



TRAIN THE TRAINERS

PROGRAMME 2023

Trauma-Informed Care Training Using the Safety, Stability, Repair and Resilience (SSRR) Approach

Studio 3 Training Systems is a specialised experience and research-based psychology service, that provides BILD Certified, high-quality and specialised training for carers supporting children and adults who have experienced trauma and abuse, present with a range of complex and challenging behaviours and who may also have developmental conditions and difficulties processing everyday life.



TRAIN THE TRAINER

Pathway to the trauma-informed care programme using the Safety, Stability, Repair and Resilience Approach (SSRR).



The Safety, Stability, Repair and Resilience Approach (SSRR)

Studio 3 has worked with residential carers and foster carers to understand the unique challenges faced in using trauma-informed care approaches focusing particularly on children who have experienced multiple placement moves as a consequence of trauma-related behaviours and attachment difficulties. Studio 3 has also spent considerable time talking and listening to care experienced children. Our research led to the development of the integrated, trauma-informed and practical Safety, Stability, Repair and Resilience Care Approach (SSRR). This approach incorporates Studio 3's mainstays of creating low-stress environments, practicing trauma-informed care, encouraging carers to be reflective practitioners, avoiding retriggering trauma and using Low Arousal Approaches to provide a kind, child-friendly, respectful and developmentally appropriate approach to caring for vulnerable children. The training that has developed from our research is delivered to carers in a practical and engaging way, avoiding 'death by PowerPoint' or bombarding carers with 'theoretical' knowledge whilst ignoring the practical implications of developing positive relationships with traumatised children.

The key learning objectives of SSRR Training are:

- Understanding trauma-informed thinking and behaviour and of how this affects a child's development
- Gaining a greater understanding of childhood trauma and attachment and what this means in everyday life
- Understanding the importance of creating physical and psychological safety for a child and avoiding vulnerability and exploitation
- Understanding how helping children feel safe and being able to identify and trust positive adults helps trauma repair
- Ability to help children to understand and enjoy relationships with friends
- Understand the relationship between trauma-informed care, self-esteem, risk and resilience
- Developing practical approaches to build long-term self-coping skills through unconditional positive regard, congruency and empathy
- Learning to enjoy experiences with children and why fun and play matter more than theory
- How carers can help children feel better about themselves
- Working through unhelpful thinking and behaviour, and debunking common childcare 'myths'
- Improving overall well-being for children and carers
- Developing milestones to measure progress
- Creating resilience and establishing clear plans for moving forward
- Becoming a reflective carer

The trauma-informed SSRR approach focuses on creating developmentally relevant conditions of safety, stability, repair and resilience, which are crucial for helping children grow and flourish. The approach is arranged as a series of overlapping stages, each with its own objectives and strategies to meet the child's developmental needs. The central plank in the success of the model is the development of a positive, reflective, playful and kind relationship between the carer and child. Carers are seen as the key agents of change through the relationship they develop with the child, which is in itself therapeutic. This training emphasises the need for reflective practice, trauma-informed understanding and developmental assessment to inform the approaches used by the team around the child.

The SSRR 'Training the Trainer' Programme

Over 5 days, participants will learn how to deliver the SSRR Approach Training within their own service. Participants who successfully complete the training are also required to attend 6-monthly continuing professional development (CPD) days over a two-year period.

The SSRR Training the Trainer Programme will either be held online or face to face, and is delivered between 9:30am and 4:30pm. The Training the Trainer programme also includes several 'homework' projects that participants must complete.



Participants are usually selected by their own service and will need to attend two SSRR courses prior to full completion of the Training the Trainer Programme (which can be undertaken concurrently), as well as be observed delivering one SSRR course within their own service following completion of the programme. The 'Training the Trainer' course will enable course facilitators to deliver the 2-day Trauma Informed Care SSRR Training and a 1-day advanced Trauma Informed Care Approach training within their own service.

Cost

Cost per participant and group deals for organisations and services can be discussed with our office.

The cost includes all course materials and trainer's notes, attendance at two 2-day SSRR Courses, one 1-day advanced Trauma Informed Care Approach course, observation and feedback from delivering course within your own service and 4 CPD days within a 2-year period.

Public Course Delivery Dates

Section 1 (3 Days)	Section 2 (2 Days)

This course is held online via Zoom. Organisations can request their own training dates for internal participants, online or face-to-face.



IT'S NOT JUST TRAINING

Over the years, we have seen participants of the Training the Trainer programme making positive, long-term differences in the lives of the children they support. The two-day Trauma-Informed SSRR Approach Training that participants will learn to lead creates strong emotional reactions amongst course participants, and trainers must be able to manage these feelings. The trainer's role is to assist and facilitate change in attitudes, as much as to teach trauma-informed care approaches.

Training is not just teaching; it's about learning too. It's not just about reading a manual and becoming a trainer. Trainers have to demonstrate that they are highly proficient in and passionate about their subject area. It is also important to Studio 3 that trainers develop their own individual training style. This is because what a trainer says is not the only important factor: the way a trainer presents the course also has an impact. Trainers who have completed the course have told us that, although this is not an easy course to teach, what they have gone on to teach carers in their own services has made a major difference to the lives of children who have experienced neglect and abuse. There are theoretical, practical, emotional, and physical elements to the training. However, once mastered, teaching the course is a fulfilling and rewarding experience. We encourage individuals who genuinely believe in our philosophy of care and feel passionately about working from within a trauma-informed framework to become trainers themselves. Once trainees embark on the progr-



amme, our tutors will work with them and support them to meet all the criteria and become competent Studio 3 trainers.

Post-Training Support for Trainers

(included in the cost of the training)

Coaching and Support

In the first year following training, participants will receive 6 hours each of training coaching from Studio 3 trainers. An assessor may shadow a trainer delivering to carers in situ. Trainer's expenses would be charged in addition for this day.

Attendance at CPD Workshops

Trainers must attend at least 2 CPD (Continuing Professional Development) days in every 12-month period.

The CPD workshops cover topics such as:

- The impact of ACE's
- Understanding of the law as it applies to the caring environment
- Introduction to physical skills training
- Use of play in training
- Advanced movement skills
- Working with stress and anxiety
- The role of medication in managing complex behaviours
- Reflective caring – Carer's perceptions and attributions
- Psychological health
- The principles of Reactive Planning



Monitoring of Trainers

Each trainer who has successfully completed the assessment process must maintain a personal CPD log in the password-protected trainer's Studio 3 'Back Office.' The trainer's senior manager or training supervisor and senior Studio 3 Trainers use this system to monitor and aid the trainer's progress on the system.

Meet the Team

David Walker



David is a registered psychotherapist with a psychology background with over 35 years' experience of supporting children who have experienced significant difficulties in their lives.

David is also a Post-Graduate Researcher at Cardiff University, where he is involved in research to help understand more about the evidence base to trauma-informed care. In training, David focuses on taking what we know theoretically about trauma-informed care and turning this into kind, positive and practical interactions with the children we care for.

Paul Burbage

Paul is a registered and accredited trainer with the British Institute of Learning Disabilities (BILD) where he specialises in training residential carers and foster carers to support children and young people.



With over 20 years of experience providing direct support to children and carers, Paul is passionate about helping carers reflect on their own practice, and incorporate the most up-to-date approaches in the care they provide. In training, Paul plays a key role in helping course participants to develop the presentation skills needed to make the course easily accessible and enjoyable for those they will go on to teach.

Liz Howard



Liz is a qualified art therapist who works extensively with children who have experienced trauma due to early years abuse and neglect.

In the training, Liz focuses on:

- Early years relationships between primary carers and their children
- Relational trauma and its effect on the brain and behaviour
- Relationship dynamics with traumatised children
- Creating multi-levelled safety, and creating new nurturing experiences
- Finding space to talk and reflect on learning from the traumatised children we support



High-Quality Training

At Studio 3, our philosophy is to train high-quality trainers who can deliver quality and enjoyable person-centred training, whilst providing course participants with the most up-to-date advice and information about the area they are working in and the adults and children they care for. Studio 3 trainers must demonstrate the ability to deliver training and relate theoretical knowledge to kind and positive approaches in everyday care settings.

There are two aspects to Studio 3's 'Training the Trainer' scheme:

The completion of the intensive training the trainer programme. During this time, trainees will be expected to achieve competency in delivering all aspects of the course to the point where they can be formally assessed in the last week of the course.

Attendance of online and face-to-face CPD workshops which cover teaching the various elements of the course as well as other topics which contribute to a broader knowledge base around trauma-informed care approaches. This allows trainers to not only deliver training and be a valuable in-service resource, but also to support carers in other aspects of behaviour management.



What kind of people make good trainers?

Based on our experience, professional qualifications are not in themselves prerequisites for successful trainers. Successful candidates have included clinical psychologists, qualified and unqualified nursing carers, foster carers, carers from residential children's homes and care assistants.

Essential Skills

- Commitment to a non-aversive behaviour management approach
- The ability to show empathy for children and adults who present with complex behaviours
- A minimum of three years of practical experience of caring for children or adults who have experienced abuse and trauma and/or present with challenges
- Computer literacy
- The ability to respond to constructive feedback
- The ability to present to a room full of people
- A commitment to completing the Training the Trainer training
- Empathy and a great sense of humour
- A good level of resilience and adaptability
- Honesty, integrity and a person-centred commitment to the children and adults they support

Desirable Skills

- Background in training
- Experience of working with high-risk adults or young people and people with challenging reputations
- Previous experience of behaviour management practices



Organisational Requirements

A senior manager should be responsible for the development and supervision of the candidate within their own service.

The candidate must have access to an individual email account and access to a computer in order to maintain training records.

Further Information

For more information on Training the Trainer Trauma-Informed Care Using the SSRR Approach, or to book your place now, please call us on 01225 334 111 or contact Gemma at admin@studio3.org

More details on the course can be found at <https://www.studio3.org/train-the-trainer-trauma-informed-care-training>

Contact Us

S T U D I O I I I

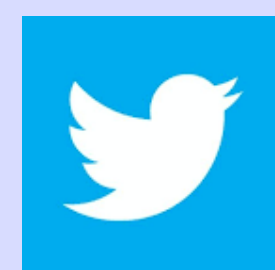
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