



Becoming and sustaining an
adversity, trauma and culturally
informed and responsive Barnardo's

We believe in children – no matter who they are or what they have been through. We support some of the most vulnerable children and young people, to help them overcome the challenges they face and move towards a brighter, happier future. We supported **40,100** children, young people, parents and carers through our Mental Health services in 2018-19.



We recognise the impact that trauma and adverse experiences (such as physical or sexual abuse, neglect, parental mental illness, alcohol and/or drug abuse, parental separation and domestic abuse) can have on mental health and wellbeing across the life course. We work in a strengths-based way, and recognise that negative outcomes for children who experience adversity and trauma are not inevitable.

We have invested in a three-year ambition of becoming more adversity, trauma and culturally informed and responsive. We are working with Dr Karen Treisman who is a Highly Specialist Clinical Psychologist who has worked in the NHS and Children's Services. Dr Treisman was awarded Psychologist of the Year in 2018 and is a Winston Churchill Fellow and researched

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best practice in trauma-informed and trauma-responsive systems internationally. She is working with us so we adopt a cultural, trauma and adversity lens and perspective, developing our awareness of the impact of exposure to traumatic experiences. We will infuse an understanding of developmental and relational trauma throughout all aspects of our work across Barnardo's.

Our workforce will be at the forefront of understanding the impact of trauma on children, young people and their families; ensuring service delivery reflects best practice. We will provide the care and support required for all of our staff and volunteers to ensure they can undertake this work in over 1,000 services and 705 shops in local communities. This will enable us to offer safe services that both support recovery and do not re-traumatise children and young people.



In May 2019, Dr Treisman facilitated our first senior leadership trauma-informed practice conference in Birmingham, followed by our second conference in Manchester in June 2019. The final conference will take place in October 2019 in London; training a total of 560 senior leaders in the organisation. Dr Treisman will also be working across regions and directorates to embed trauma-informed values and principles in all our work.

We have developed a trauma-informed practice online learning portal, in partnership with Psychotherapy Excellence. This will ensure paid colleagues have access to information about the impacts of adversity and trauma, helping them to provide effective support for children and families.

We are also delivering training for our practitioners and managers to ensure they are looking after their own mental health and wellbeing, as well as the children and families they support, and are mindful of the context of their work and potential impacts such as vicarious trauma.



Our trauma-informed practice programme:

We are starting on a journey in creating a shared language and key foundational knowledge to becoming a trauma-responsive organisation and are committing to offer training (face to face and e-learning) to all 7,918 paid colleagues and 23,842 unpaid colleagues across all functions (including retail, fundraising, marketing colleagues), at all levels and in all roles.