Housing and Communities (DLUHC) and The National Lottery Community Fund. It aims to improve outcomes for adults experiencing multiple disadvantages including combinations of:

- homelessness
- substance misuse
- mental health issues
- domestic abuse
- contact with the criminal justice system.

The Changing Futures Plymouth team works closely with The Plymouth Alliance and a range of other local partners to enhance cultures and systems that foster Plymouth working together as an alliance to best support those that experience multiple disadvantage and our communities.

Written by Vicky Brooks – Network Coordinator
20 November 2023

With thanks to all our members who carry the flag for trauma informed approaches and help realise our vision for Plymouth as a trauma informed city.

Any queries about this report can be sent to info@TIPN.org to be addressed by the directors.