



Impact Report

2020- 2024



Making A Real Difference
With Inspirational
Trauma-Informed Training

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Welcome - A Message From Our CEO

This report offers a glimpse into the heart of Rock Pool - how we are making a difference in the lives of those affected by trauma, and the lasting impact our programmes are having across communities.

Last year was a year of growth with a 59% increase in the number of front line and associated staff attending our training. The total number of attendees for the year including our webinars was 2,309.

We had a notable increase in bespoke work, where we helped to develop organisations to become more trauma-informed, with major contracts with Avon and Somerset Police and Hampshire Integrated Care Board.

I never thought I would have the privilege to be the CEO of such a flourishing CIC when I first wrote the Domestic Abuse Recovery Toolkit 16 years ago. I am absolutely sure I didn't when I was working as a filing clerk having left school at 16!

As we launch into developing a new three-year business plan, we look ahead with excitement at our ambitious growth plans even within the current difficult economic climate within the public and voluntary sectors.

With a new Chief Operations Officer and marketing resource on board, we plan to extend our offer to support organisations to become more trauma-informed and to develop deeper working partnerships in new markets and with our much-valued existing partnerships.

We are also committed to dedicating time this year to collating detailed evidence of the impact of our work on communities.

We are excited to see our new brand identity roll out this year with a logo refresh, new website and increased marketing presence.

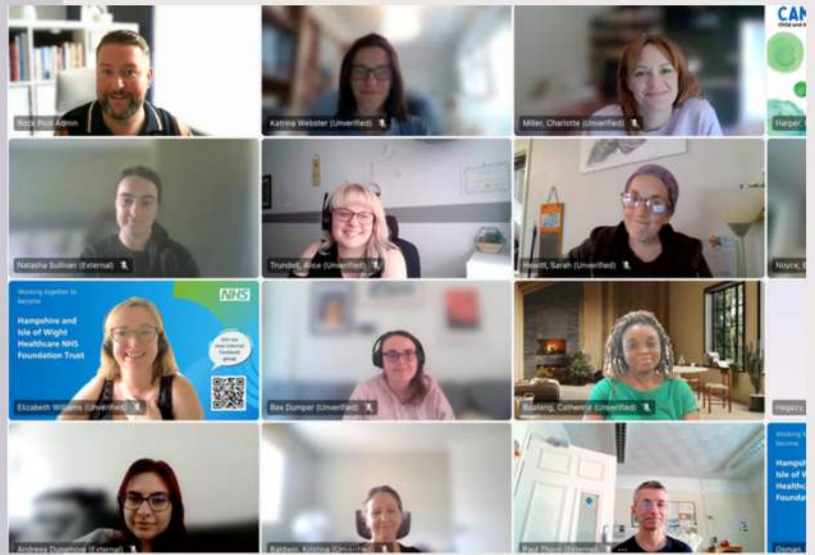
Above all else, we remain dedicated to our conviction that a trauma-informed approach fosters personal and organisational growth and gives people the opportunity to thrive.

We look forward to working with you in the year ahead.

Sue Penna



“Good use of video clips and group work discussions, good pace and variety of content.”
 “Thank you for a really informative and well-presented day of training.”



“It was all very interesting and easy to follow. I have taken knowledge from each part and feel confident to deliver sessions.”

“This course is so interesting, has topped up my knowledge, and given me other aspects to recognise within my job role. The course delivery was brilliant and easy to follow.”

“The facilitators did a great job with delivery, timekeeping and answering any questions and queries”

“The trainers clearly had lots of experience and knowledge, they were great!”



Our Organisational Values



Safety

We prioritise the physical and emotional safety of our employees through supervision, wellness, and self-care plans. Feedback is encouraged with kindness and empathy at the core.



Choice

We promote accountability and learning, fostering autonomy in a culture where each of us is responsible for our words, actions, and results.



Trustworthiness

Our relationships are built on respect, dignity, and professionalism. Honest, transparent communication and clear boundaries foster trust within our organisation.



Empowerment

We empower our workforce by providing opportunities for personal growth in a supportive environment, celebrating individual and team successes.



Collaboration & Connectedness

We value shared ideas and learning, encouraging innovation through collaboration and supporting individuals with lived experience in our team.



Inclusivity

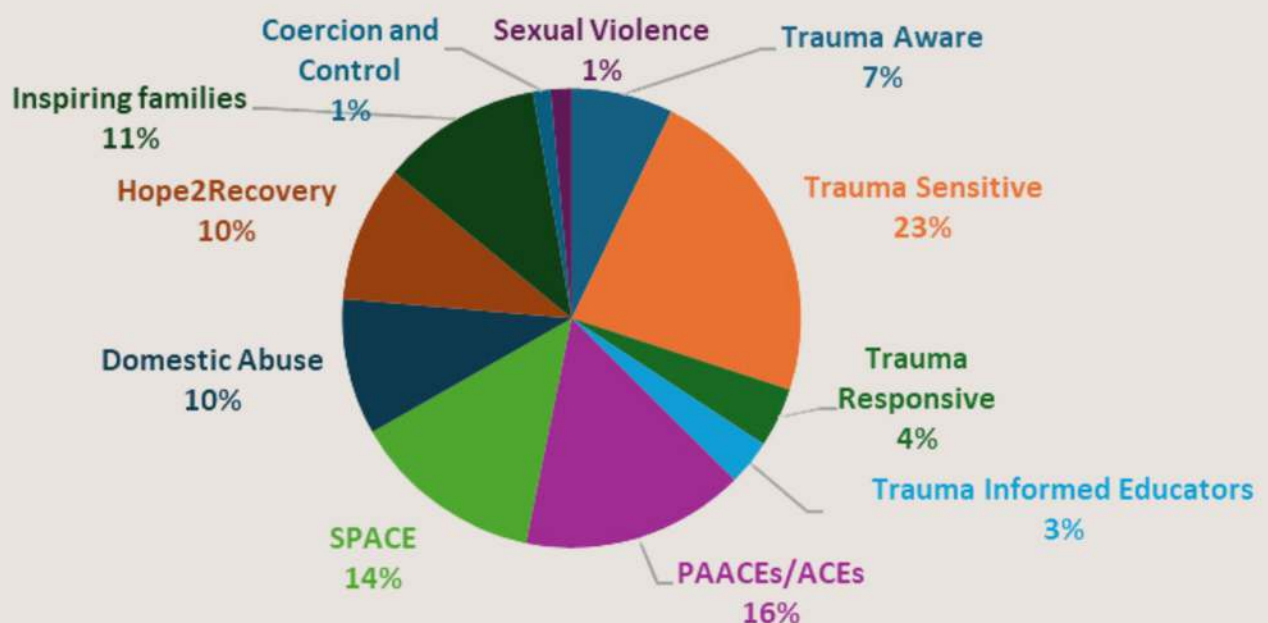
We are committed to diversity and inclusivity, ensuring opportunities for everyone while continuously challenging assumptions about culture and identity.

Impacts 1

Open and Closed Courses 2020-2024

	People trained	People by %	Course	Courses by %	Average attendance per course
Total	6,271		406		15.45
Open courses for individuals	1,697	27%	111	27%	15.29
Closed course for organisations	4,574	73%	295	73%	15.51
Trauma based	5,044	80%	271	67%	18.61

Combined Open and Closed Courses by %



Combined Feedback On All Courses

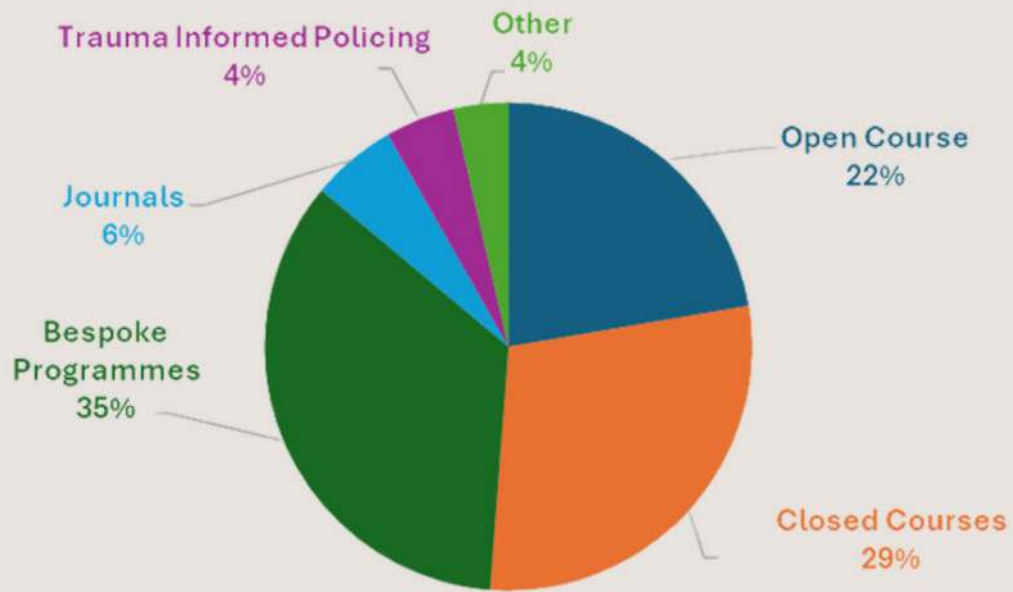
- ✓ 98% would recommend Rock Pool to others
- ✓ 86% strongly agreed that training would improve ability in day job
- ✓ 90% would inform colleagues of course content
- ★ Admin & Enrolment processes scored 9.2 out of 10

Impacts 2

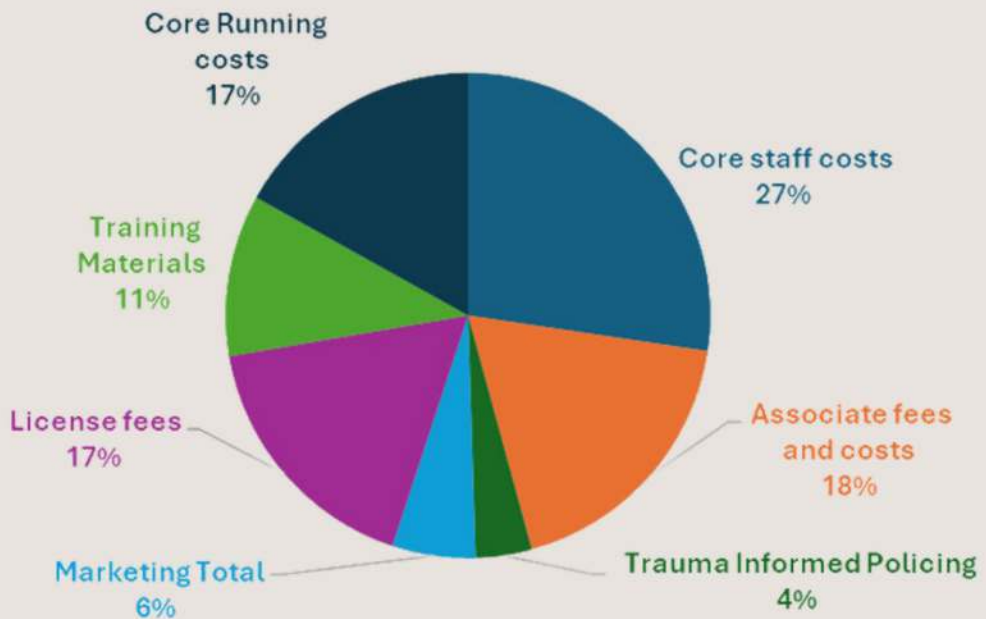
Income and Expenditure 2020-2024

	2023/24	2022/23	2021/22	2020/21
Income	855,868	695,903	1,232,626	923,926
Expenditure	720,250	779,721	1,040,287	886,136
Profit/Loss	135,618	- 83,818	192,339	37,790

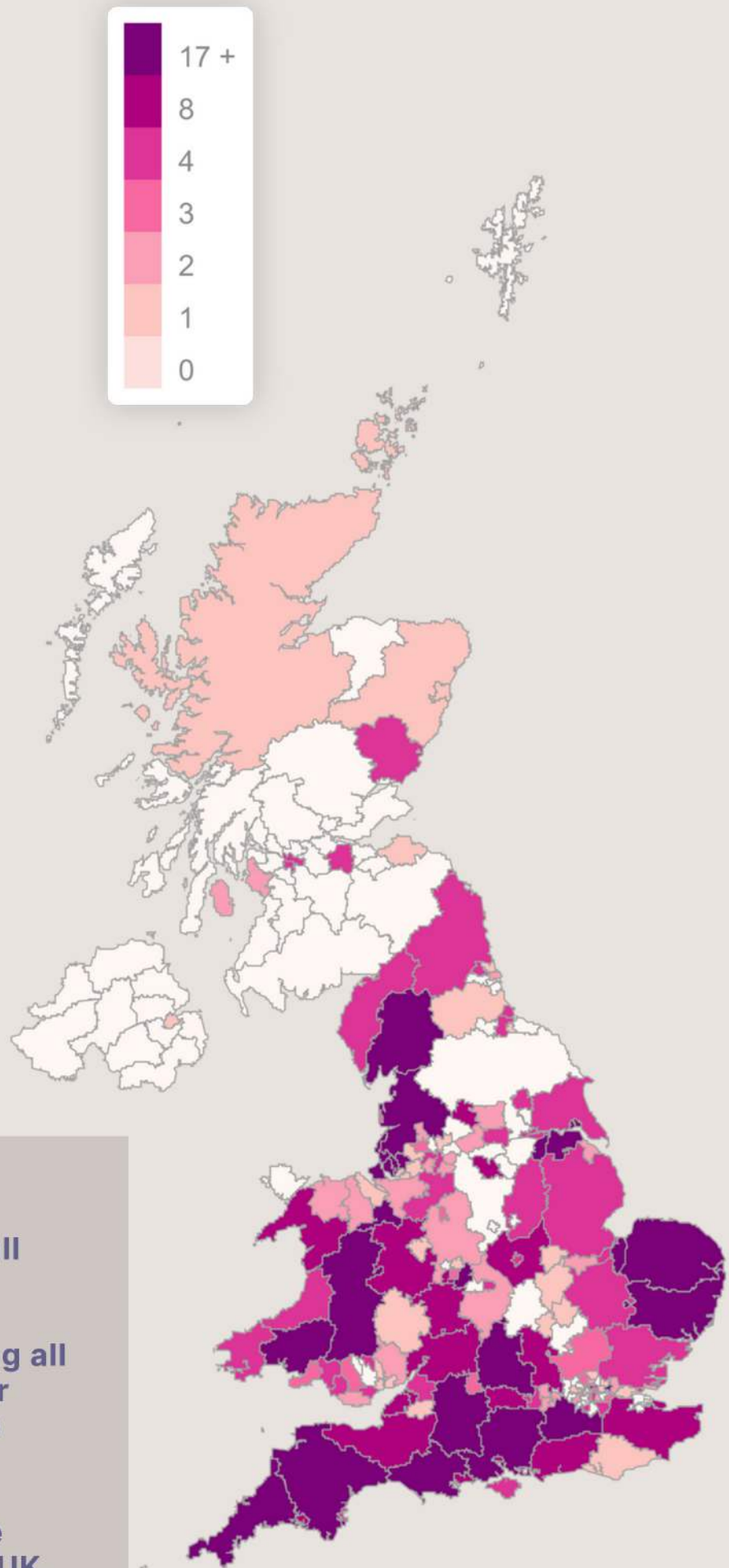
Breakdown of Income by % 2020-2024



Breakdown of expenditure by % 2020-2024



Our Coverage



This map represents all Rock Pool training delivered in the last financial year, covering all courses. It reflects our national reach and the diverse range of communities and professionals we have supported across the UK.

How We Provide Support - Recovery Toolkits

Our Approach

Our training programmes empower frontline practitioners to deliver transformational group work using Rock Pool's nationally recognised Recovery Toolkits to enhance their support services and guide clients from trauma to recovery. All adult courses can be facilitated either in-the-room or online. Our online training retains the same degree of engagement and interactive learning as our in-the-room training. All our training is CPD accredited.

Toolkits are based on a trauma-informed recovery model methodology driven by

- SAMHSA's (US Government Public Health Agency) 10 core principles of recovery-based work
- person-centred approach focusing on individual experiences
- solutions-focused approach emphasising individual's strengths and resilience
- regular updates reflecting latest evidence-based research and policy change

Impact

Incorporating these toolkits into practice enables practitioners to:

- facilitate effective group work programmes
- implement trauma-informed approaches
- support client independence and self-reliance
- build client resilience and reduce dependency on support services
- create sustainable recovery pathways

Graduates of the training receive:

- a license to deliver the toolkit
- a comprehensive manual for structured, effective sessions
- unlimited access to the online Rock Pool Delegate Zone which hosts a range of resources
- ongoing support from the Rock Pool team



“This training stands out for me as the best and most impactful training I have been on. I can see that the programme itself will be hugely impactful for those who are able to attend.”

Suzanne Robinson - Child & Family Worker - Family Action



How We Provide Support - Trauma-Informed Practice

Our Approach

Informed by the work of leaders in this field including Bessel Van der Kolk, Bruce Parry and Gabor Maté, we believe that a trauma informed organisation:

- understands the widespread impact of trauma and how it can negatively impact on individuals and communities
- aims to improve its services by creating culturally sensitive, safe services that people trust and want to use
- works in collaboration with staff and clients and seeks to empower them
- sees beyond an individual's presenting behaviours, asking, 'What does this person need?' rather than 'What is wrong with this person?'
- understands the potential paths for recovery, and integrates knowledge about trauma into policies, procedures, and practices
- aims to prevent retriggering individuals

Becoming a trauma-informed organisation is not a linear journey with a defined set of static organisational goals. True trauma-informed practice recognises the constant state of flux within organisations and in their relationship with the wider communities. It evolves as external forces change and internal elements shift. The goal is to achieve a healthy trauma-informed ecosystem which recognises its interdependencies, strengths, and weaknesses, and can organise resources.

Based on this approach we deliver workforce training at four levels from 'general awareness' suitable for all staff through to training and supporting trauma champions who advocate for, and develop, appropriate trauma-informed approaches within their organisation. We also deliver support to organisations who want to improve their trauma practice throughout their service.

Benefits of adopting a trauma-informed approach

- improved service delivery through better understanding of trauma's effects
- improved job satisfaction through more effective client interactions
- reduced risk of vicarious trauma and burnout
- more effective policies and procedures
- better client engagement, empowerment and trust in services
- improved outcomes and recovery rates



"I have done A LOT of training in my career, but this was truly one of the best I've attended. I usually lose interest easily and find my attention hard to apply in courses, but these two days flew by. They were well structured with regular breaks and activities to maintain attention, and full of helpful information. Thank you."

**Naomi Kennett - Mental Health Advance Nurse Practitioner
Southern Health NHS Foundation Trust**





Domestic Abuse Training

An estimated 2.1 million people aged 16 and over experienced domestic abuse in the year ending March 2023 (Crime Survey for England and Wales).

Our CPD accredited courses, use a Trauma-Informed Approach to address a range of issues, including:

- understanding abusive relationships
- post abuse recovery from the impact of coercion and control (adults and children)
- how to risk assess family dynamics

Domestic Abuse Recovery Toolkit

This is Sue Penna's first toolkit, written for those who are no longer in an abusive relationship. Over 1,200 facilitators have been trained since 2008 to use Rock Pool's Domestic Abuse Recovery Toolkit which empower adults and children (in separate programmes) in their recovery journey from the impacts of coercive and controlling abusive relationships.

Facilitator training is three days, and the programme consists of twelve weekly two-hour sessions. The children's programme is eight weeks long.

Impact



Understanding: 95% understood trauma-informed principles and practices



Confidence: 94% felt confident in facilitating group work



Job Impact: 89% believed the training would enhance their day to day work

Based on Post Course Feedback from 458 responses.



"The Recovery Toolkit encourages each attendee to follow their own unique journey whilst cultivating an environment where each person is looking out for and encouraging the others."

Deborah Miller, Trainer-Llamau Cardiff



"This course has made me into someone near I want to be. Every aspect of my confidence has changed for the better."

Domestic Abuse Recovery Toolkit Participant



Hope2Recovery Toolkit

This unique programme enables participants who may still be in an abusive relationship to understand the dynamics of domestic abuse, why they have coped the way they have and how their parenting has been affected. Facilitator training is two days, and the programme consists of six weekly one-hour group sessions.

Since June 2020 we have trained 358 facilitators.

Impact



Understanding: 93% understood trauma-informed principles and practices



Confidence: 91% felt confident in facilitating group work



Job Impact: 83% believed training would enhance their day-to-day work

Based on Post Course Feedback from 297 responses.



“This is a much-needed trauma informed way to educate individuals who are experiencing domestic abuse but might not realise it.”

Emma Jaques - Domestic Abuse Practitioner - Glow



Inspiring Families Toolkit

The Inspiring Families Toolkit helps agencies work collaboratively with families to conduct meaningful risk assessments where domestic violence and abuse are known components, yet the family chooses to stay together.

Facilitator training takes two days, and the programme consists of ten weekly, two-hour group sessions. Separate groups are run for abusing and non-abusing parents/carers.

Since December 2016 we have trained 326 facilitators.

Research Findings:

A Cost Benefit Analysis undertaken by Slough Children's Services Trust showed a significant reduction in children's statutory status after six months in the programme with an average saving of £4,114 per family.

Impact



Understanding: 95% understood the impact of domestic on children and young people



Confidence: 87% felt confident in facilitating group work



Job Impact: 83% believed training would enhance their day-to-day work

Based on Post Course Feedback from 101 responses.

“The assessment helped the case review conference make a decision that we could step the case down from child protection to child in need... they had insight of the impact of domestic violence not only on themselves as parents but on their children.”

Family Social Worker Team

Coercion and Control Enquiry (CACE)

"Asking clients, 'Is there someone in your life making you afraid or controlling what you do or say?' promises an even more profound awakening than asking women about violence."

Evan Stark, Coercive Control: How Men Entrap Women in Personal Life.

This one-day training course introduces delegates to Rock Pool's Coercion and Control Enquiry (CACE) form, which is used to identify coercive and controlling behaviour and help practitioners make intelligence-based decisions regarding appropriate thresholds and the necessary level and type of intervention needed.

Since 2017 we have trained 873 practitioners in CACE.

Impact



Understanding: 100% understood the impact of coercive control on children



Confidence: 93% will share training content with colleagues



Job Impact: 90% believe training will enhance their day-to-day work

Based on Post Course Feedback from 29 responses.



Case Studies On DA

Case Study for Inspiring Families provided by Calan Domestic Violence Services.

Before engaging with the Inspiring Families Toolkit, the family were considered a high risk. The father had mental health and substance abuse issues, and the children were on Child Protection plans. The family were expecting their fourth child.

Throughout their participation in the Inspiring Families Toolkit, there were no safeguarding referrals, or new incidents reported. The family made a huge effort in attending sessions, even attending sessions heavily pregnant.

Two of the children were stepped down from Child Protection to a Care and Support plan after the children's behaviours had improved in school and at home.

During a further Child Protection conference for the eldest child and newborn, there were no concerns identified, thus leading the family to be stepped down to a Care and Support plan.

The most useful things participants learnt while attending Inspiring Families:



"To communicate feelings, more confident with addressing things. I find that some of the things that's been said helped me see things differently."

Female Participant



"I am able to see effects of domestic violence and abuse on all parties."

Male Participant



"Learnt the values of a healthy relationship and what a DV relationship can look like."

Female Participant





Trauma-Informed Training

It's estimated that around 8% of the global population has complex emotional needs, but the number is higher among people who access primary care or community mental health services.

We deliver a suite of trauma training for the whole organisation, including front line staff and managers, receptionists, administrators, policy writers, and the senior staff team.

We have the only trauma-informed recovery programme specifically for individuals experiencing complex needs because of childhood trauma.

Training In Trauma Approaches

Trauma-Aware

This half day course is suitable for all members of an organisation which is aiming to become trauma-informed and provides attendees with an introduction to the impact of trauma.

Since 2018, 1,706 participants have attended our trauma-aware training courses.

Impact



Understanding: 81% understood trauma-informed principles and practices



Confidence: 81% said they would inform colleagues about training content



Job Impact: 77% believe training will enhance their job performance

Based on Post Course Feedback from 667 responses.

"Expert trainer with relevant occupational experience. This was excellent and I feel that my employees have had a brilliant opportunity to study and discuss together. Great balance of input and activity."

Course attendee Feb 2023

Trauma-Sensitive

One-day's training which enables practitioners to understand; the impact of developmental and emotional trauma, the principles of trauma-informed practice, and strategies to use to promote protective behaviours and develop resilience. Since 2018, 2,947 participants have attended trauma-sensitive training.

Impact



Understanding: 92% understood trauma-informed principles and practices



Confidence: 90% said they would inform colleagues about training content



Job Impact: 87% believe training will enhance their job performance

Based on Post Course Feedback from 368 pre and post course responses.

"This training has been extremely valuable and has provided staff with the knowledge and understanding of trauma and the impacts this has had on behaviours of lifestyle choices and how these manifest in the day to day lives of those individuals."

Training In Trauma Approaches

Trauma-Responsive

This intensive two-day enhanced training is for practitioners who are working with individuals that might be presenting with complex needs, including drug and alcohol, mental health, domestic abuse and other related services.

Since 2019, 325 participants have attended trauma-responsive training.

Impact



Understanding: 95% understood trauma-informed principles and practices



Confidence: 95% said they would inform colleagues about training content



Job Impact: 92% believe training will enhance their day-to-day work

Based on Post Course Feedback from 81 responses.

"This was probably some of the best training that I have ever done. It opened my eyes to subject matter I hadn't recognised or understood fully. It's grounded in day-to-day practice and the context of attitudes that exist in the mental health sphere, and recognises the reality of working in the field in a way that is better for patients and practitioners."

Emma Nash - Clinical Lead for Mental Health & Learning Disabilities Hampshire and Isle of Wight Integrated Care Board – April 2024

Trauma-Informed Educators (TIEs)

Our most intensive course, with nine days training over three modules, this is aimed at organisations seeking to become trauma-informed. The training equips delegates to become the lead 'Trauma Educator' within their organisation, so they can advocate for, and help deliver, lasting and sustainable change to support their organisations to move towards trauma-informed understanding.

Since 2020, 149 participants have attended TIEs training.

Impact



Understanding: Increased by 30% from pre to post training



Job Impact: 90% believe training will enhance their job performance

Based on Post Course Feedback from 119 responses.

"As a bronze commander involved the policing of serious disorder this summer, this training has shown me that being trauma-informed is absolutely critical to operational policing within public order situations. It was crucial to recognise and address the trauma of the police officers, and to brief staff to understand the trauma that marginalised communities experience"

Jo Hayward-Melen - Inspector / Bronze Commander Operational Support Teams Avon and Somerset Police (September 2024)

Trauma-Informed Practitioners

Rock Pool have been commissioned by the OPCC to deliver a package of support for Hampshire Constabulary frontline policing teams to imbed trauma-informed practice until 2026. Rock Pool have provided support for frontline teams through virtual training sessions, covering the potential impacts and legacy of trauma throughout the lifespan and how this is relevant to policing.

In the first role of its kind, Rock Pool have recruited three Trauma-Informed Practitioners (TIPs) who work directly on the front line with officers to support them to imbed trauma-informed practice within their daily duties.

TIPs support officers to recognise how trauma can manifest into behavioural responses and support the police to respond in a way in which avoids further trauma or re-traumatisation.

TIPs support officers in a multitude of ways.

TIPs attend incidents and view Body Worn Video (BWV) involving the public and where appropriate will offer guidance and advice to officers on recognising trauma responses and responding in a trauma-informed way. TIPs have professional backgrounds in criminal justice system, domestic abuse and children's services therefore can also advise officers where to signpost or refer to for longer-term appropriate support for individuals.

TIPs also facilitate reflective practice with officers about incidents they have attended which gives officers an opportunity to reflect on their experiences, recognise good work and navigate challenges in a confidential and supportive space. Supporting officers in reflective practice, TIPs also help officers to recognise the trauma that they themselves experience in frontline policing and TIPs speak about the importance of quality self-care. However, TIPs are able to signpost to specialised police support agencies.

TIPs also support officers with the use of trauma-informed language in Public Protection Notifications (PPN1) and safeguarding paperwork to ensure that information shared with other statutory agencies recognise the impact of trauma on behaviour and life choices so appropriate support can be put in place.

This Home Office funded pilot project is being evaluated by John Moore University and the final report is due in March 2025.



"It is a privilege to work alongside frontline policing teams and to see first-hand the important work the police do which is often taken for granted.

We are incredibly proud to be trauma-informed practitioners and are so passionate about supporting the police becoming trauma-informed and reflective practitioners in their own right. We hope our legacy will bring about meaningful changes, not only on how the police interact with the public but also the culture of the organisation"

Rock Pool's Trauma-Informed Practitioners



SPACE Toolkit

"We are suffering a mental health crisis with both adults and children in this country, with increased demand for services vastly outweighing resources." **NHS Report**

The SPACE Toolkit (Supporting Parents and Children Emotionally) is a group intervention that uses a trauma-informed approach to educate participants on why children behave the way they do and how, as adults, we can support them. The programme is five weekly two-hour sessions.

Facilitator training is three days and since 2021 we have trained 717 facilitators.

Impact



Understanding: 38% increase from pre to post training



Confidence: 91% said they would inform colleagues about training content



Job Impact: 85% believe training will enhance their job performance

Based on Post Course Feedback from 206 responses.



"SPACE allowed me to find my own parenting style by understanding how our previous life experiences as a couple impact our own family life."

SPACE Toolkit Participant



"The sharing of 'learning' with parents in a 'doing with' as opposed to a 'doing to,' model was so refreshing."

SPACE Toolkit Facilitator



PAACE Toolkit

For many individuals with complex needs, such as addictions, poor mental health, and overall emotional distress the root cause is often childhood or developmental trauma. The PAACE Toolkits (Positive and Adverse Childhood Experiences) enable facilitators to help group members understand and change their experience of living with trauma responses, and identify practical strategies which will support them to thrive in their daily lives. There are separate toolkits for adults and children.

Facilitator training is three days, and the adult programme consists of ten weekly two-hour group sessions, the CYP programme has eight sessions.

Since 2017 we have trained 1,617 facilitators.

Impact



Understanding: 95% understood trauma-informed principles and practices



Confidence: 92% felt confident in facilitating group work



Job Impact: 93% believed training would enhance their day-to-day work

Based on Post Course Feedback from 669 responses.



"It's changed my life... now I know exactly who I am, who I want to be, and who I can be. I'm not ashamed of what I've been through, the programme has helped me realise that with the right help, a bad childhood doesn't have to define you."

Programme Participant



Case Studies - Trauma Training

Case Study Involving both SPACE and PAACE

Linda and Chris became the legal guardians of their granddaughter Sarah when she was 18 months old, following the tragic death of her parents. Both were retired and suddenly faced the unexpected prospect of raising a child with complex needs.

Chris and Linda signed up for a SPACE course they saw advertised. They described attending the course as 'opening their eyes as to how parenting done well could be'. Finishing the SPACE course they both registered for the more intense PAACE course. Chris says he has learnt to communicate with his granddaughter when she is distressed. Linda says that she can now respond more positively to Sarah not listening or paying attention and recognises this behaviour as a sign that something might be distressing her.

The grandparents feel confident they can support Sarah emotionally when things are difficult. Sarah learnt how to trust her grandparents and was able to change her communication (mainly screaming) to a more verbal style.

They both feel attendance on these courses has been a life changer for them and has resulted in the healthy and amazing relationship they have with their granddaughter.

Chris feels that all teachers and parents should do these courses as so many people don't know how to have healthy relationships with children.

Case Study PAACE with Young People

SAFE is a Thames Valley charity supporting young people affected by crime. They piloted the PAACE Toolkit in three different areas with 13 children aged 8-11 who had experienced domestic abuse. Several of the children were on Child in Need or Child Protection Plans.

All the children engaged with the programme, with 100% attendance. Facilitators noted how committed mums were to making sure their children attended. At the beginning of the project the children presented behaviours 'typical' of the impact of domestic abuse; some were quiet and had internalised their emotions, some were agitated and clearly dysregulated, most found focusing difficult. By the end, the children were able to talk about their emotions, learn emotional regulation and support each other. 10 of the 13 children were closed to the service and have not been re-referred. Three were referred for 1:1 support or counselling.

Moving forward, SAFE will continue running the program, expanding it to be offered during school hours and open to children affected by all types of crime.

Sexual Violence Recovery Toolkit

Created by Sue Penna in collaboration with Cardiff Sexual Assault Referral Central, this intensive training course provides frontline workers with the skills, knowledge, and resources to deliver group work which helps women rebuild their lives following the trauma of sexual violence.

Facilitator training is two days, and the programme consists of twelve weekly, two hour sessions.

Since 2017 we have trained 333 facilitators.

Impact



Understanding: 90% understood trauma-informed principles and practices



Confidence: 81% felt confident in facilitating group work



Job Impact: 75% believed training would enhance their day-to-day work

Based on Post Course Feedback from 110 responses.



"Participants overwhelmingly felt that the Toolkit helped them cope and manage with the trauma they have experienced, also demonstrating a sustained change through them implementing the learning since the programme finished."

Research Findings

Evaluation of Pilot Delivered by Cardiff Sexual Assault Referral Centre





Bespoke Consultancy

As experts in our field, there is strong demand for our consultancy services, helping organisations integrate trauma-informed practice into their work and identify and address staff development needs.

We have worked with a wide range of organisations including, Local Authorities, Integrated Care Boards, Police Services and Health Education England.

We would be happy to have an initial discussion to understand the scope of your requirements and investigate how we can help you deliver on your objectives.

Case Study - Hampshire And Isle of Wight Integrated Care Board

In October 2023 Rock Pool was commissioned to deliver a series of trauma practice training to Hampshire and the Isle of Wight Integrated Care Board. This training was to focus on staff working in primary care with patients experiencing mental / emotional health issues, many of them with complex needs. Staff were from a range of backgrounds, GP's social prescribers, psychiatric nurses, psychologists, drug and alcohol workers.

Using our gold standard training packages as a base we redesigned the content where necessary to suit the needs of primary care staff.

Eighteen trauma-sensitive one-day courses to 450 participants

"The trainer was very informative and was able to keep us all engaged over a long period of time. I gained a lot of understanding and knowledge not only from the trainer but the other participants."

Six two-day trauma-responsive courses to 150 participants

"A fantastic 2 days' worth of training. The content delivered has had a positive impact on my approach with being more trauma-informed and supporting people." 25th & 26th April 2024.

One nine-day Trauma-Informed Educators course to 16 participants

This course is yet to be completed.



"Over the past few years, our community mental health teams in primary care have formed and developed. As the first, most accessible contact for patients, these teams are working with a range of individuals with severe mental conditions and complex trauma. In the HIOW we are committed to investing in our workforce, so that, not only better outcomes can be achieved for patients, but that we are able to equip our mental health community workforce with the skills and knowledge required to work with trauma and complexity. Furthermore, we wanted to extend the training and support to all primary care workforce, from GP's to receptionist, as working in a trauma-informed way should be everyone's business. The Rock Pool model provided the opportunity to deliver the training and support at various levels and also provided a solution in delivering ongoing awareness and forming a community of trauma-informed practitioners."

Elveta Bailey
Mental Health Transformation Manager



Case Study - Avon And Somerset Police

In September 2023 Rock Pool won a tender with Avon and Somerset Police to support them “on our journey to being a trauma-informed police force where a trauma-informed approach becomes part of our ‘business as usual’ and a golden thread that runs through the organisation regardless of role or rank”.

Training: A two-day training course to members of the in-house training team, introducing the key concepts of a trauma-informed approach and how these might impact of their training delivery and lesson plans. We worked with the in-house training team to produce a trauma audit document which could be used ensure that current and future training was trauma-informed.

Policies: We worked with the HR department to develop a trauma-informed checklist for reviewing existing and establishing new policies.

Trauma Toolkit: We designed a draft ‘trauma toolkit’ to explain, support and offer guidance to officers in the force who may be feeling they are experiencing the impact of trauma in their work This was reviewed by a group of officers and is now part of the Avon and Somerset Pocket Book.

Trauma-Informed Educators: We trained 16 officers to be TIEs – who could act as advocates for trauma-based approaches, deliver an introduction to trauma course, and act as catalysts for change. These officers have each started to put in place a modest trauma-informed project in their area of work and have set up a “Community of Practice” to support each other and the development of best practice.

Estates: We worked with the estates team to produce an audit tool which provided a clear framework for evaluating how well the building adhered to trauma-informed practice.

Strategy and performance monitoring: The Rock Pool team worked with staff to,

- develop a three year roadmap for establishing trauma-informed practice
- identify examples of best practice in trauma-informed policing
- identify how the six principles at the core of trauma-informed practice (Safety, Empowerment, Trustworthiness, Collaboration, Inclusivity and Choice and Clarity) could drive forward the development of trauma-informed practice in the service
- identify progress through a checklist linked to the four phases of trauma practice
- produce a set of recommendations for resourcing the next stage of development



“Working with Rock Pool was invaluable in terms of them bringing their expertise around trauma and their knowledge of working with the police. They were patient in understanding our unique challenges and priorities and adaptable in providing bespoke support and products. Overall, it has been a thoroughly enjoyable experience with clear deliverables.”

Morwenna Hart - Head of Organisational Develop for A&S Police

About Us

None of our achievements would be possible without the skills, dedication and enthusiasm of our core team and our team of associate trainers.



Jonathan Materials Co-ordinator	Sarah Training Admin	Lucy Training Delivery Manager	Sue Founder & CEO	Shannon Chief Operating Officer	Sally Client Liason Manager	Kevin Business Development
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Our Associates

We couldn't do what we do without our amazing team of 15+ Associates who deliver our training. Each expert goes through a rigorous vetting process, including DBS checks. Many have lived experience of trauma and front-line work in areas like the police, social work, and education.



Closing Statement

As we launch into our new annual plan for September 2024 – August 2025, we look ahead with excitement at our ambitious growth plans for the year. With a new Chief Operations Officer and Marketing resource on board, we have plans to extend and nurture our consultancy offering. This will enable our CEO, Sue Penna, to dedicate more time to do what she does so brilliantly, speaking at key events as an expert in the field, as well as advising and steering sector leads and Commissioners on how they can ensure their teams are more trauma-informed.

We are committed to continuing to grow and develop new partnerships, as well as retain our firmly-established existing partnerships which are incredibly important to Rock Pool.

We will carry on delivering our, in demand, trauma-informed toolkit training to our established network and beyond.

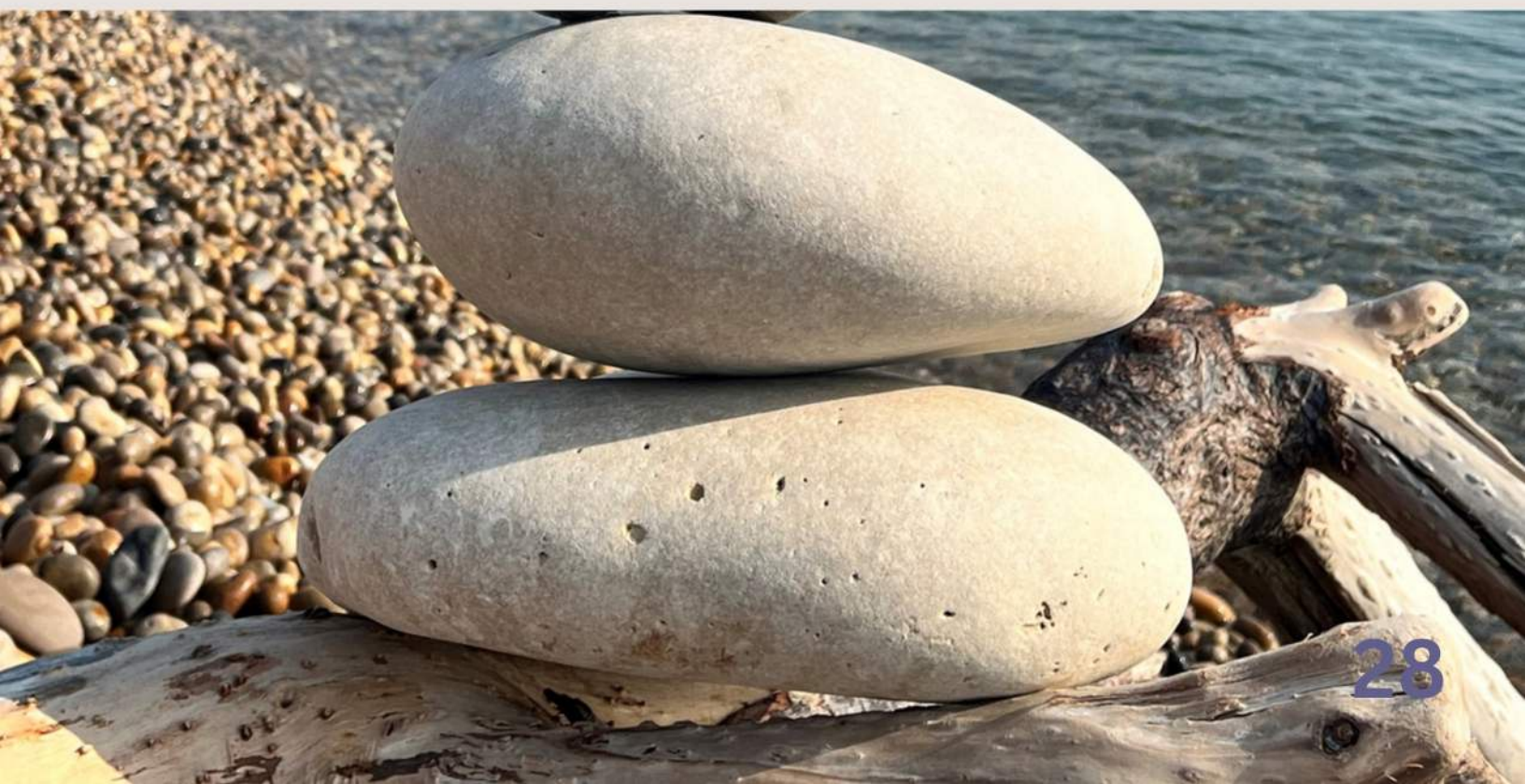
We are committed to dedicating time this year to investigating and enhancing our evidence-based statistical information to develop our programmes and look for opportunities to collaborate with peers in the sector to tailor bespoke programmes where required.

We are also proactively looking to expand our delivery work in new sectors and with new colleagues who are in need of our expertise.

We are also excited to see our new brand identity roll out across this year heralded by the development of a refreshed logo, new website, increased social media presence and newly branded collateral.

Above all else, we remain dedicated to our conviction that a trauma-informed approach fosters growth and gives people the opportunity to thrive.

We look forward to working with you in the year ahead.



“Good blend of learning styles and content so it held my attention for the whole day.”

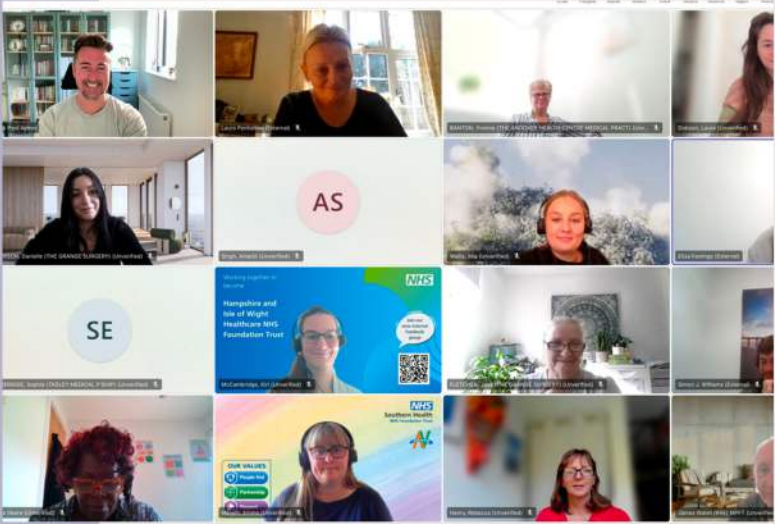
“The trainers clearly had lots of experience and knowledge, they were great!”



“What it's shown me is that being trauma-informed is absolutely critical in operational policing within public order situations”

“Good blend of learning styles and content so it held my attention for the whole day.”

“The training was very good, and enhanced the understanding I had.”



Our Partners 2020 - 2024

Knowsley Metropolitan Borough Council
Headstart Cornwall
Cranstoun
Women in Prison
Dallaglio Rugby Works
The YOU Trust
Sophie Hayes Foundation
Birmingham Children's Trust
Victim Support
Wirral Domestic Abuse Hub
Flying Start Wrexham
Sefton Council
Hull City Council
Wirral Safeguarding Children Partnership
Flying Start Carmarthenshire
Connexus Group
Southern Health NHS Foundation Trust
Avon & Somerset Police
London Borough of Barking and Dagenham
SAFE!
Hampshire and Isle of Wight ICB
Ashiana Sheffield
Stirling Council
Avon and Somerset Police
Panah
One Vision Housing
Hampshire OPCC
SafeLives
Hampshire Public Health

How To Join The Club

Social Media



Rock Pool



[@rockpool.life](https://www.instagram.com/rockpool.life)



You tube



Linked In

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