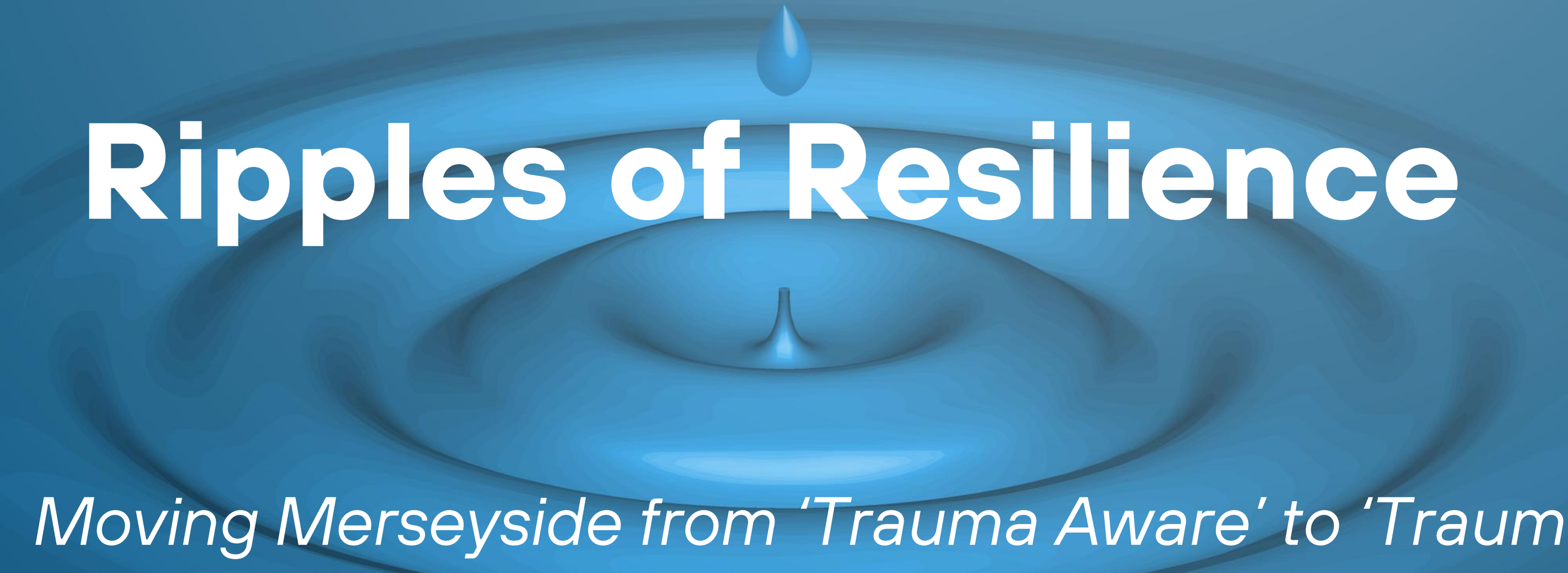


A large, stylized graphic of a blue water droplet falling into a pool of water, creating concentric ripples that expand outwards. The background is a solid blue color.

# Ripples of Resilience

*Moving Merseyside from 'Trauma Aware' to 'Trauma Responsive' through multi-agency training.*

An evaluation of the 'Bee Kind' trauma-informed practice training programme (MVRP)

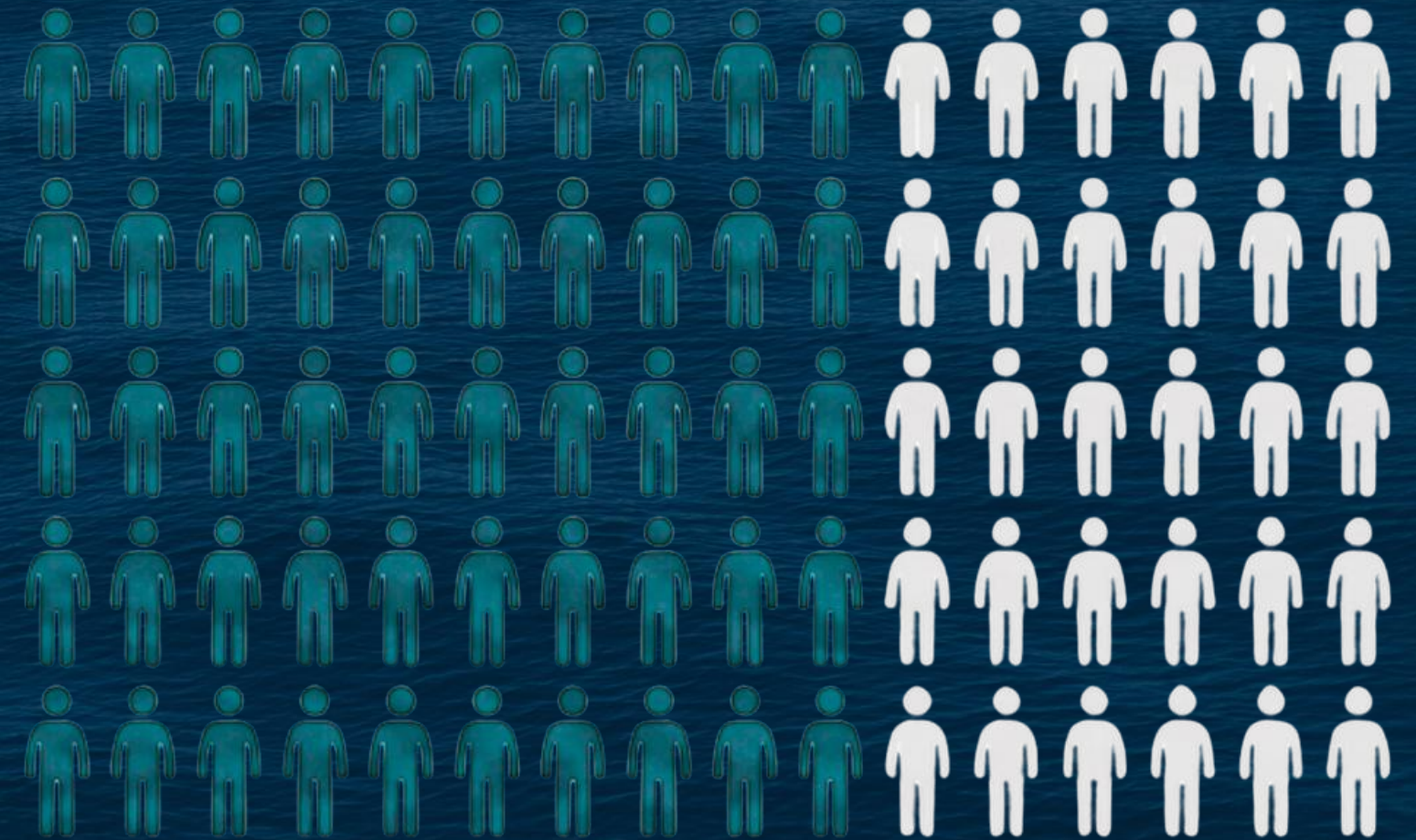


# The Silent Epidemic

70%

of adults globally have  
experienced at least one  
traumatic event

Source: Benjet et al. 2019



1 in 6 adults have experienced  
4+ Adverse Childhood experiences (ACEs)

Includes maltreatment, household  
dysfunction and exposure to violence





# The cost of inaction

## \$581 Billion



Estimated cost of ACES  
across Europe

### The Gap

Frontline practitioners  
(Police, Healthcare,  
Education etc) Lack  
neurobiological  
understanding



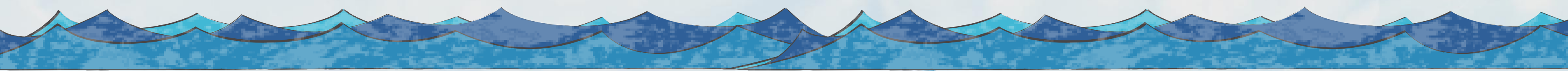
### The Result

Ineffective  
interventions, re-  
traumatisation and  
staff burnout



### The Need

Systemic upskilling  
of the workforce



# The catalyst: Bee Kind Training

**01. Session 1**  
Brain development



**02. Session 2**  
Physiology



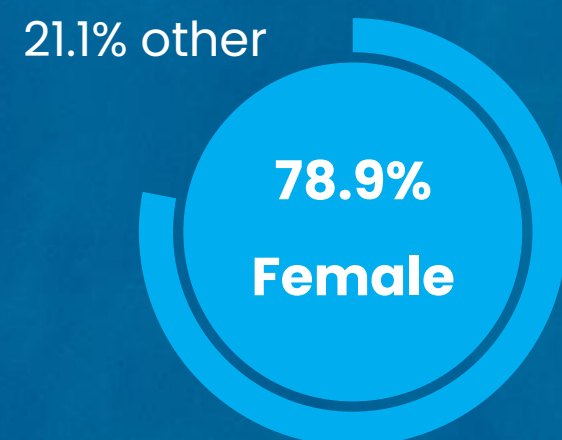
**03. Session 3**  
Sensory responses



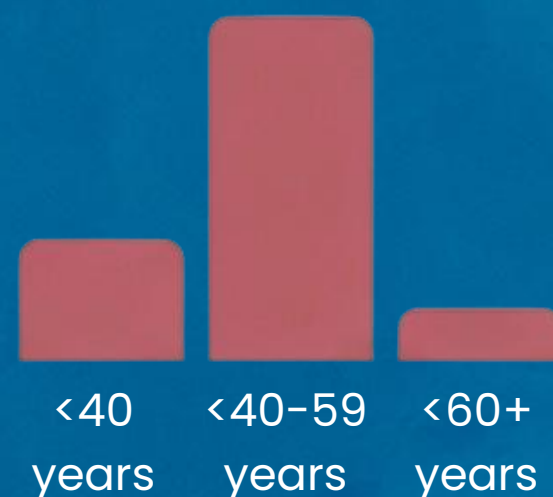
**04. Session 4**  
Intergenerational



# The Scope of the Study



Gender



Age



Education



Police



Health



Public Services

Cross Sector Participation

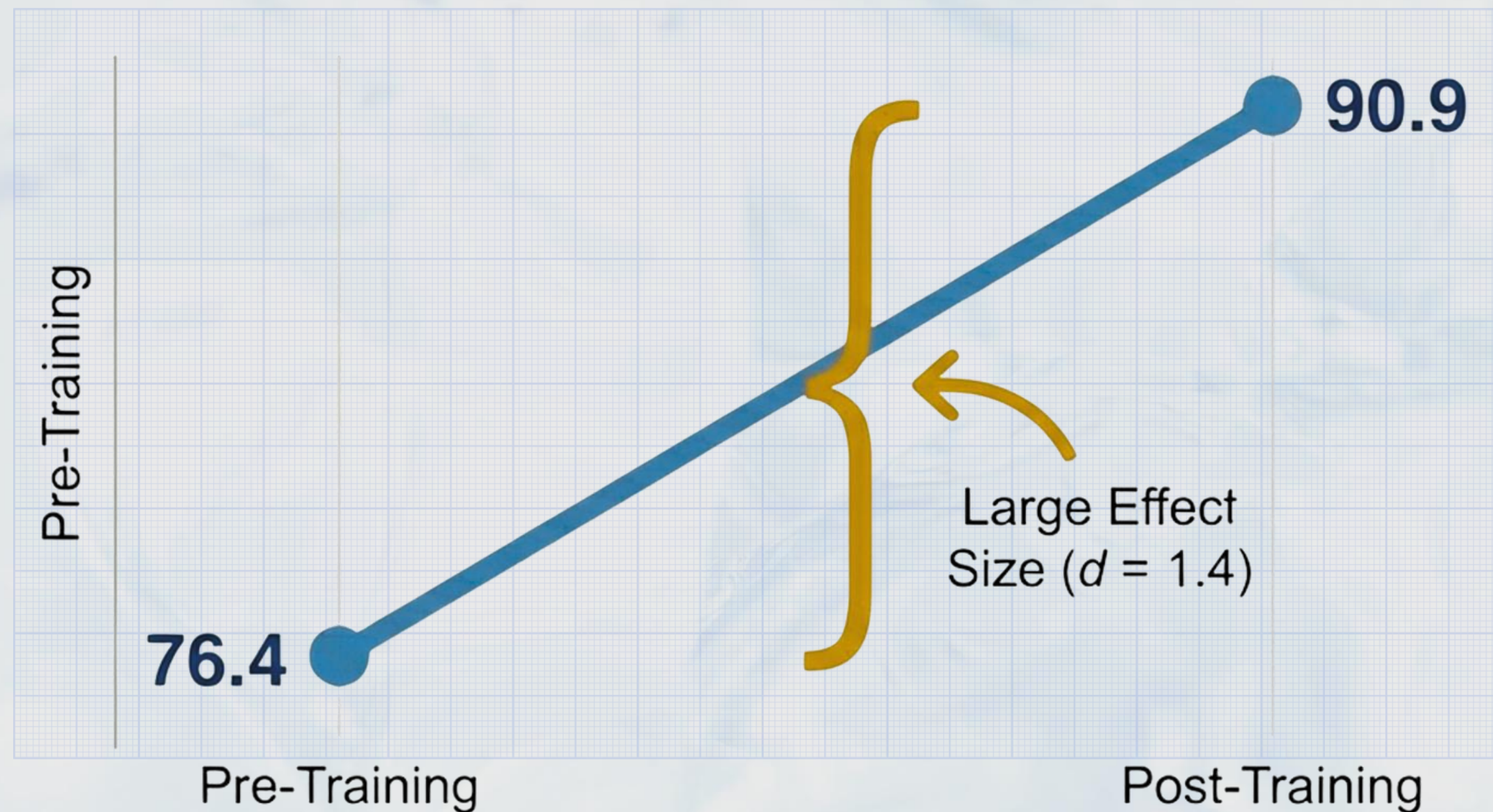
**1,017 Staff Trained**  
**(Between Oct 23-May2024)**

**152 participants (Match pre/post 6-month study)**



# Ripple 1: The knowledge shift

Individual Level Knowledge and Attitude (STISC Score)



**Statistically significant  
improvement**

( $p < .001$ ) in understanding brain  
physiology, biology and attachment



# Beyond Theory: Self-Awareness and reflection



**Participants reflected on their own reactions, biases, and vicarious trauma.**

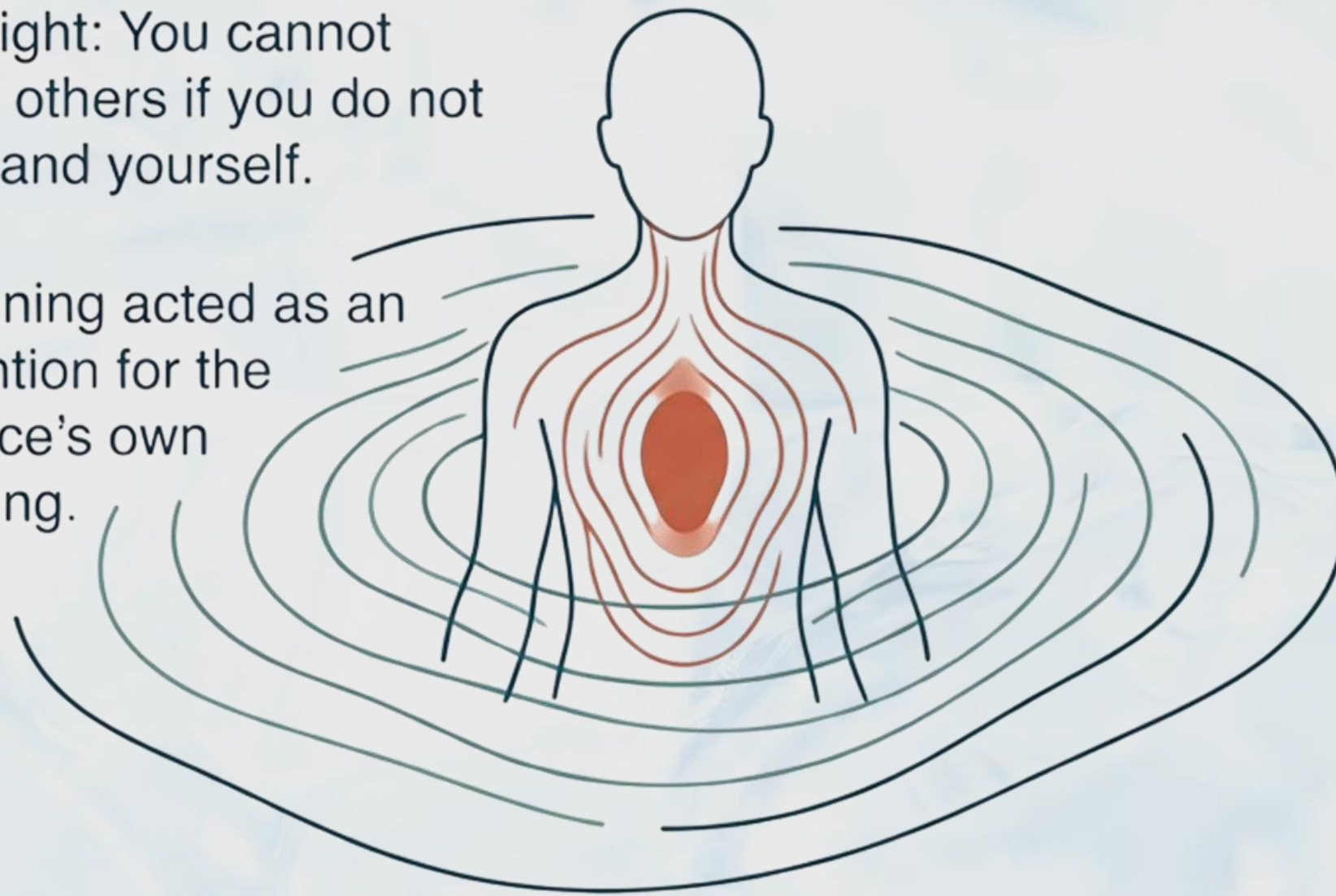
**There was a focus on self-care and mindfulness.**

- Heightened awareness of emotional regulation
- Recognition of personal triggers
- Shift from reaction to reflection



# Unexpected benefits: Healing the Healer

- Key Insight: You cannot support others if you do not understand yourself.
- The training acted as an intervention for the workforce's own well-being.



**Responses described  
the training as healing,  
empowering and  
supportive for those  
with personal or  
intergenerational  
trauma**

# Ripple 2: From Process to Person

- Rigid processes
- Assessing behaviour only
- Strict timelines

**BEFORE**

- Person centred interventions
- Asking about background and context
- Flexible timelines and safer environments

**AFTER**

## The behavioural shift

Practitioners describe a move away from rigid processes towards personalised interventions, focusing on asking about backgrounds, considering historical trauma, and approaching cases with empathy, patience and understanding

# Unlocking Trust and Rapport



## Mechanism

Understanding the  
'why' behind  
behaviour leads to  
empathy

## Impact

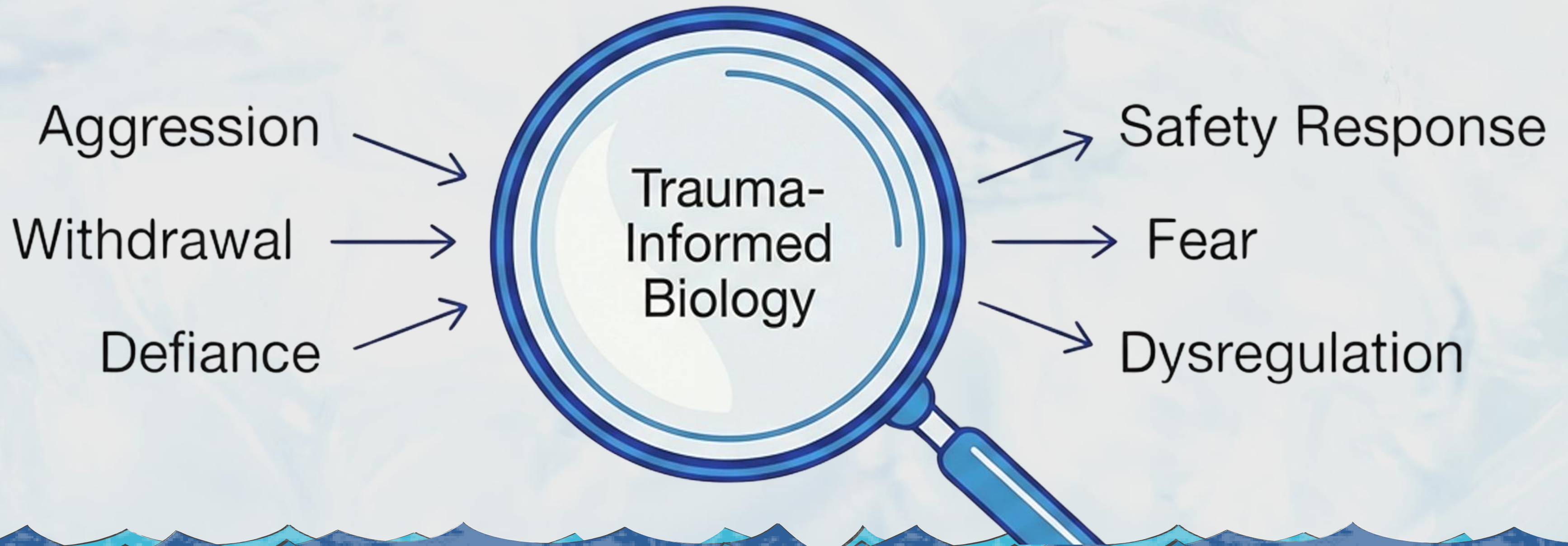
Deeper rapport,  
reduced hostility,  
reduced anxiety

## Outcome

Increased  
willingness with  
service users to seek  
help (children or  
adults)

# The Empathy Engine

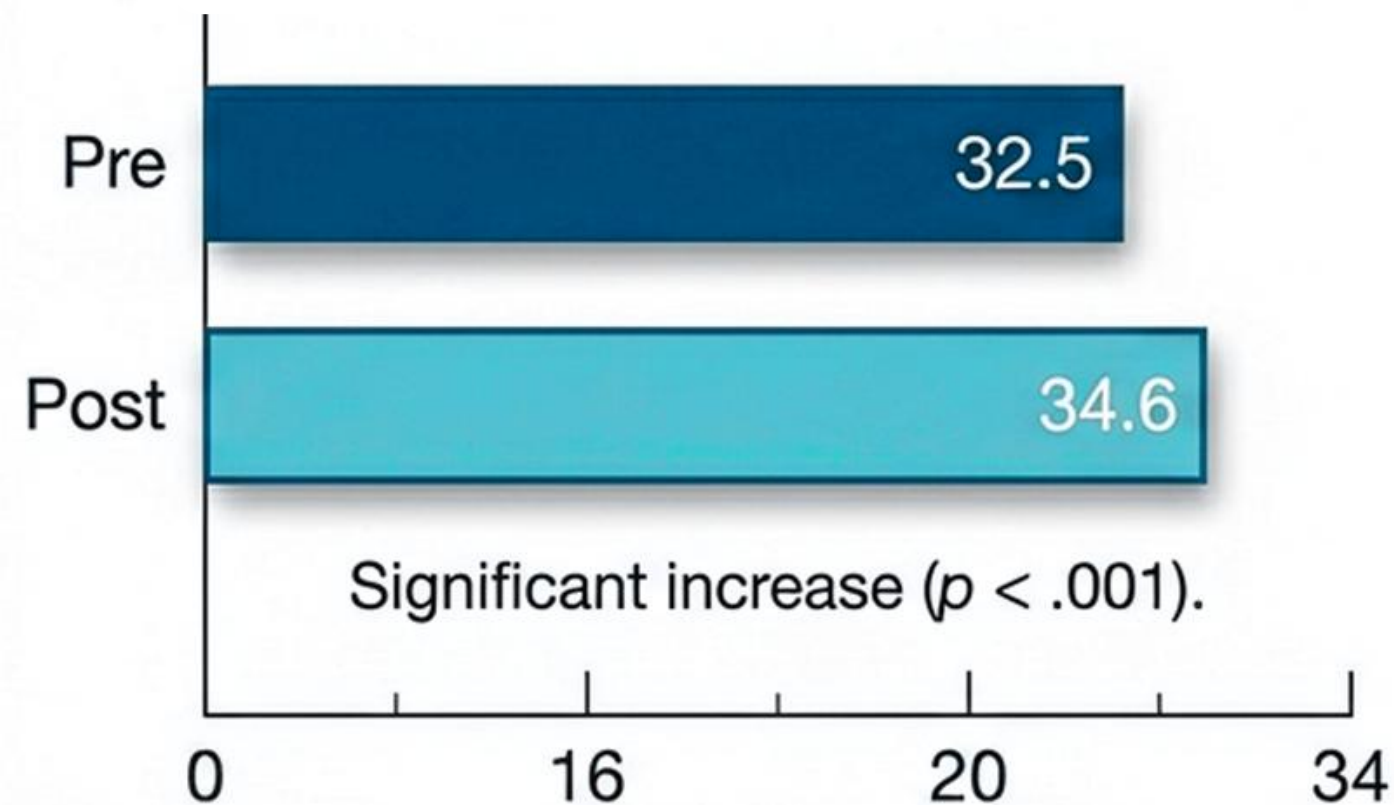
**Respondents reported being “kinder”, “less judgemental” and “more accommodating.”**



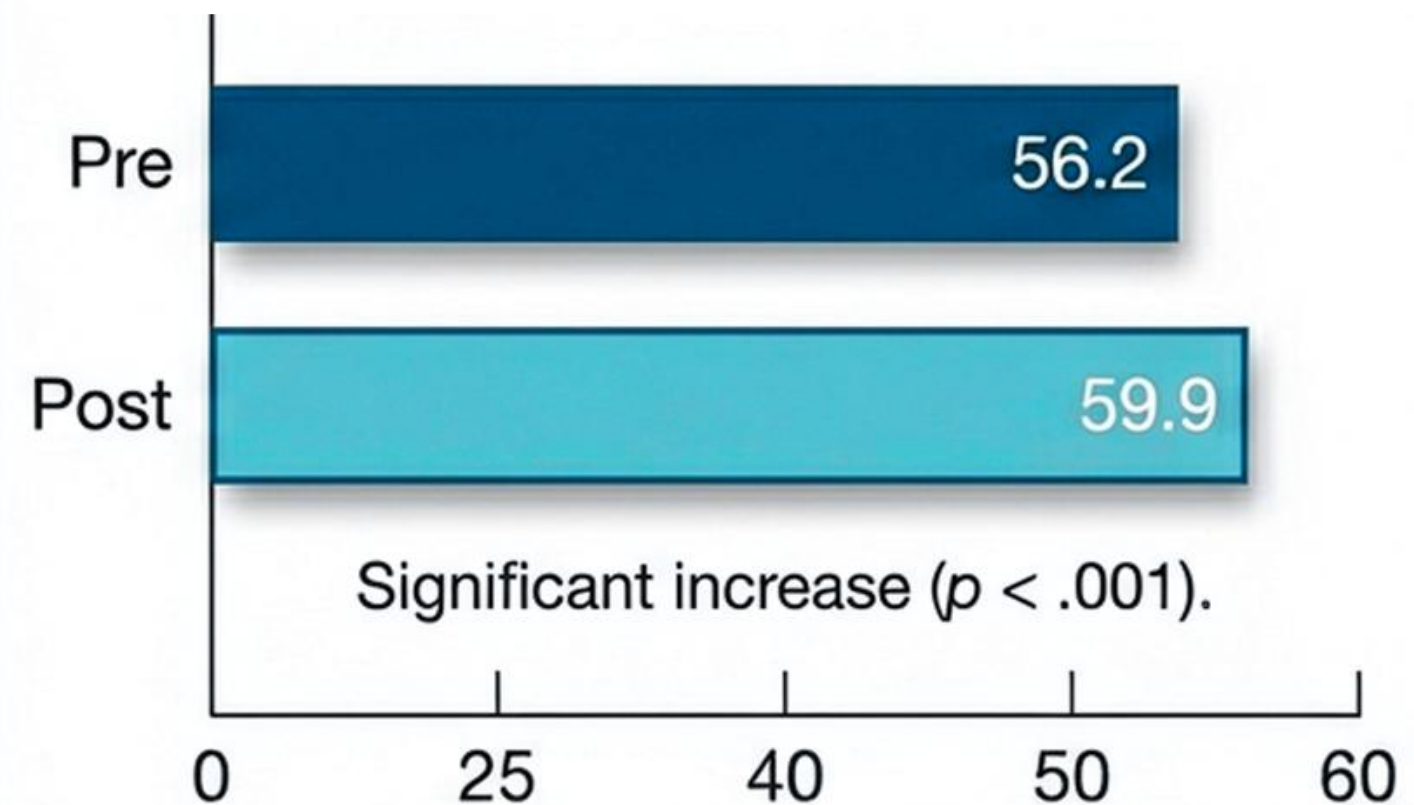
# Ripple 3: The Systemic Shift

The training began to shift workplace culture, increasing perceptions of safety and acceptance across teams

## System Wide Attitudes

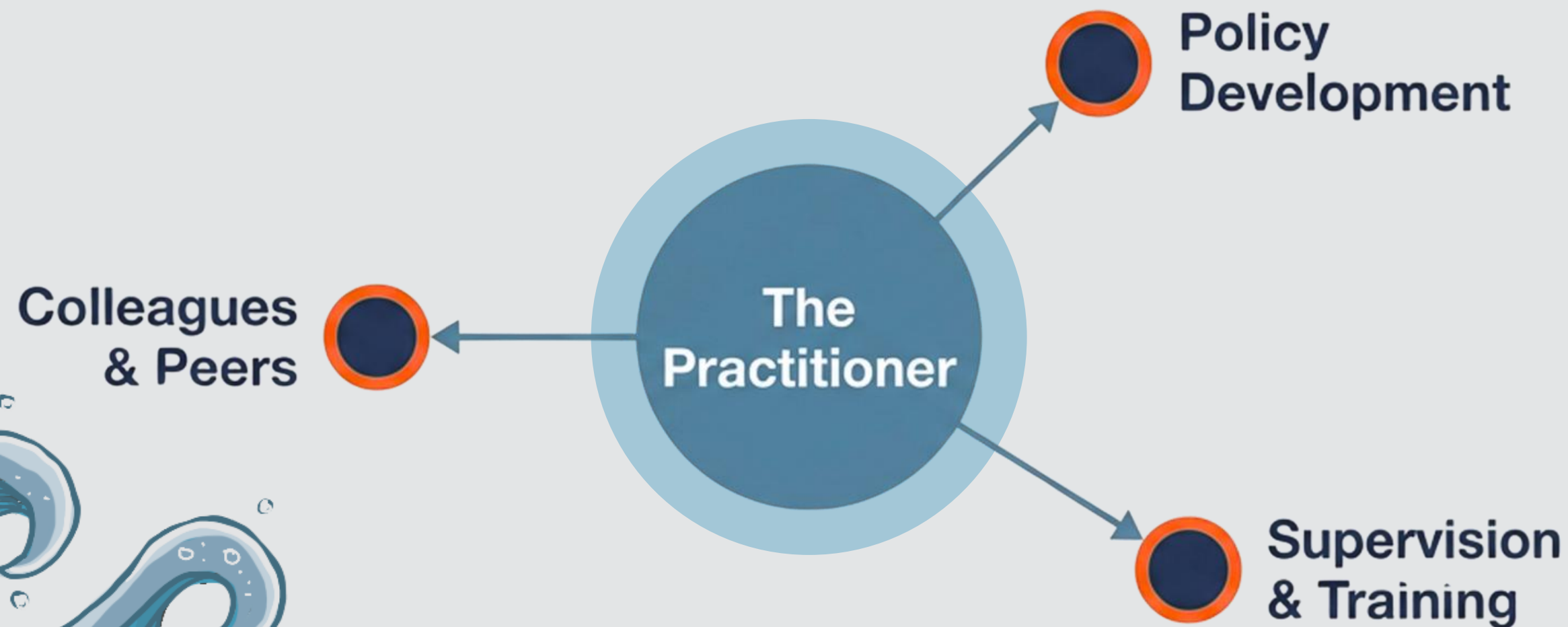


## Assessing Safety & Acceptance



# Agents of change: Creating Curiosity Champions

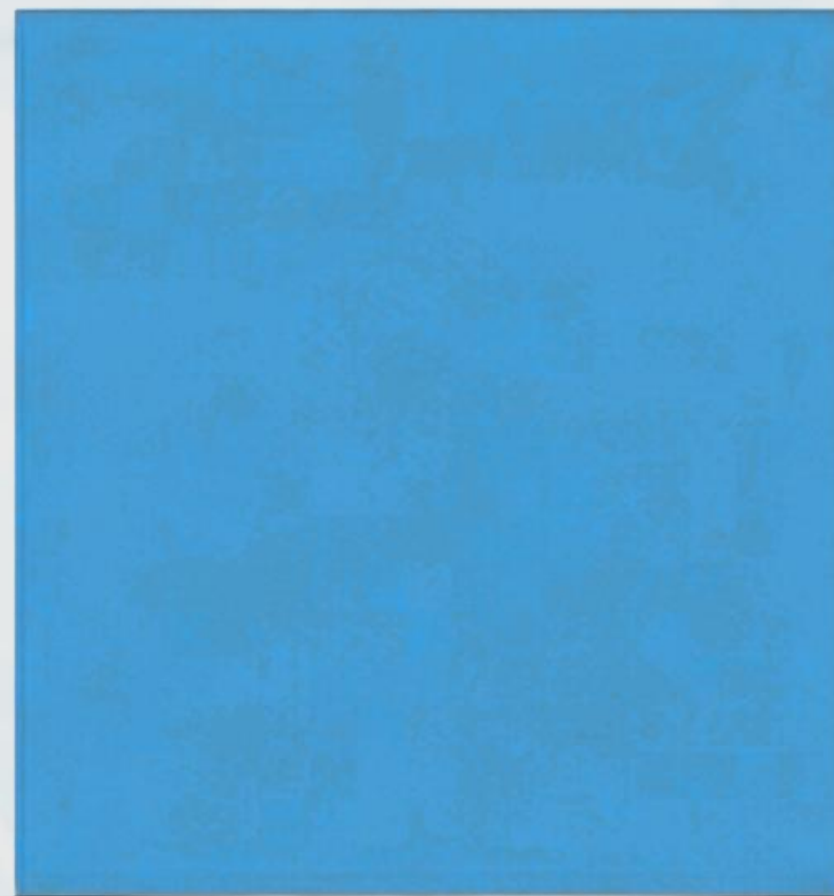
**“advocating for others, sharing knowledge, and influencing their workplaces and communities towards more trauma aware environments.”**



# The Barrier: Why training isn't enough

**The reality: While personal levels of knowledge soared, the systemic infrastructure was too far behind.**

High Score,  
Large Effect Size



Individual Knowledge

**Conclusion: Education  
requires structural support to  
become practice**

Lower Score,  
e.g., handbooks, onboarding



Systems & Processes

# Structuring for Sustainability - (TICCC)

Moving from Trauma-Aware to Trauma-Responsive



**"To sustain the ripples, the system must support the people."**

# The Transformation

## The Head



### Knowledge Shift

Statistically significant increase  
( $d=1.4$ ) in understanding trauma  
biology

## The Heart



### Internal Shift

Personal healing, reduced  
judgement, and increased self-  
awareness

## The Hands



### Practice Shift

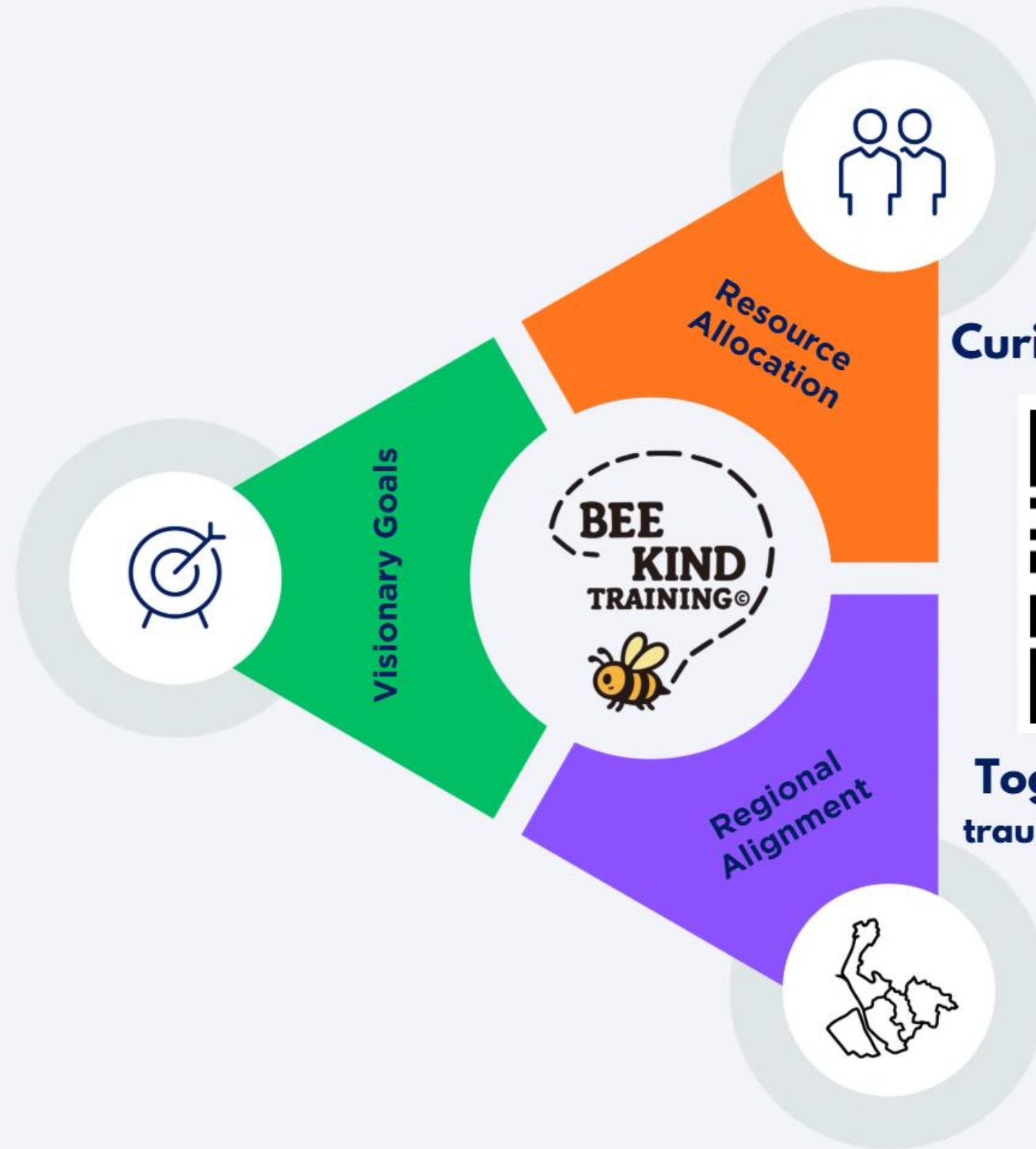
Flexible person centred care and  
improved rapport this service  
users



# Keeping the Ripples Going

**“Trauma-informed practices can have transformative effects on individual self-awareness, relationship quality, professional service delivery and organisational culture.”**

Support the system, Support the staff. Change the outcome.



**Calling all  
Curiosity Champions**



**Together we create  
trauma-responsive regions**



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LinkedIn and feel free to share  
our details with schools  
and other partners