




Creating a
trauma-informed
workforce

Dr. Suzanne Zeedyk

Nottingham
March 2023





1



Creating a
brave
workforce

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March 2023



2



Creating a
brave
culture

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Creating a
cutting-edge
culture

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March 2023





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Creating a
curious
culture

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March 2023



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Today

1. The power of relationships
2. Children's stress systems
3. Building a culture

6

But first....

7



Sea Dragon

8



'Tupperware Box' or 'Dragon Bed' ?

9



Today

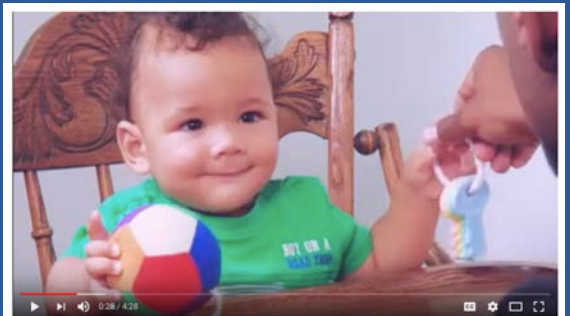
1. The power of relationships
2. Children's stress systems
3. Building a culture

10



Babies come into the world already connected

11



Dads Try the Still Face Experiment

482,449 views

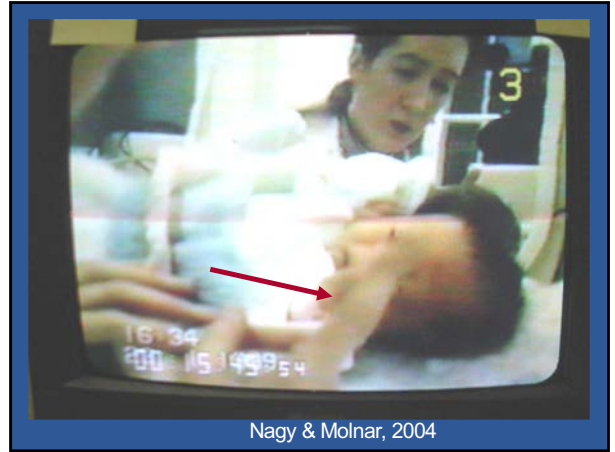
46 100 SHARE 96 ...

<https://www.youtube.com/watch?v=6czxW4R9w2g>

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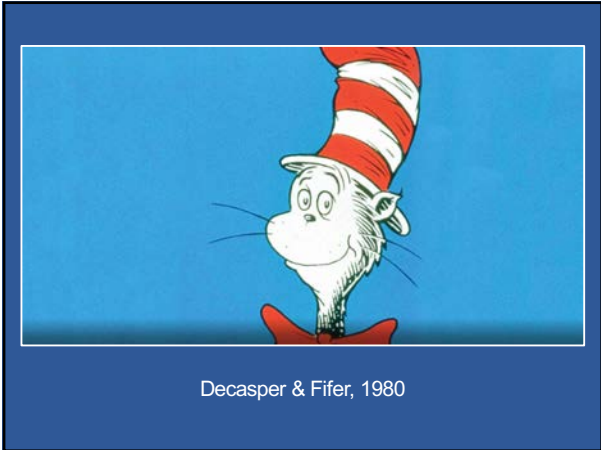
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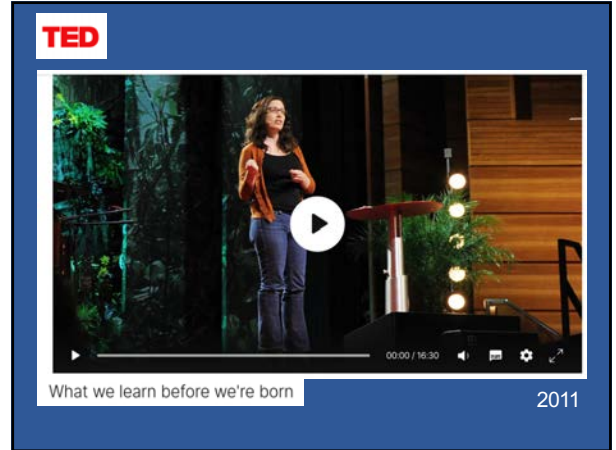
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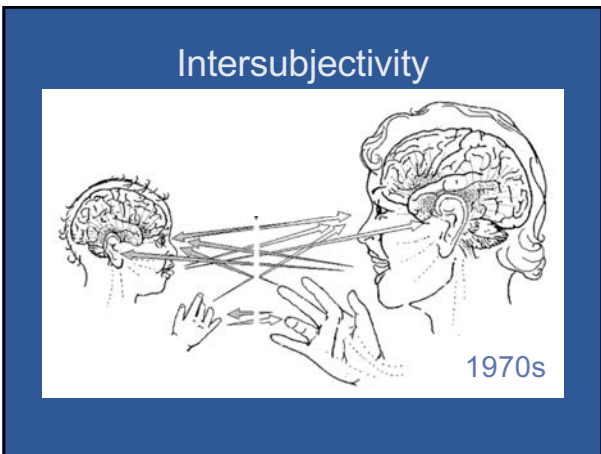
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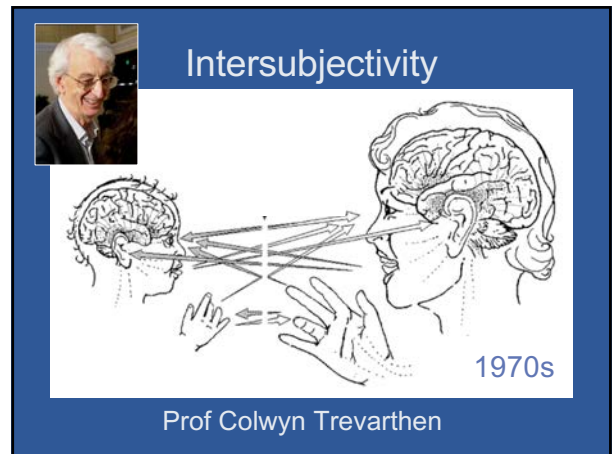
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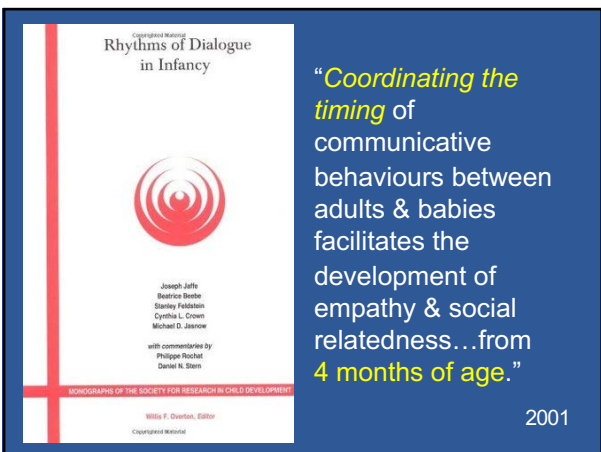
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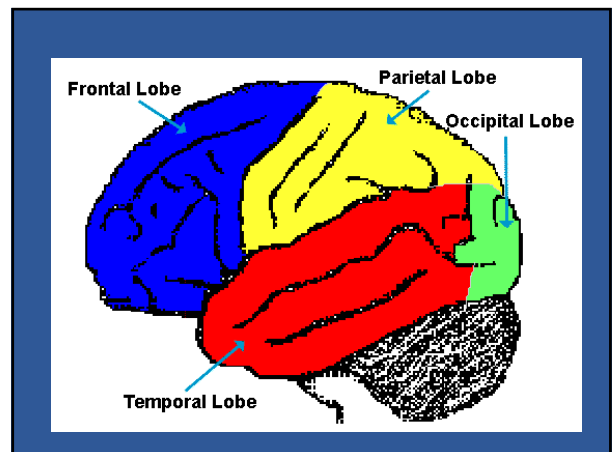
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23



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The Office, Season 2

25



The Dad Gang

<https://twitter.com/SJPPeace/status/1262001318178304002?s=20>


2020

26

“So why doesn’t everybody know about this stuff? Why aren’t we told?”

27

We are delighted to welcome you to today’s conference: Creating a Trauma-Informed Workforce.



You might find the content of today’s event **emotionally challenging**. We’ve scheduled several breaks, and there is also a Safe Space (Room G3) for you to take some time out should you need to - more information is on the back of this guide.

28

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Denial & Discomfort

29



A Two Year Old Goes to Hospital

1952

30

James Robertson



31

Table 1. Visiting hours in London hospitals (Monroe Davies, 1949).

Guy's Hospital	Sunday	2-4 p.m.
St Bartholomew's Hospital	Wednesday	3-4 p.m.
	Sunday	2-3.30 p.m.
St Thomas's Hospital	First month no visits, but parents could see children asleep between 7 and 8 p.m. After one month, twice weekly.	
Westminster Hospital	Wednesday	2-3 p.m.
	Sunday	2-3 p.m.
West London Hospital	No visiting	
Charing Cross Hospital	Sunday	3-4 p.m.
London Hospital	Under 3 years old, no visits, but parents could see children through partitions. Over 3 years old, twice weekly.	

2009

Van der Horst, F.C.P. & van der Veer, R. (2009). Changing attitudes toward the care of children: A new assessment of the influence of the work of Bowlby & Robertson in the UK. *Attachment & Human Development*.

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A Two Year Old Goes to Hospital

https://www.youtube.com/watch?v=s14Q-_Bxc_U

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The majority of hospitals vehemently opposed (frequent) visiting by parents for a variety of reasons. Parents brought filthy germs into the wards and only upset their children, who would be crying for hours after they left causing the nursing staff much trouble. Parents only wished to visit their children for egocentric reasons; they were being over-anxious and neurotic. The children themselves certainly did not need the visits; they quickly felt at home in the hospital. Besides, even if a child was not happy (and some doctors and nurses admitted that these children existed) it was always better to have a sad child than a dead child. Taking the viewpoints of the parents, it was also suggested that many parents had no wish or time to visit their children, for example, because they had to travel a long time to the hospital, or there were other children to take care of. And who would make father's tea when he got home from work? (Herzog, 1958a, 1958b; Meadow, 1964; Schoo, 1954)

2009

Van der Horst, F.C.P. & van der Veer, R. (2009). Changing attitudes toward the care of children: A new assessment of the influence of the work of Bowlby & Robertson in the UK. *Attachment & Human Development*.

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We see ourselves through the eyes of the child.

When we see the child anew, we see ourselves anew.

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Today

1. The power of relationships
2. Children's stress systems
3. Building a culture

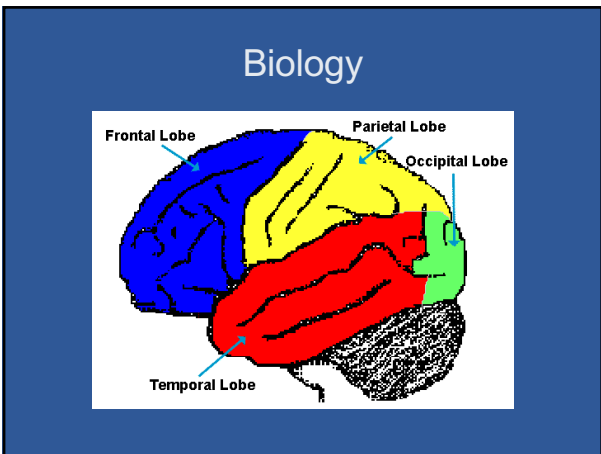
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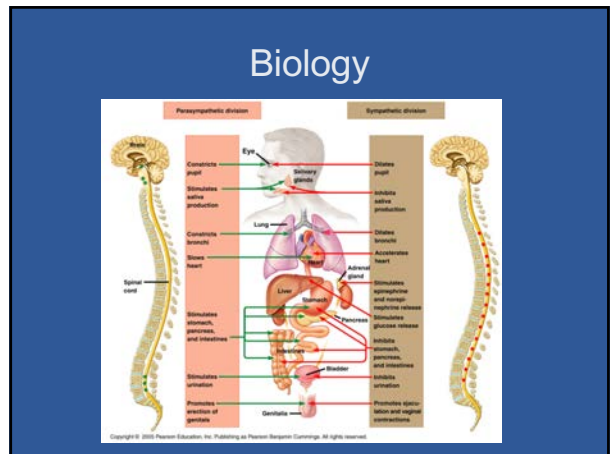
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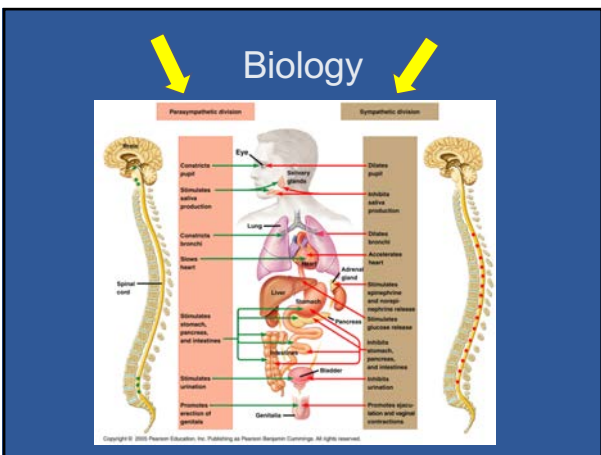
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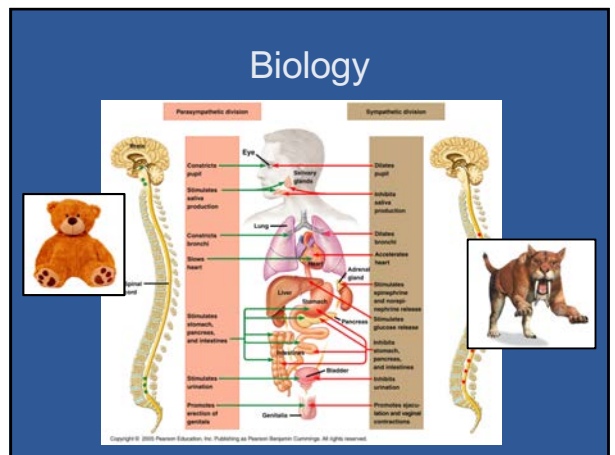
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Biology

Stress system

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Biology

Self-regulatory system

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Co-regulatory system

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Biology

Trust system

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Biology

Behaviour

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Sabre Tooth Tigers & Teddy Bears
The **connected baby** guide to attachment

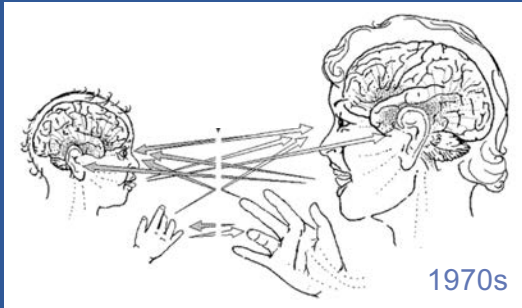
NEWLY REVISED

by Dr Suzanne Zeedyk

www.connectedbaby.net

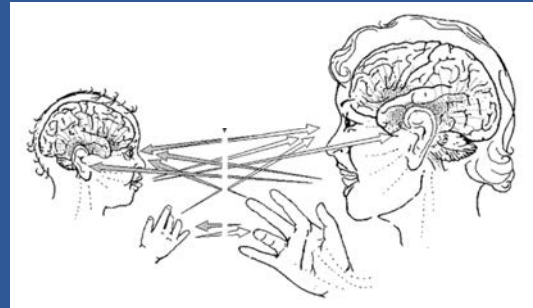
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Intersubjectivity



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Relational Trauma



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Relational Trauma



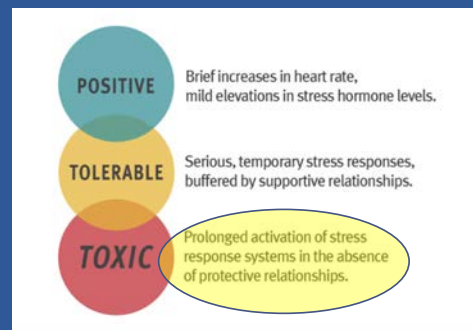
Felicity de Zulueta

Bessel van der Kolk

Gabor Mate

51

Toxic Stress



52



https://www.youtube.com/watch?time_continue=9&v=7FC4qRD1vn8&feature=emb_logo

53



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The ACE Study - 1998



Vincent Felitti



Robert Anda

55

Adverse Childhood Experiences Study ACES - 1998



- 1995 – 1997 in USA
- 17,000 patients undergoing standard health exams
- Largely middle-class & educated

56

Childhood Experiences

Abuse:

Physical abuse
Emotional abuse
Sexual abuse

Neglect:

Emotional neglect
Physical neglect

Household Dysfunction:

Mother treated violently
Substance misuse
Parent mental illness
Parent in prison
Parental divorce

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Consequences for health

- Liver disease
- Heart disease
- Depression
- Smoking
- Drug use
- Alcoholism
- Early sexual activity
- Adolescent pregnancy
- Fetal death
- Suicide attempts
- Partner violence
- Depression
- Health-related quality of life

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Prevalence of ACEs

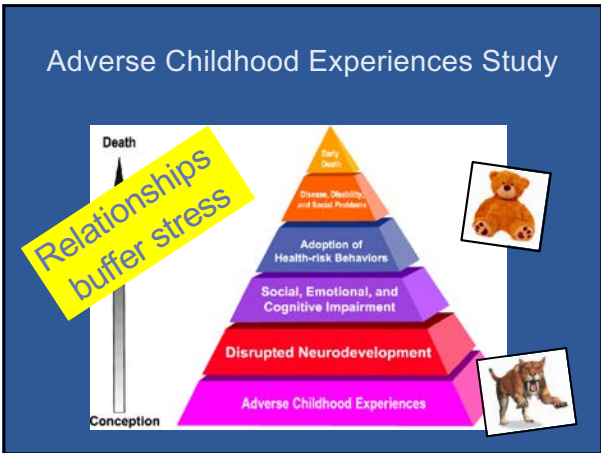
<u>No. Experiences</u>	<u>Percent</u>
0	36%
1	26%
2	16%
3	10%
4 or more	16%

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Adverse Childhood Experiences Study



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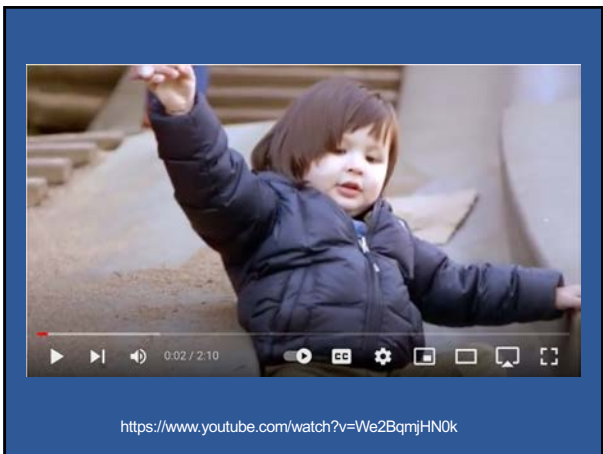
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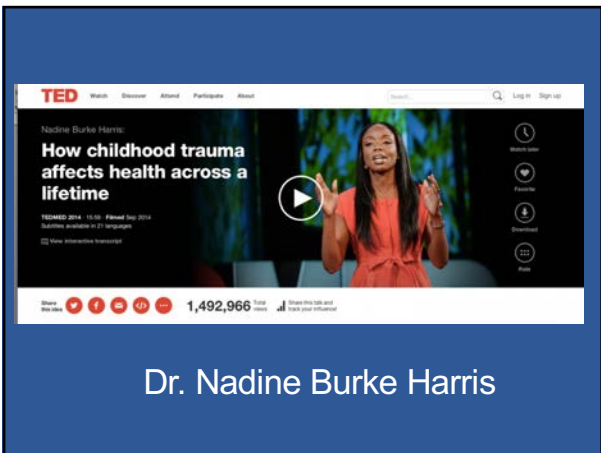
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64



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Today

1. The power of relationships
2. Children's stress systems
3. Building a culture

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Today

1. The power of relationships
2. Children's stress systems
3. Building a culture through shared language

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Sea Dragon

69



'Tupperware Box' or 'Dragon Bed' ?

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Paradigm Construction Company



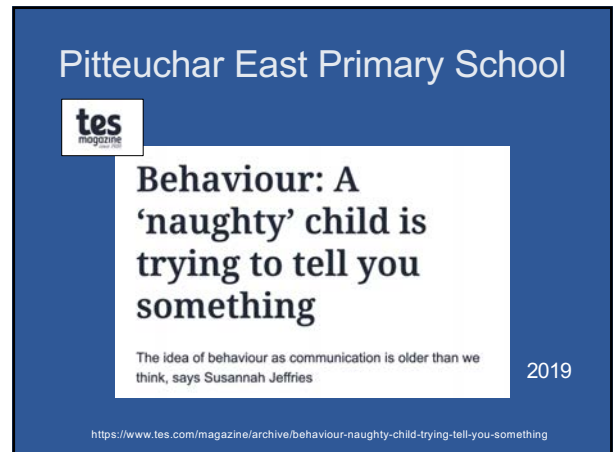
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Because its Common Sense
and everyone should be taught .
It will Better the Lives of
everyone invdred + help pass
down the generations .

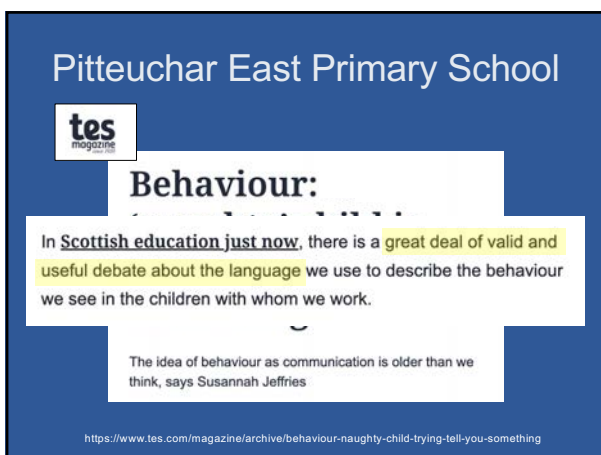
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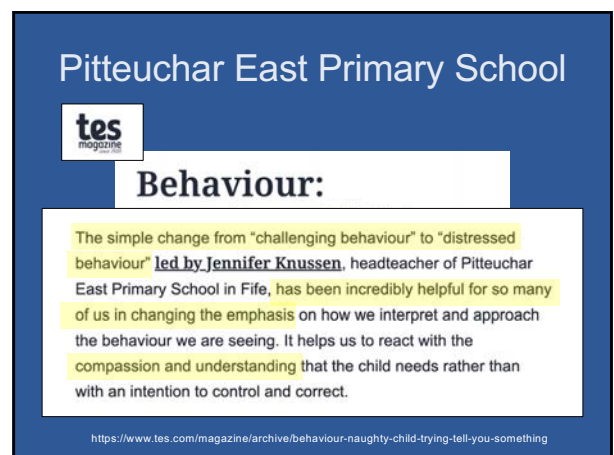
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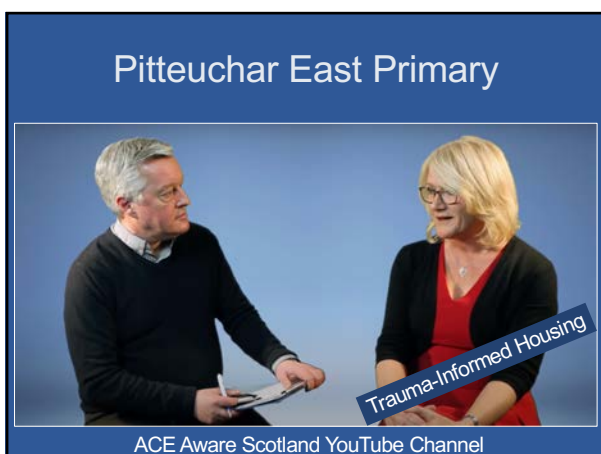
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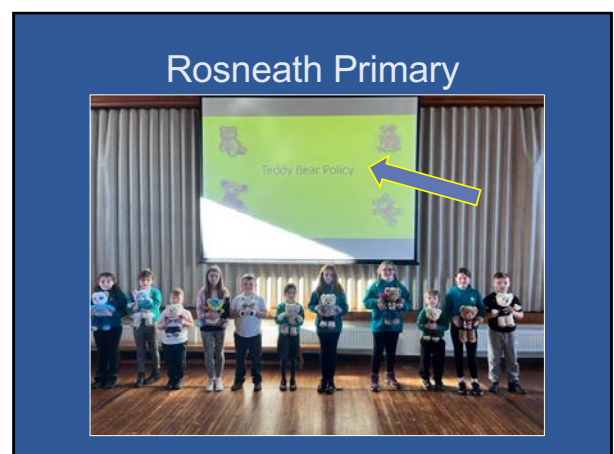
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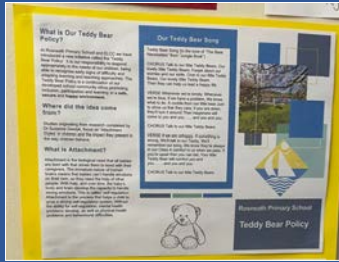


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Rosneath Primary



The teddy bear policy has helped reframe how behaviour in school is viewed as it has focused on building relationships and creating attachment. It has helped everyone ask "what are they trying to communicate?" rather than "why are they behaving like this?". The policy has helped emphasise the importance of nurture and helping the children deal with situations in their lives. I feel we will continue to grow the teddy bear policy so the children and families will also start to think about attachment and provide more support to one another particularly during challenging times.

20:35

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Rosneath Primary



Our teddy bears enable pupils across our school community, to form attachments that give comfort and instant happiness. The soft hug from a teddy bear, is safe and reassuring, whilst our pupils learn how to self regulate their emotions.

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Rosneath Primary

"There is a Teddy Bear Council Meeting in the morning and..."

Teddy Bear Council Meetings give children the opportunity to discuss thoughts and feelings and the introduction of new bears that might like to join our Rosneath family.

20:43

81

Lullaby Lane Nursery



82

Lullaby Lane Nursery



83

Lullaby Lane Nursery



84

Lullaby Lane Nursery



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Social Work Teams

Trauma-Informed Record Keeping



Lisa Cherry

"This was a great opportunity to reflect on how language, phrasing & omissions in our records can impact the lives of people who use our services. Looking through a trauma lens at what and how we record has reinforced for me how vital it is that we get this right."

2022

<https://www.eventbrite.co.uk/e/circles-and-threads-trauma-informed-record-keeping-2022-tickets-355077144297>

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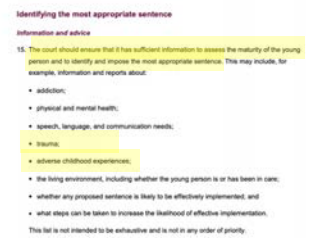
Scottish Sentencing Council



2022

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Scottish Sentencing Council



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Scottish Sentencing Council



West Lothian law firm scoops prestigious prize



Keegan Smith Defence Lawyers were presented with the accolade of **Criminal Law Firm of the Year** by Frances McMenamin QC at the Herald Law Awards 2021 for raising awareness of the links between Adverse Childhood Experiences (ACE) and offending.

<https://www.dailyrecord.co.uk/news/local-news/west-lothian-law-firm-scoops-25717199>

2021

89

Children 1st



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Children 1st



Barnahaus = Children's House

91

Children 1st

"The Problem of Professional Anxiety"

"There is a tendency for even the best-educated and the best-motivated of people working with young children to **become habituated** to some extent to **their states of distress** and the behaviours that reveal them."



1970

92

NHS



We need to talk about trauma

One of the most haunting images from my time as a junior doctor

2017

<https://abetternhs.net/2017/10/15/we-need-to-talk-about-trauma/>

93

NHS



We need to talk about trauma

What is extraordinary, and to be frank, a betrayal of patients and clinicians on the part of those responsible for medical education is that we never talked about, much less seriously taught about the lasting effects of trauma. We were taught that diseases were due to the interaction of human biology and the environment, but human experiences were barely part of the picture.

<https://abetternhs.net/2017/10/15/we-need-to-talk-about-trauma/>

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NHS



We need to talk about trauma

Learning about trauma has completely transformed my practice, helping me to make sense of so much that has frustrated, worried and exhausted me for years. I am now committed to sharing the lessons with other healthcare professionals, beginning with my whole practice team – from the receptionists who frequently face hostility and unpredictable behaviour, to the secretaries who type reports full of traumatic detail, the nurses who see them for intimate examinations and the doctors who struggle with their inexplicable symptoms.

<https://abetternhs.net/2017/10/15/we-need-to-talk-about-trauma/>

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NHS



We need to talk about trauma

My hope is that the NHS can act with science and compassion combined with advocacy and activism to lessen the amount of trauma being inflicted and improve the care of those who have survived.

2017

<https://abetternhs.net/2017/10/15/we-need-to-talk-about-trauma/>

96

My hope is that the NHS can act with science and compassion combined with advocacy and activism to lessen the amount of trauma being inflicted and improve the care of those who have survived.



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In summary...

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Creating a
brave
culture

Thank you



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