

TRM Academy



Prospectus

Introducing the TRM

What is the Trauma Recovery Model?

The Trauma Recovery Model is a roadmap to help professionals care for and guide troubled children, young people and vulnerable adults towards recovery.

It is a composite model that combines theories of child development, attachment and neuroscience with hands on practitioner skills. It provides practical guidelines for knowing which interventions to use and when.

This means practitioners can recognise the presenting behaviours of vulnerable people in their care, understand the psychological needs that underpin

behaviours and can identify the types of interventions that best address those needs.

Working in the TRM way puts relationship building and therapeutic interaction first, mediating the impact of trauma. This paves the way for interventions that are tailored and sequenced in a way that really can make a difference.

The TRM is a tried, tested and evaluated approach that's being used by practitioners across the UK and beyond; giving them the confidence and skills to help build positive futures



Theory into practice



Where did TRM come from?

The TRM was developed by Dr. Tricia Skuse and Jonny Matthew in response to the highly complex and challenging young people they worked with; children with multiple adverse childhood experiences, extreme welfare needs and a history of serious offences.

In common with many who display

disruptive and challenging behaviour, these young people had suffered a suite of adverse childhood experiences - such as abuse, trauma, neglect and impaired mental health. Faced with a situation in which it was hard to know what to do to help - and where standard approaches to working with children seemed to make little impact - they looked to the

evidence to construct their own unique solution to making the theory work in practice.

Since then the model has been applied in a wide range of secure and community settings. Chosen to be at the heart of the Youth Justice Board's work on trauma-informed practice, the TRM has received

a highly positive independent evaluation of its application in youth justice services.

You can read about the full theory of change behind the TRM in our paper from the Prison Service Journal.¹

An approach to suit you

We have the full range of training, resources and support needed to get you and your teams up and running with the Trauma Recovery Model.

Our mission is to develop your systems, structures and staff culture so every interaction with your clients is high quality and effective because it's trauma-informed. Ideally, we want the TRM to be the catalyst for whole service transformation; giving all your people, from strategic leadership to the folks that change the lightbulbs, the same mission to help troubled people move on to a better life.

OK, so that's the dream. But we recognise not every organisation is ready to take the plunge. That's why we offer five levels of support. You can dip your toes in with a one day basic taster, dive in and get bespoke training, consultancy and post implementation support, or choose any level in between.

As well as offering open access courses at a range of locations across the UK, we will come to you and deliver all our packages on site.



¹ Prison Service Journal, July 2015, No 220, pp. 16-25

Training only packages

Yellow: Basic understanding

One day introduction; the impacts of traumatic developmental experiences on children's attachment & behaviour:

Attachment

- ↔ The learning cycle
- ↔ Secure base

Trauma

- ↔ Episodic trauma
- ↔ PTSD
- ↔ Developmental trauma

Neuro-development

- ↔ Brain development
- ↔ Attachment, trauma & the brain

Adverse Childhood Experiences

- ↔ Latest research & prevalence
- ↔ Impact on life chances

Interventions

- ↔ Trauma-specific interventions
- ↔ Empathic 'parenting'
- ↔ Working with P.A.C.E

Blue: Introduction to TRM

A two day course. Day one provides the same learning as the basic course. Day two explores the TRM itself and how it relates to common practice tasks and how it can be applied. At the end of this course delegates will understand:

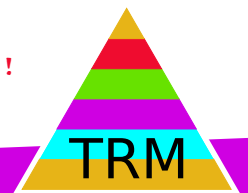
The Theory . . .

- ↔ The Trauma Recovery Model and underlying principles
- ↔ Common shortcomings of standard assessment processes and how to do better
- ↔ The importance of sequencing interventions to the development of the child
- ↔ Key practice principles to guide how we care for and manage troubled children

And the practice. How to. . .

- ↔ Approach behavioural issues in light of attachment and respond appropriately
- ↔ Understand and practice CPR: Consistency, Predictability & Reliability
- ↔ Identify and apply strategies of PACE: Playfulness, Acceptance, Curiosity & Empathy
- ↔ Match the child's vitality of affect as a calming and attuning technique
- ↔ Use different approaches to honour loss in children & help them process grief safely
- ↔ "Work through" trauma with children, knowing what to do to help this process
- ↔ Recognise when children are beginning to move on and know how to encourage this
- ↔ Apply TRM thinking in order to identify children's progress

Includes the opportunity to qualify as a TRM Practitioner!



Training and support

Purple: TRM In Depth

A 3 day course; days 1 and 2 covering the same ground as the Blue level Introduction to the TRM.

Following qualification as a TRM Practitioner, day 3 applies the learning to three key processes practiced in organisations looking to embed the TRM.

TRM Practitioner Qualified!

Developmental mapping

Looking at a child's physical, cognitive, social and emotional maturity in lieu of their chronological age; a help huge with planning interventions and guiding engagement.

Case formulation

Application of the TRM to cases; including time-lining, developmental mapping in practice and intervention planning. An interactive session where we apply the TRM to one of your live cases.

TRM in Partnerships

Based on our extensive experience implementing TRM in practice, we facilitate discussion and planning for how you and your partners will apply the TRM to your area and client groups.

Green: TRM Tailored

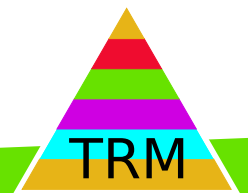
As for the Purple package, plus intensive support for fast track implementation.

We work with you to identify how each element of training and support will fit in your context. We'll meet and workshop your staff, managers, partners and – if possible, clients too. This means we can tailor training and support to maximise impact.

After training you get a comprehensive report with recommendations for adapting your service, plus an extra day's consultation/training to make the most of your newly qualified TRM Practitioners.

Red: TRM Enhanced

We work with you to review, redesign and implement the TRM as an integral part of a new enhanced service. We provide all the pre and post training planning, consultancy and clinical support needed to fully embed the model and give your TRM Practitioners wings!



What people are saying about TRM

TRM in Inspection

"This approach helped professionals to focus on engagement and address priority needs, such as accommodation, as a precursor to addressing their offending behaviour."

*Accommodation of Homeless 16 and 17 Year Old Children
Working With Youth Offending Teams: A joint inspection by HMI
Probation, 2016*

"Interventions should be tailored to take account of the impact of trauma . . . a number of approaches that do that have been developed . . . these include . . . the Trauma Recovery Model."

*The Work of Youth Offending Teams to Protect the Public: An
inspection by HMI Probation, 2017*

"Each boy was assessed for individual work with the two interventions officers using a TRM-informed approach . . . an interesting response to meeting the often complex needs of boys at the unit."

*Unannounced inspection of Young Persons' Unit, HMP & YOI Parc,
HMI Prisons, 2018*

Feedback from Managers

"Loved the way the trainers illustrated with actual examples. I'm keen to do further reading and share with the teams I support." (Family Support Manager)

"Practical ways of working with children with realistic strategies we can use within the time and resources we have." (Children's Services Manager)



And Practitioners

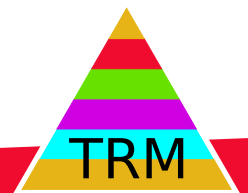
"Fantastic! I was able to relate to the different scenarios they used to see how to apply it to young people on the unit." (Prison Officer)

"Trainers are excellent, enthusiastic, knowledgeable and clear communicators." (Social Worker)

"Extremely well delivered training with complex information given in a way that's easy to understand. Lots to think about and take back to my role." (Careers Adviser)

"A great romp through a lot of deep stuff!" (Youth Worker)

"The most insightful training I have completed. Has made me feel refreshed" (Social Worker)



About us



Dr Tricia Skuse, CPsychol; AFBPsS; BSc

Tricia is a Senior Clinical Psychologist with the All Wales Forensic Adolescent Consultation and Treatment Service (FACTS) and clinical lead for the Enhanced Case Management Project; a collaboration between FACTS and the Youth Justice Board applying the TRM to youth justice. She also works freelance providing training, consultancy and supervision to public, private and charitable sectors.

Tricia has a background in CAMHS and Learning Disability Services. She spent four years as clinical lead at Hillside Secure Children's Home, providing assessment and interventions for young people on criminal and welfare orders. Prior to retraining as a clinician Tricia was a Research Fellow at Loughborough University and Dartington Social Research Unit, focusing on outcomes for children in care.

Tricia is HCPC and BPS registered with a special interest in attachment and trauma-related difficulties in adolescents and young adults; particularly those involved in the looked after and criminal justice systems.



Jonny Matthew, MSc; BA; DipSW; DipCCT; RSW

Jonny is a part time Practice Change Lead for the YJB. He is working to develop, test and evaluate the ECM in youth offending teams for young people with complex and prolific offending histories. He is also Youth Forensic Co-ordinator for FACTS, where he is the harmful sexual behaviour specialist.

In addition, Jonny works as a freelance consultant social worker and criminologist for the public, private and charitable sectors. This includes consultancy, training, assessment, inspection, editing and supervision.

Jonny has a background as a youth offending team (YOT) officer for 5 years, 10 years as an adolescent sexual offending specialist with Barnardo's and three years as Deputy Manager of Hillside Secure Children's Home. He writes a blog at JonnyMatthew.com and recently published his second book, 'Working With Troubled Children and Teenagers.'

Jonny is a former Chair of NOTA Wales and National Committee member of BASW Cymru.



Dusty Kennedy, MA; BSc(Econ)

Dusty is National Partnership Lead working in Public Health Wales on the Early Action Together Programme; a pan-Wales collaboration introducing trauma-informed practice to the four police forces and wider criminal justice agencies. He also provides independent management and systems consultancy, specialising in services for vulnerable people.

Dusty has 17 years experience working in the youth justice system; first as a volunteer mentor and, most recently, 6 years as Director of the YJB in Wales. He was responsible for national oversight of the community youth justice system, contracts and commissioning of the children's secure estate, government relations and developing innovative practice; including the ECM project to test application of TRM in YOTs.

Before this he spent three years as Welsh Government Head of Youth Justice Strategy; using experience gained in YOT practice and senior management at the national policy formulation level.

