

HIGHLAND COUNCIL

KEEPING THE PROMISE



OUR JOURNEY IN BECOMING A TRAUMA INFORMED COUNCIL

To deliver on Plan 21- 24, among other priorities to #KeepthePromise, the Programme Manager (The Promise) in Highland Council has been working with the senior leadership team and elected members to support the development of a Trauma Informed Council. Within 'Supporting the Workforce' in Plan 21 – 24, it promotes the importance of a Trauma Informed workforce. As a Trauma Champion (see [Welcome Pack for Trauma Champions \(improvementservice.org.uk\)](#) for more info), the Programme manager has had access to support and opportunities to collaborate with the Improvement Service, other national and local Trauma Champions and access to substantial resources within NES Scotland's [National Trauma Training Programme \(NTTP\)](#).

We know from national learning that the implementation of training must come alongside leadership buy-in and implementation of trauma informed structures and processes. Through collaboration and partnership working with colleagues across Health & Social Care, education and NHS Highland, the Programme Manager provided an input on [Trauma Informed Practice: It's everyone's business](#) (see [Elected Member Briefing Note: Trauma is Everybody's Business \(improvementservice.org.uk\)](#) to the executive leadership team, leading to full Highland Council Committee and Health, Social Care & Well-being committee discussing the agenda. Encouragingly two elected members were also appointed as Trauma Champions (see [press release](#)).

Senior Management and one elected manager have undertaken STILT (Scottish Trauma in Leadership Training), which we believe sets a solid foundation in delivering on the commitment to becoming a Trauma Informed Council. The core principles of a trauma informed organisation (Safety, Choice, Collaboration, Trust and Empowerment) we believe, are fundamental to the successful delivery of the Promise and the commitment and support from leaders and elected members in this area are an encouraging part of the journey to Keep The Promise in Highland.

To be truly trauma informed, we must embed into our local systems and service design the voice of lived experience, in a safe, meaningful way. This ethos resonates and aligns strongly with [VOICE](#) and whilst we have more progress to make, we are hopeful that this journey will strengthen how we listen to and act upon the voices of our care experience community.