

Practical Strategies for Co-Production Workforce Briefing

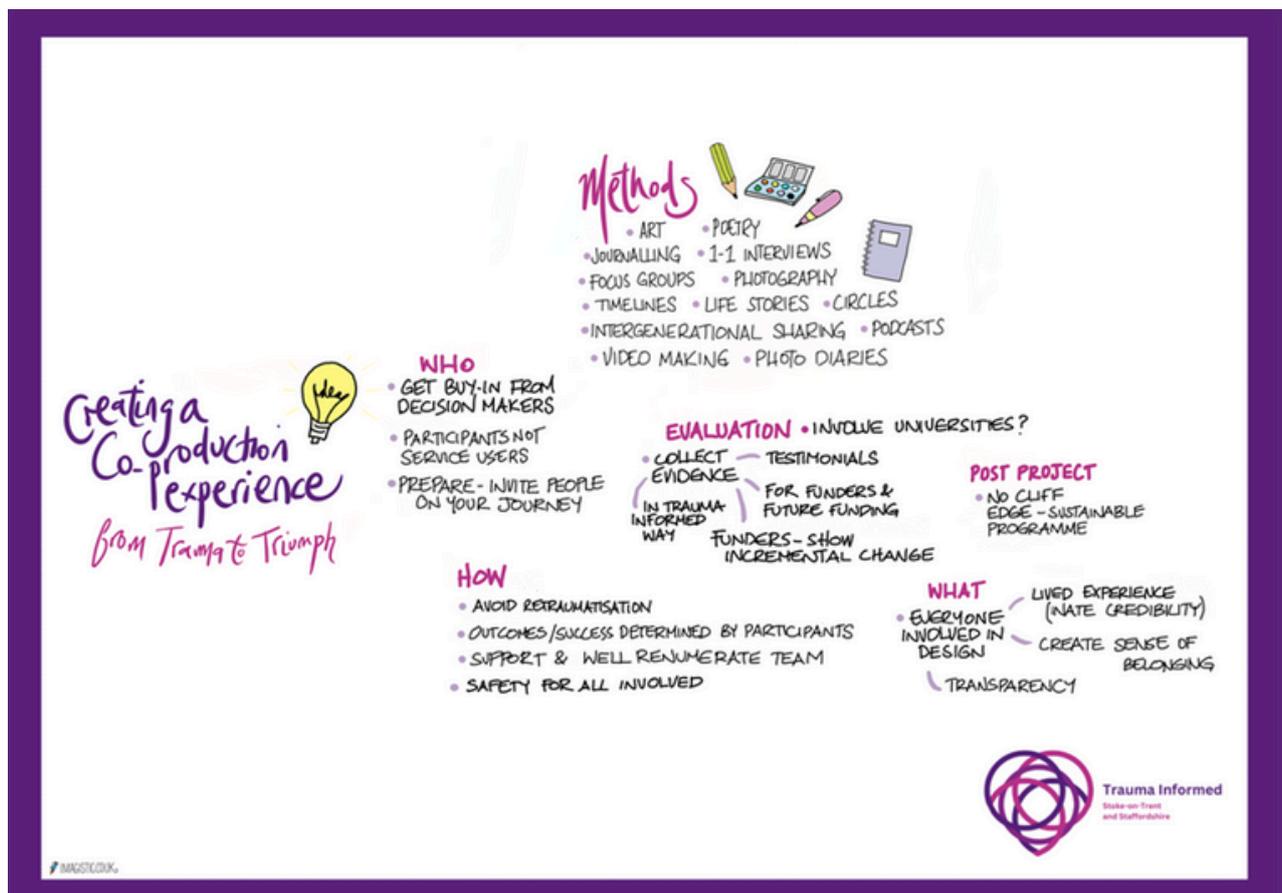


Trauma Informed
Stoke-on-Trent
and Staffordshire

TICS LTD
TRAUMA INFORMED CONSULTANCY SERVICES

Trauma Informed Co-production

Co-production refers to collaborating with all stakeholders, including our wider team, multi-agency working, and the people who use our services. The best source of information we have about getting things right for those who have experienced trauma is to speak with them and learn from them.



Strategies for creating a safe and supportive environment

- Arrange meeting spaces that are warm, comfortable, and welcoming.
- Try to pick a room free of distractions, secure, and where your co-producers know they cannot be overheard.

Emotional safety

- Create a group agreement that establishes some 'values' or 'rules' for everyone to agree (examples at the end of this document).
- Consider using "I" statements to help co-producers in attendance express themselves clearly.

Fostering equitable participation

Inclusive communication means all attendees can access the meeting regardless of age, abilities, etc. Consider carefully how this needs to work in your setting.

- Break things down into understandable chunks.
- Avoid acronyms, e.g. instead of CYP, say 'children and young people.'
- Provide visuals where possible to support discussion points
- Identify accessibility arrangements, e.g. interpreters

What about power dynamics?



Plan for quieter voices

- You could try breakout discussions or small group work
- Use anonymous feedback tools
- Encourage quieter/shier group members subtly, but don't call them out! This can be exposing for those who have experienced trauma.

Always seek feedback and seek to improve

Much like you might be thinking about using co-production to improve the service, you may also need to seek feedback to evaluate whether the group works for all concerned (see end of guide for examples).

Adapting practices for trauma sensitivity

- Have differing meeting formats, e.g. online and face-to-face
- Provide other contributing ways, e.g. writing, drawing, using digital platforms/apps, etc.
- Meet with attendees 1:1 beforehand to determine whether they know their early warning signs. Agree on a signal/word to support this.
- Work with colleagues to establish what to do if an attendee does need to leave.

Support and self-care for co-producers

As professionals, we also need to think about our self-care! The **Vicarious Trauma guide** goes into much more detail about this, but here are a few snippets...

- Supervision can provide space to explore any complex cases that have come up through the co-production process.
- Setting up peer support groups with colleagues can be a huge benefit!
- Maintain your physical and emotional well-being by listening to what your body needs and not sacrificing your own needs, e.g., drinking enough water, getting enough sleep, and eating the proper nutrition to support you in doing the fantastic work you do every day.

*When tending to others' needs;
don't forget self nourishment
is important too.*



Useful Resources and Wider Reading

Co-production planning proforma

- What am I aiming to find out?
- Who does it impact?
- Which members of the team need to be involved?
- Which groups of service users do I need to invite?
- Who will benefit and why?
- What are the intended changes?

Co-production evaluation for children

Hi there! We want to ensure our meetings are as helpful as possible for you.

Please answer these questions. Circle the face that fits the question.

 = Yes

 = Sometimes

 = No

1. Do you feel safe during our meetings?



2. Do you get a chance to talk?



3. Do you feel part of the team?



4. Are your ideas helping to change things?



Example of a group agreement for adults

This agreement ensures a safe, shared space where we can all learn from each other.

1. **Respect and Understanding:** Be careful with our language and understand that each of us will have different experiences and opinions
2. **Confidentiality:** What we share stays in this space unless we agree differently.
3. **Participation and Inclusivity:** We want to hear all voices however it works for you. We will not pressure people to talk, understanding that each of us will have good and not-so-good days.
4. **Safety and Comfort:** We will support each other and give space when needed without judgment. Collaboration and Empowerment: Everyone is equal, and we recognise our differences as strengths to learn from and grow from.
5. **Collaboration:** We make decisions together. This group is about hearing our experiences of the services and working out what works and what could be better so that actions/changes can come from this.
6. **Review and Adaptation:** This agreement is a living document which we can change as the group becomes more established.

Co-production evaluation for adults

**Use these prompts to create your own evaluation form to gauge whether processes are working for your co-producers.*

Many thanks for your participation in this process so far. Please tick which statement applies to you for each question below. Use the comments space for any suggestions you would like us to consider.

1. Overall, how satisfied are you with our co-production meetings?

Very Satisfied

Somewhat Satisfied

Neutral

Somewhat Dissatisfied

Very Dissatisfied

Comments:

2. Do you feel that the meetings are well-organised and productive?

Yes

No

Sometimes

Comments:

3. Do you have adequate opportunities to contribute and share your ideas?

Always

Often

Sometimes

Rarely

Never

Comments:

4. How included do you feel in the decision-making process?

Very Included

Somewhat Included

Neutral

Somewhat Excluded

Very Excluded

Comments:

5. Do you have suggestions for improvements we could make to the meetings?

Comments:

Thank you for taking the time to provide your feedback. We are committed to continuously improving our co-production process and value your input in shaping our future meetings.

Wider reading

Charlton, J. (1998). Nothing about us without us [electronic resource]: Disability oppression and empowerment (University Press Scholarship Online). University of California Press.

Co-Productive Collective (2021) Co-Producing Change Together. Available from: <https://www.coproductioncollective.co.uk/> Accessed: 1.04.2024].

NHS England (2023) Co-Production. Available from: <https://www.england.nhs.uk/always-events/co-production/> [Accessed: 1.04.2024].

SCIE (2024). What is co-production and how to do it. Available from: <https://www.scie.org.uk/co-production/what-how/> [Accessed: 1.04.2024].

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