



**Health
Innovation**
Oxford & Thames Valley



**Surrey and Borders
Partnership**
NHS Foundation Trust



Surrey and Northeast Hampshire

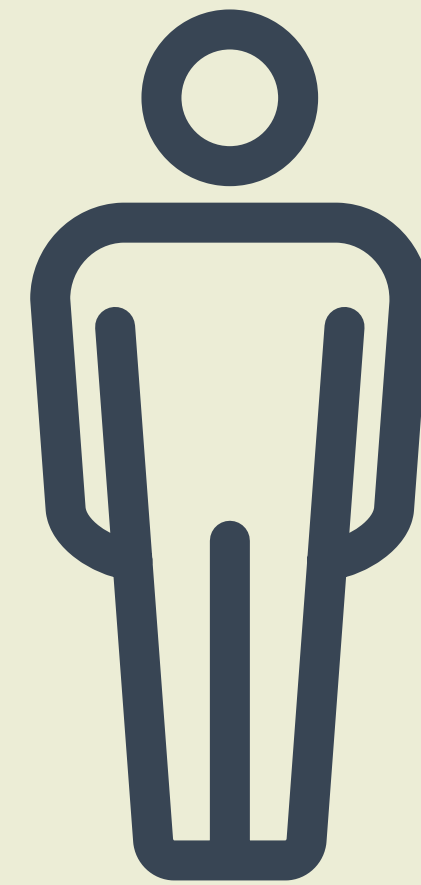
Trauma-informed service

Training programme attendance

End of year one 2023

Overall training attendance across all workshops was 61% (2257 spaces attended of 3678 spaces allocated). Of those who did not attend workshops 29% did not attend (DNA) and 10% cancelled at short notice (SNC).

A total of 180 workshops ran across 14 different modules, 5 workshops were cancelled.



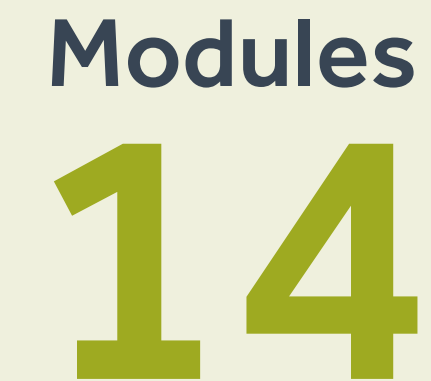
A total of 1242 individuals attended training workshops.



One module ran face to face and provided 2 workshops on the same day: Understanding Trauma and Trauma-informed Care. The rest of the workshops all ran online.



*The first year of trauma-informed training workshops began in Q3 2022 and ran to the end of Q1 2023.



Number of participants by sector



Service remits with the highest number of participants were:

435 Mental Health, Drug and Alcohol, Learning Disabilities and Community Services

285 Social Care Services

109 Mental Health Services

A full break down of organisations and service remits can be found in **Appendix 1**.



Organisations with the highest number of participants attending were:



435



243



78



Workshops attended

Most participants attended a single workshop (n=720), however 114 individuals attended four or more workshops, with 3 individuals attending 10 workshops each.



Organisations whose participants attended the largest number of workshops matched those with the overall highest number of individual participants. With the following total number of workshops attended:



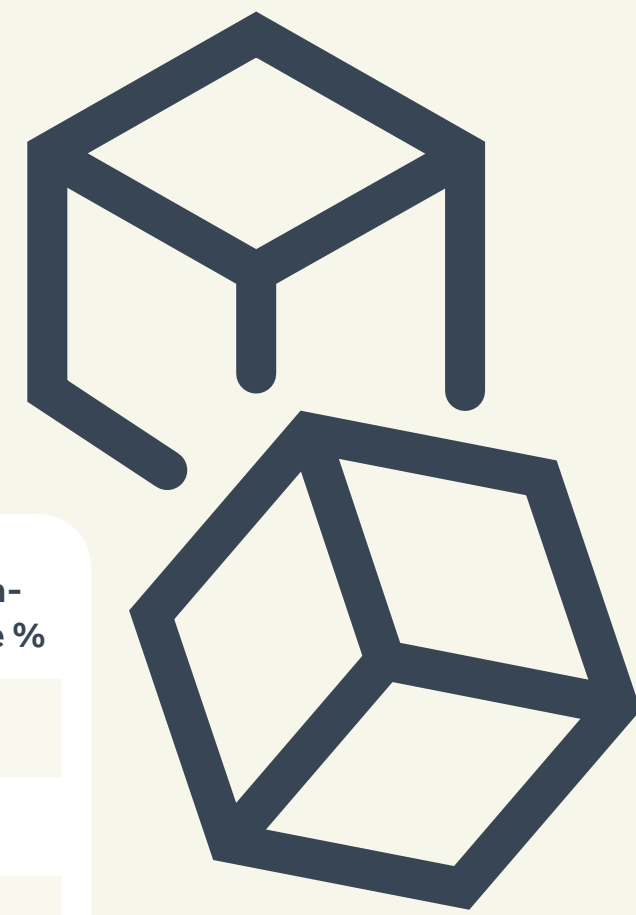
Workshops attended by sector



Individual workshops attendance

Module	Number of Workshops	Uptake of spaces (%)	Number Attended	Overall non-attendance %
Understanding Trauma	39	69%	559	57%
Understanding Trauma-Informed Care	36	69%	530	57%
Responding to trauma and avoiding re-traumatisation	21	54%	225	47%
Applying Trauma-Informed Care Principles to ourselves and each other	9	57%	159	49%
Trauma-Informed Care to support refugee and asylum seeker care	14	54%	128	49%
Trauma-informed approaches to Risk Assessment and Management*	10	52%	103	40%
All Interactions Matter*	10	44%	97	41%
Trauma-Informed Supervision *	8	49%	88	43%
Understanding Trauma-Informed Care for Managers	7	40%	73	53%
Leading & Influencing Trauma-informed Change*	9	39%	71	30%
Understanding Trauma & Trauma-informed Care (F2F)**	6	45%	67	28%
Trauma-Informed Care to support Autistic People**	3	74%	59	27%
Being Trauma-Informed with Carers**	4	69%	55	25%
Trauma-Informed Care (TIC) in Primary Care	4	54%	43	44%

*ran from Q2 2022 **ran from Q1 2023



Workshops with the highest attendance rates

- Trauma-Informed care to support autistic people
- Understanding Trauma-Informed care
- Being Trauma-Informed with carers



- Leading & Influencing Trauma-Informed Change
- Understanding Trauma & Trauma-Informed Care
- All Interactions Matter

Workshops with the lowest attendance rates



Module Attendance by Sector

There was attendance from Charity, Local Authority, and NHS sectors at workshops across all 14 modules.

The participant from the **Independent Statutory Body** completed one module Being Trauma-Informed with Carers.

Charity sector participants mostly attended the modules Understanding Trauma (n=151), Understanding Trauma-Informed Care (n=129) and Responding to Trauma and Avoiding Re-Traumatisation (n=75).

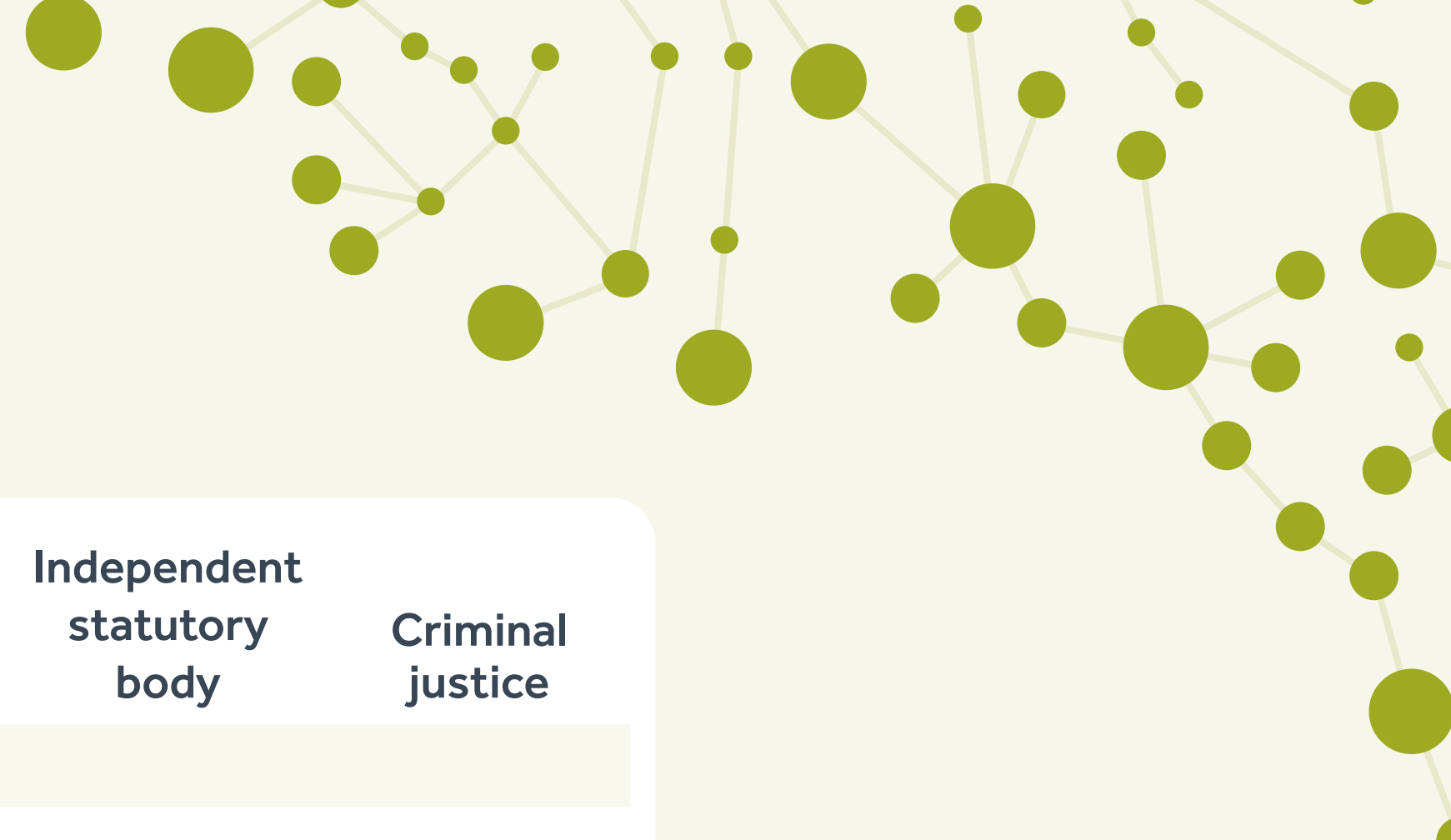
Local Authority participants mostly attended the modules Understanding Trauma (n=126) and Understanding Trauma-Informed Care (n=111).

NHS participants mostly attended the modules Understanding Trauma (n=249), Understanding Trauma-Informed Care (n=270) and Responding to Trauma and Avoiding Re-Traumatisation (n=108).

Primary Care and **Social Enterprise** sector participants mostly attended the modules Understanding Trauma (n=12, n=21), Understanding Trauma-Informed Care (n=8, n=12).

Criminal Justice sector participants all attended the module All Interactions Matter (n=4), with some participants attending second or third modules.

Module Attendance by Sector



Course	Number of Workshops	Charity	Social enterprise	Local authority	Primary care	NHS	Independent statutory body	Criminal justice
Understanding Trauma	39	151	21	126	12	249		
Understanding Trauma-Informed Care	36	130	12	111	8	269		
Understanding Trauma-Informed Care for Managers	7	18	2	29		24		
Trauma-Informed Care to support refugee and asylum seeker care	14	32	4	24	1	66		1
Applying Trauma-Informed Care Principles to ourselves and each other	9	41	2	31	3	82		
Responding to trauma and avoiding re-traumatisation	21	75	4	35	2	108		1
Trauma-Informed Care (TIC) in Primary Care	4	4		1	9	29		
Trauma-Informed Supervision *	8	22		16		50		
All Interactions Matter*	10	24	1	19		49		4
Trauma-Informed approaches to Risk Assessment and Management*	10	20		16		66		1
Leading & Influencing Trauma-Informed Change*	9	20	1	8		42		
Understanding Trauma & Trauma-Informed Care (F2F)**	6	7	1	5	5	49		
Trauma-Informed Care to support Autistic People**	3	12		18	2	27		
Being Trauma-Informed with Carers**	4	10		19	2	23	1	



*ran from Q2 2022 **ran from Q1 2023

Attendance by Job Role and Service

Initial analysis of self-reported participant information yielded 256 job titles across 197 services.

Analysis of the job titles and services worked within for individuals attending training was challenging due to the breadth of workforce accessing training. Job titles varied greatly across organisations and interpretation was required to aggregate these into categories. Additionally, as this field was self-reported by participants when signing up to training it was not always completed or fully completed.



A full breakdown of Job roles and Services can be found in **Appendix 3** and **4**. Job titles were aggregated to produce 52 aggregated job roles and grouped into 4 categories (2 individuals did not supply their job role).

Job Category	Individual Participants	Workshops Attended
Registered Clinician	488	864
Client Facing (Not Registered Clinician)	436	836
Senior Role	236	415
Non-Client Facing	79	140
Unknown	2	2

The three registered clinician job roles with the largest number of participants were:



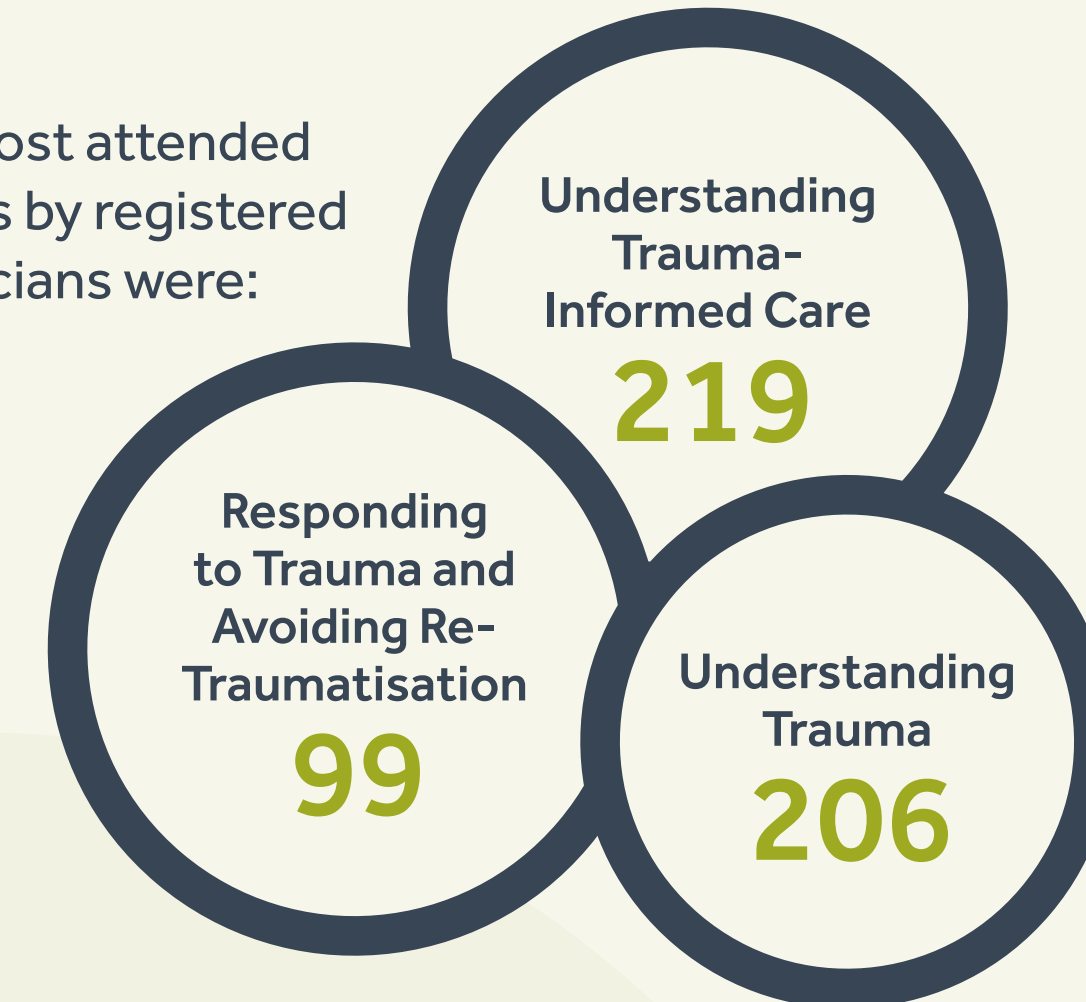
Registered Clinicians

The job role category with the largest number of individuals attending training was registered clinicians.**

Registered clinicians made up the largest proportion of attendees across workshops for the modules:

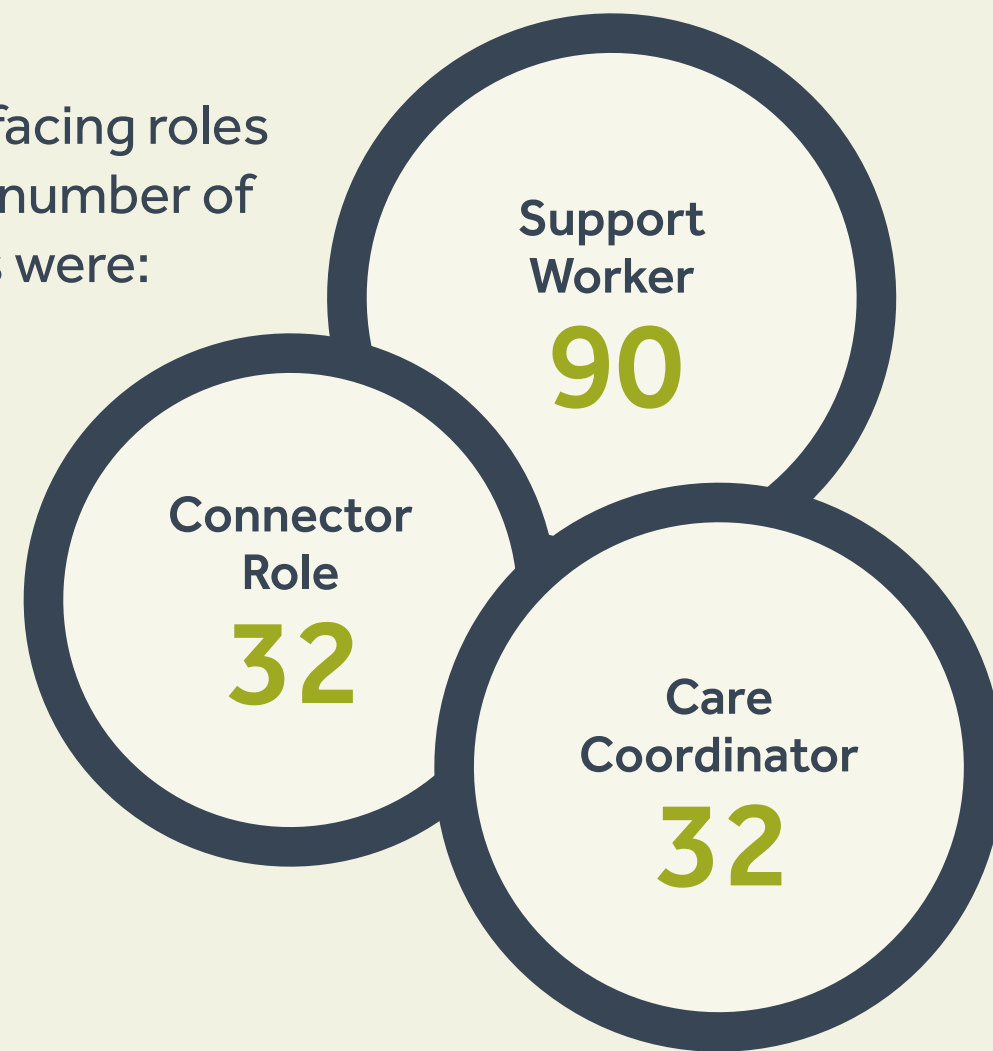
Trauma-Informed approaches to Risk Assessment and Management	43%
Trauma-Informed Care for supporting Refugees and Asylum Seekers	39%
Trauma-Informed Care in Primary Care	53%
Being Trauma-Informed with Carers	42%
Responding to trauma and avoiding re-traumatisation	44%
Understanding Trauma and Trauma-Informed Care (F2F)	63%
Understanding Trauma-Informed Care	41%

The most attended modules by registered clinicians were:

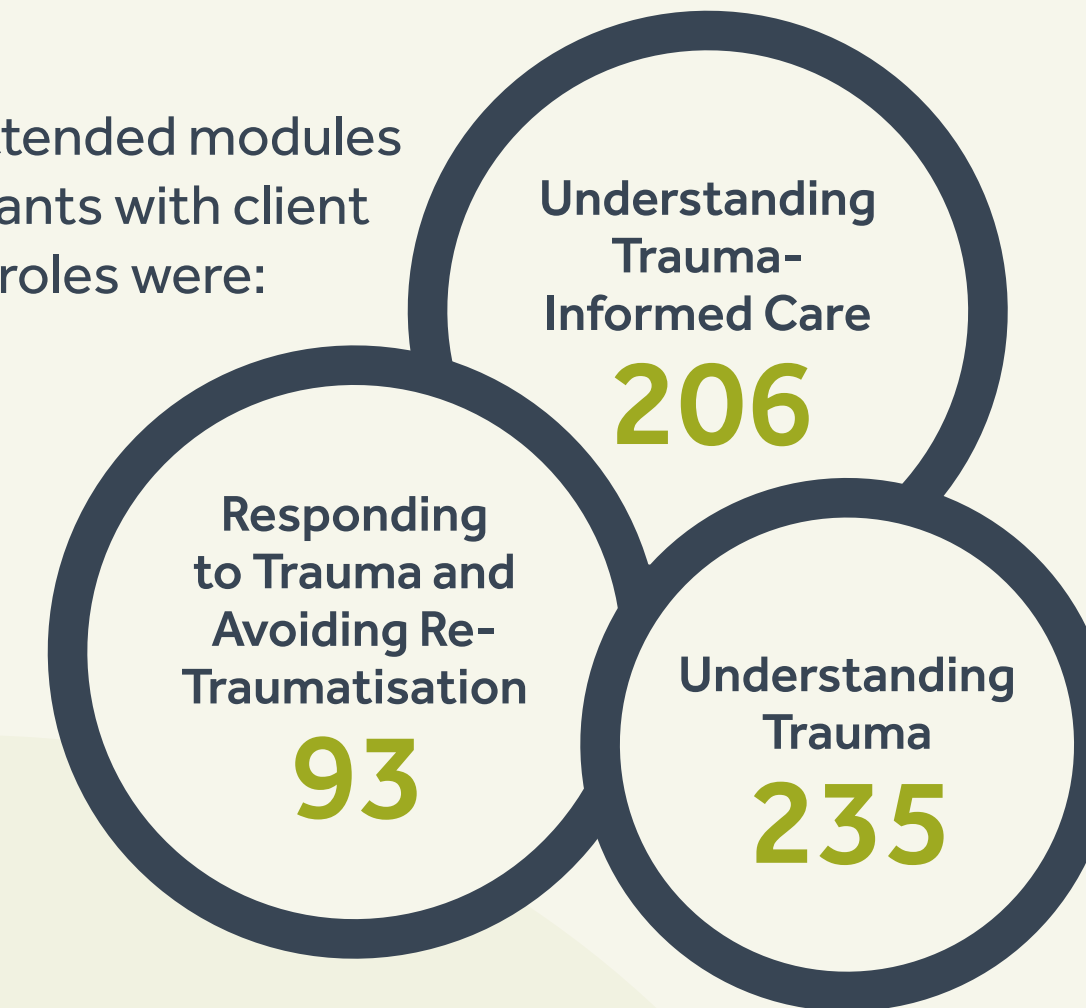


**Job roles in this category were aggregated where explicitly stated as the job title and included doctors, counsellors, midwives, occupational therapists, and social workers as well as those in training.

The three client facing roles with the largest number of participants were:



The most attended modules by participants with client facing roles were:



Client Facing Roles (Non Registered Clinician)

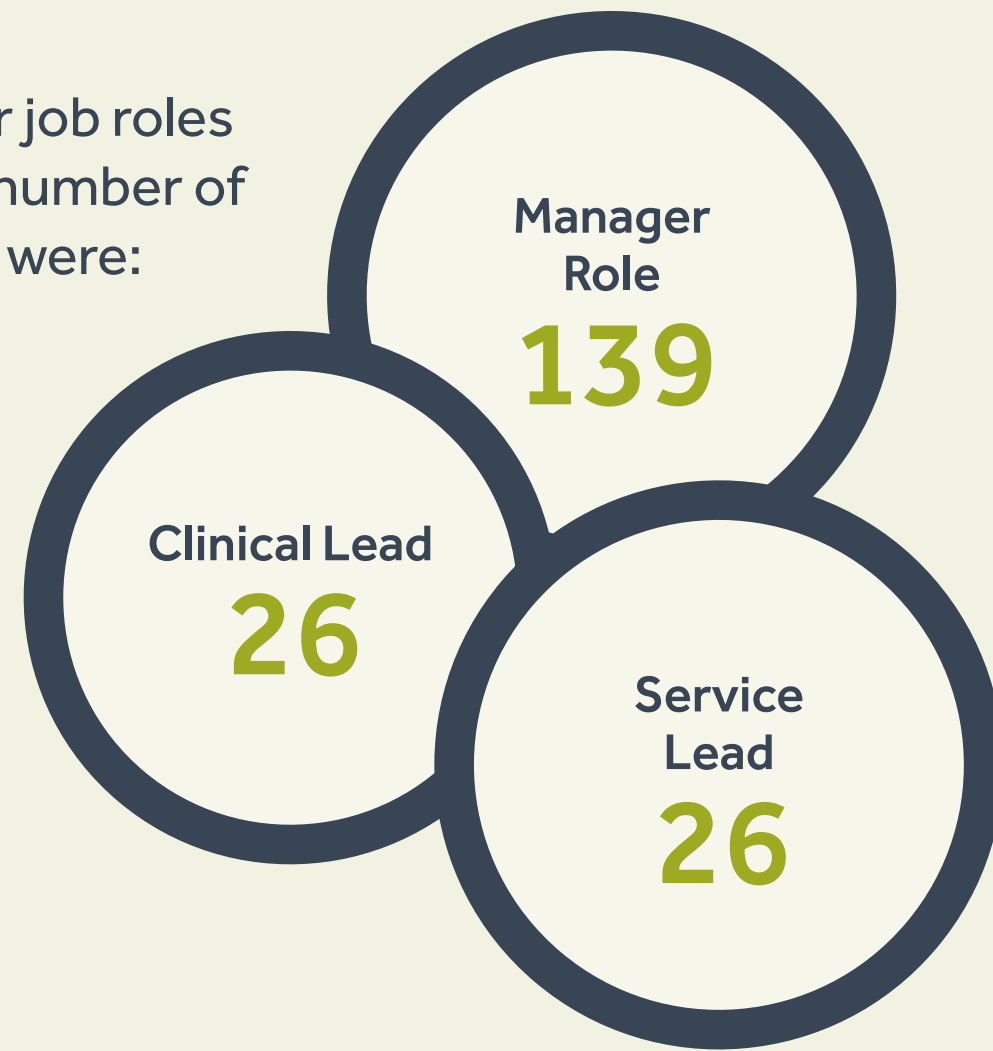
Participants with client facing roles included 25 aggregated job roles including peer support and lived experience roles, police officers, employment advise roles and healthcare assistants.**

Participants with client facing roles made up the largest proportion of attendees across workshops for the modules:

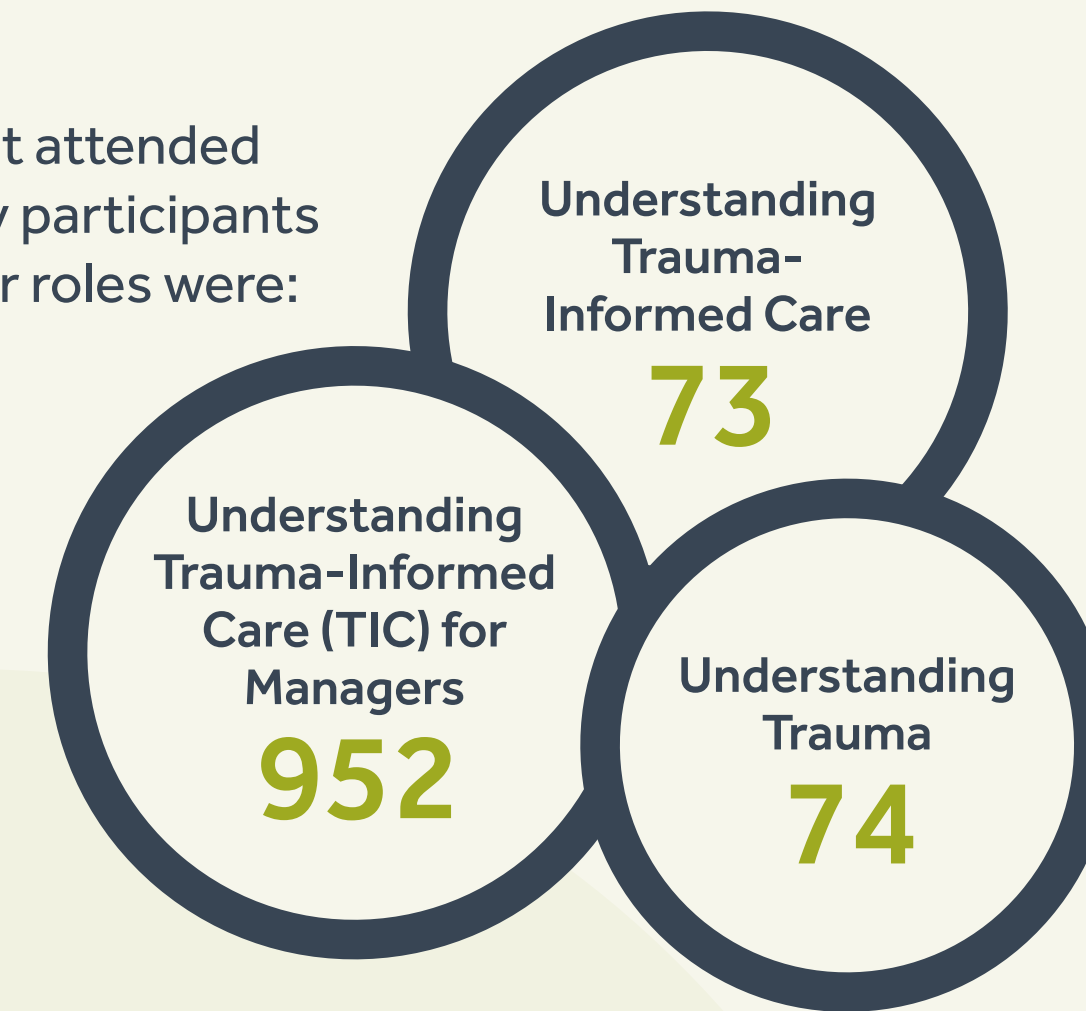
All Interactions Matter	41%
Applying Trauma-Informed Care Principles to ourselves and each other	36%
Trauma-Informed Care to support Autistic People	53%
Understanding Trauma	42%

**It is possible that some participants in this category are registered clinicians where this was not recognisable from their self-reported job title.

The three senior job roles with the largest number of participants were:



The most attended modules by participants with senior roles were:

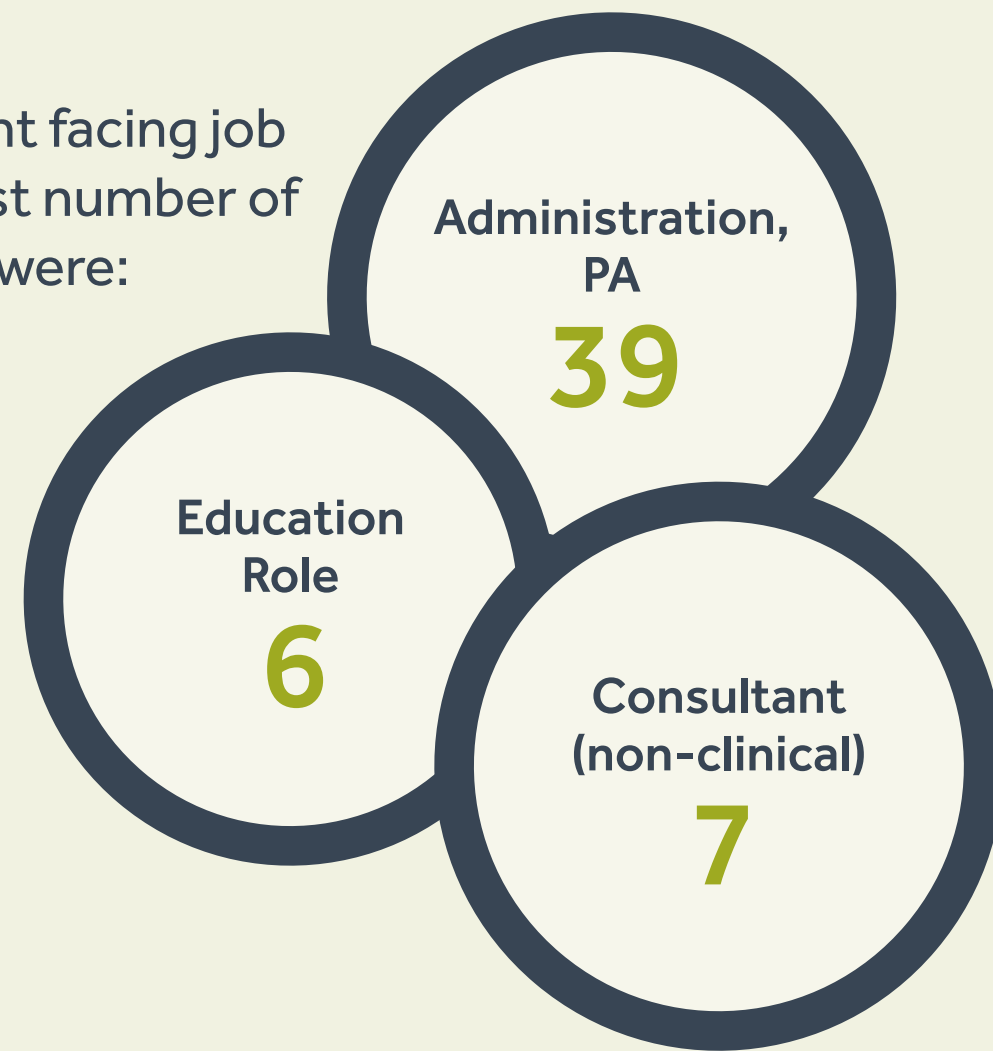


Senior Roles

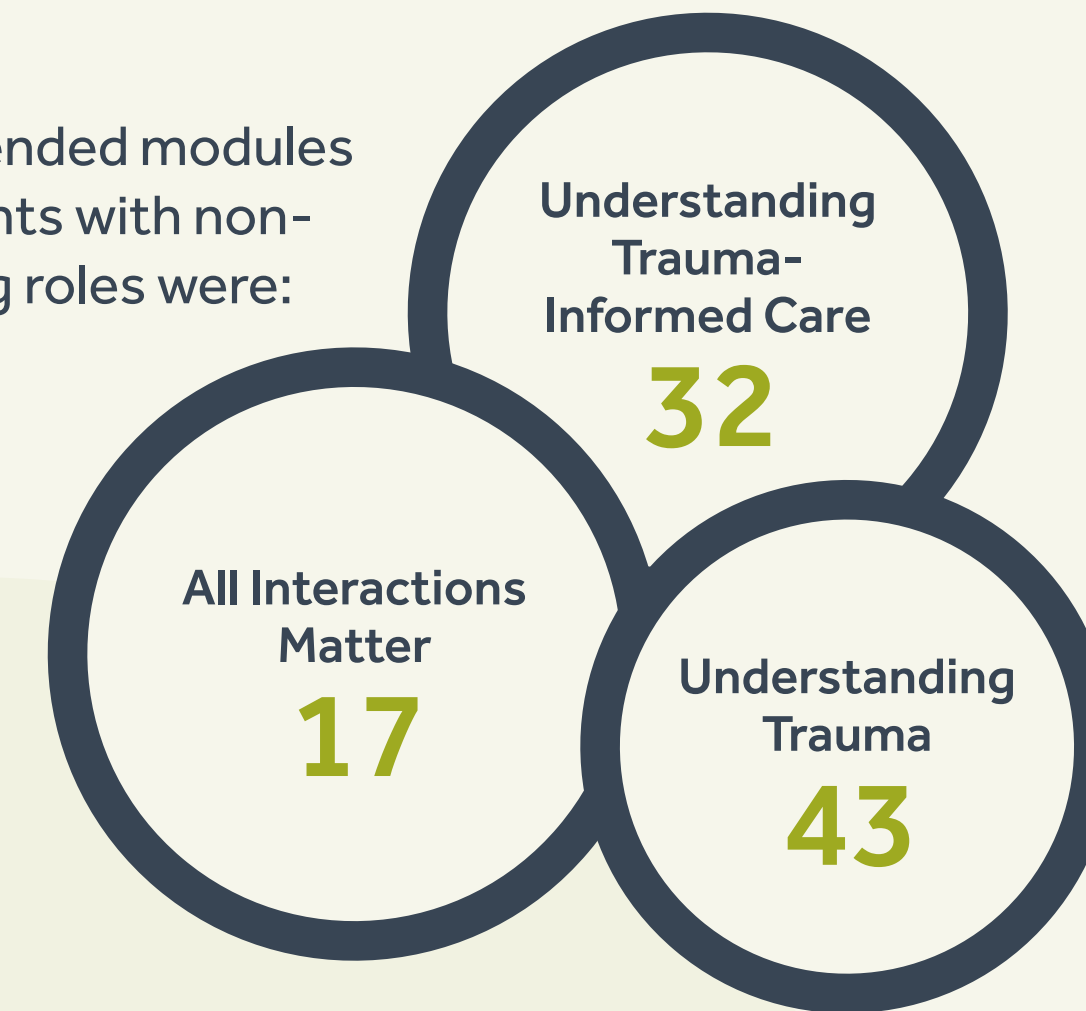
Participants with senior roles included chief executive officers (CEOs), directors, heads of service, and team leads.

Leading and Influencing Trauma-Informed Change	41%
Trauma-Informed Supervision	44%
Understanding Trauma-Informed Care (TIC) - For Managers	71%

The three non-client facing job roles with the largest number of participants were:



The most attended modules by participants with non-client facing roles were:



Non-Client Facing Roles

Participants with non-client facing roles did not make up the largest proportion of attendees across workshops for any of the modules.

Appendix 1

Full list of employing organisations and number of individuals who attended training.

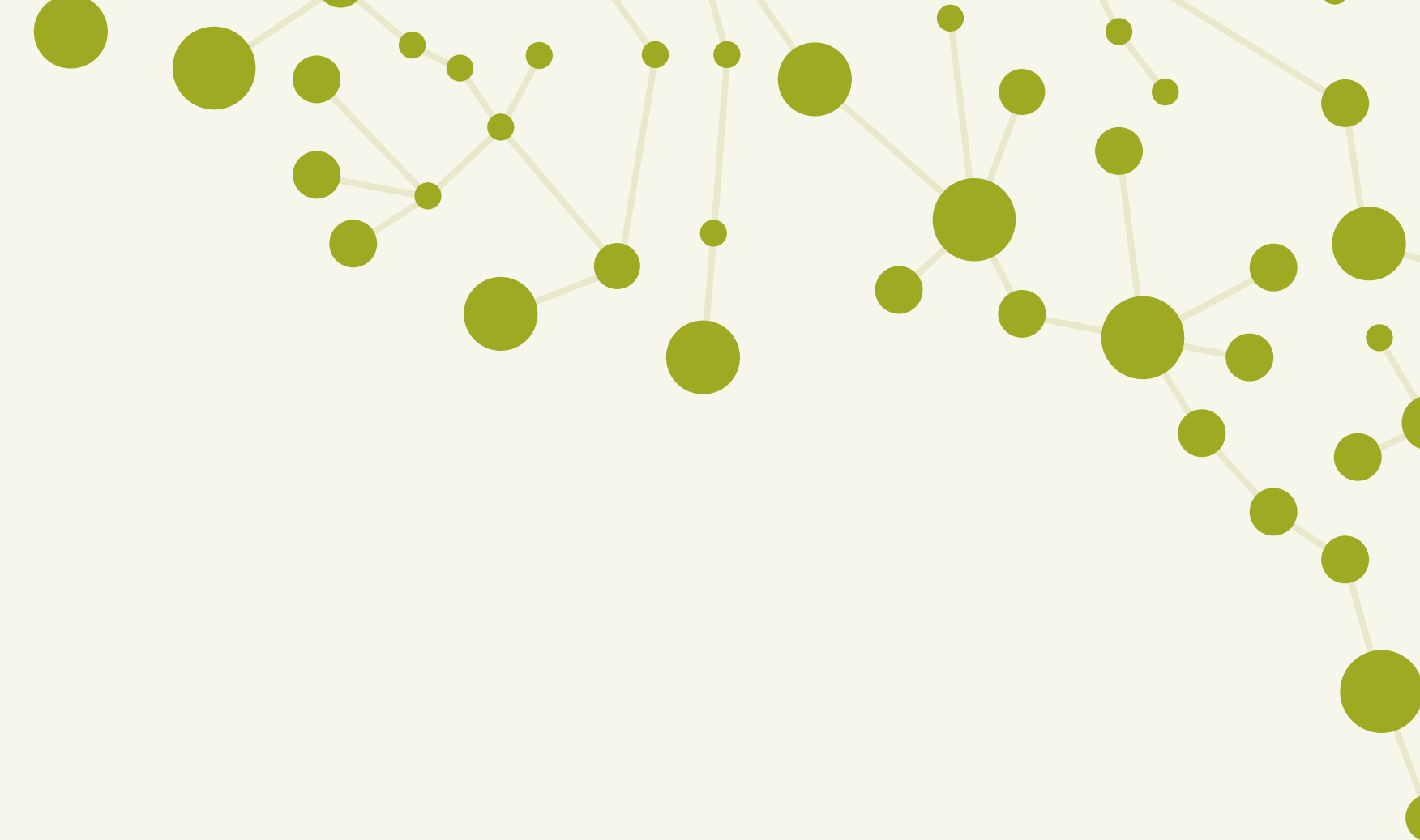
Organisation	Individuals who attended Training	Workshops Attended
Action for Carers	22	54
Aldershot Health PCN	4	5
Andover Mind	21	29
Ashford and St Peter's Hospitals NHS Foundation Trust	10	13
Buckingham Healthcare NHS Trust	1	2
Catalyst	78	174
Children and Family Health Surrey	25	30
Citizens Advice Elmbridge West	5	19
Citizens Advice Rushmoor	2	3
CSH Surrey	28	43
DHC Talking Therapies	2	2
East Surrey Domestic Abuse Service	7	12
Elmbridge Borough Council	5	6
Emerge Advocacy	1	1
Epsom & St Helier University Hospitals NHS Trust	22	29
Epsom and Ewell Borough Council	2	2
Farnborough PCN	1	2
Farnham PCN	2	2
First Community Health and Care	13	17
Frimley Health NHS Foundation Trust	19	29
Frimley ICS	6	8
GP Surgery	10	11
Guildford Action	4	10
Hampshire County Council	5	9
Healthwatch Surrey	1	1
Home Group	24	31
Learning Space	1	1
Leatherhead PCN	5	13
Mary Frances Trust	21	49
Oakleaf Enterprise	22	42
Oakley Health Care Group	1	2

Organisation	Individuals who attended Training	Workshops Attended
Oasis	1	1
Papyrus	1	1
Princess Royal Trust for Carers	1	3
Renewed Hope	1	1
Renstart	7	11
Richmond Fellowship	37	69
Royal Surrey NHS Foundation Trust	15	17
Runnymede Borough Council	1	3
South East Coast Ambulance Service	3	14
South West Surrey Domestic Abuse Outreach Service	18	25
Spelthorne Borough Council	5	10
St Peter's West Molesey	1	2
Surrey and Borders Partnership NHS Foundation Trust	435	875
Surrey and Sussex Healthcare NHS Trust	17	21
Surrey County Council	243	392
Surrey Heartlands ICS	30	50
Surrey Heath Borough Council	5	6
Surrey Heath Community Providers	2	2
Surrey Heath PCN	3	7
Surrey Police	4	7
Tandridge District Council	1	22
The Fountain Centre	5	2
The Hope Hub	1	13
The Source	1	1
Unknown Organisation	2	1
Voluntary Action South West Surrey	6	2
Woking Borough Council	1	8
Work Stress Solutions	7	5
YMCA East Surrey	6	10
York Road Project	5	18
Your Sanctuary	1	7

Appendix 2

Full list of organisational service remits and number of individuals who attended training.

Service Remit	Individuals Attended
Acute Hospital and Community Services	1
Acute Hospital Services	83
Advocacy Services	1
Advocacy, Information and Advice Services	1
Ambulance Services	3
Cancer Care Services	1
Carer Services	23
Community Health Services	62
Domestic Abuse Services	30
GP Surgery	28
Health, Wellbeing and Housing	7
Homeless, Vulnerable and Isolated People Services	5
Homelessness Services	18
Housing Association Services	24
Impartial Advice	7
Integrated Care System	36
Mental Health and Drug and Alcohol Services	78
Mental Health Services	109
Mental Health, Drug and Alcohol, Learning Disabilities and Community Services	435
Night Shelter and Food Bank Services	1
Police Services	4
Social Care Services	285
Voluntary and Community Group Services	2



Appendix 3

Full list of attendance for individual modules by employing organisations.

All Interactions Matter

Organisation	Individuals Attended
Action for Carers	3
Catalyst	5
Citizens Advice Elmbridge West	1
CSH Surrey	1
East Surrey Domestic Abuse Service	1
Epsom & St Helier University Hospitals NHS Trust	1
First Community Health and Care	1
Frimley Health NHS Foundation Trust	3
Frimley ICS	1
Guildford Action	1
Learning Space	1
Mary Frances Trust	3
Oakleaf Enterprise	1
Richmond Fellowship	5
Surrey and Borders Partnership NHS Foundation Trust	40
Surrey County Council	19
Surrey Heartlands ICS	3
Surrey Police	4
York Road Project	2
Your Sanctuary	1

Applying Trauma-Informed Care Principles to ourselves and each other

Organisation	Individuals Attended
Action for Carers	1
Andover Mind	2
Catalyst	15
Citizens Advice Elmbridge West	2
Citizens Advice Rushmoor	1
CSH Surrey	1
East Surrey Domestic Abuse Service	1
Epsom & St Helier University Hospitals NHS Trust	3
First Community Health and Care	1
Frimley Health NHS Foundation Trust	1
Home Group	1
Leatherhead PCN	2
Mary Frances Trust	4
Oakleaf Enterprise	2
Renewed Hope	1
Renstart	4
Richmond Fellowship	2
South East Coast Ambulance Service	1
South West Surrey Domestic Abuse Outreach Service	1
Surrey and Borders Partnership NHS Foundation Trust	67
Surrey and Sussex Healthcare NHS Trust	1
Surrey County Council	23
Surrey Heartlands ICS	7
Surrey Heath PCN	1
Tandridge District Council	8
Unknown Organisation	1
Work Stress Solutions	1
York Road Project	3
Your Sanctuary	1

Being Trauma-Informed with Carers

Organisation	Individuals Attended
Action for Carers	3
Andover Mind	2
Citizens Advice Elmbridge West	1
CSH Surrey	2
Epsom & St Helier University Hospitals NHS Trust	1
Epsom and Ewell Borough Council	1
Healthwatch Surrey	1
Leatherhead PCN	2
Mary Frances Trust	1
Princess Royal Trust for Carers	1
Richmond Fellowship	1
South East Coast Ambulance Service	1
Surrey and Borders Partnership NHS Foundation Trust	18
Surrey and Sussex Healthcare NHS Trust	1
Surrey County Council	18
YMCA East Surrey	1

Appendix 3

Leading and Influencing Trauma-Informed Change

Organisation	Individuals Attended
Action for Carers	1
Andover Mind	4
Catalyst	3
Children and Family Health Surrey	2
CSH Surrey	4
East Surrey Domestic Abuse Service	1
Emerge Advocacy	1
Epsom & St Helier University Hospitals NHS Trust	4
Guildford Action	1
Home Group	1
Mary Frances Trust	2
Leatherhead PCN	2
Mary Frances Trust	4
Richmond Fellowship	2
Royal Surrey NHS Foundation Trust	2
South East Coast Ambulance Service	1
Surrey and Borders Partnership NHS Foundation Trust	26
Surrey County Council	7
Surrey Heartlands ICS	3
Surrey Heath Borough Council	1
The Hope Hub	2
YMCA East Surrey	1
York Road Project	1
Your Sanctuary	1

Responding to Trauma and Avoiding Re-Traumatisation

Organisation	Individuals Attended
Action for Carers	5
Andover Mind	1
Buckingham Healthcare NHS Trust	1
Catalyst	33
Citizens Advice Elmbridge West	3
CSH Surrey	1
DHC Talking Therapies	1
East Surrey Domestic Abuse Service	3
First Community Health and Care	1
Frimley Health NHS Foundation Trust	2
Guildford Action	3
Hampshire County Council	1
Home Group	3
Leatherhead PCN	2
Mary Frances Trust	6
Oakleaf Enterprise	6
Oasis	1
Richmond Fellowship	4
Runnymede Borough Council	1
South East Coast Ambulance Service	2
South West Surrey Domestic Abuse Outreach Service	2
Spelthorne Borough Council	2
St Peter's West Molesey	1
Surrey and Borders Partnership NHS Foundation Trust	98
Surrey County Council	31
Surrey Heartlands ICS	3
Surrey Police	1
The Hope Hub	1
Work Stress Solutions	1
YMCA East Surrey	1
York Road Project	2
Your Sanctuary	2

Trauma-Informed approaches to Risk Assessment and Management

Organisation	Individuals Attended
Catalyst	6
CSH Surrey	2
East Surrey Domestic Abuse Service	1
Guildford Action	1
Mary Frances Trust	4
Oakleaf Enterprise	3
Richmond Fellowship	1
South East Coast Ambulance Service	2
Surrey and Borders Partnership NHS Foundation Trust	61
Surrey and Sussex Healthcare NHS Trust	1
Surrey County Council	15
Surrey Police	1
Woking Borough Council	1
Work Stress Solutions	1
York Road Project	2
Your Sanctuary	1

Appendix 3

Trauma-Informed Care for supporting Refugees and Asylum Seekers

Organisation	Individuals Attended
Action for Carers	5
Ashford and St Peter's Hospitals NHS Foundation Trust	1
Catalyst	6
Children and Family Health Surrey	3
Citizens Advice Elmbridge West	1
CSH Surrey	3
DHC Talking Therapies	1
East Surrey Domestic Abuse Service	1
Elmbridge Borough Council	2
First Community Health and Care	2
Frimley Health NHS Foundation Trust	1
Hampshire County Council	1
Home Group	2
Mary Frances Trust	7
Oakleaf Enterprise	6
Richmond Fellowship	2
South West Surrey Domestic Abuse Outreach Service	1
Spelthorne Borough Council	2
Surrey and Borders Partnership NHS Foundation Trust	49
Surrey and Sussex Healthcare NHS Trust	4
Surrey County Council	19
Surrey Heartlands ICS	4
Surrey Heath PCN	1
Surrey Police	1
The Hope Hub	2
York Road Project	1

Trauma-Informed Care in Primary Care

Organisation	Individuals Attended
Aldershot Health PCN	3
Andover Mind	1
Catalyst	1
CSH Surrey	1
Farnborough PCN	1
Farnham PCN	2
Frimley Health NHS Foundation Trust	1
GP Surgery	2
Mary Frances Trust	2
Surrey and Borders Partnership NHS Foundation Trust	26
Surrey County Council	1
Surrey Heartlands ICS	1
Surrey Heath PCN	1

Trauma-Informed Care to support Autistic People

Organisation	Individuals Attended
Action for Carers	1
Andover Mind	1
Catalyst	2
Citizens Advice Elmbridge West	2
CSH Surrey	1
Elmbridge Borough Council	1
Leatherhead PCN	2
Mary Frances Trust	2
Oakleaf Enterprise	1
Richmond Fellowship	2
South West Surrey Domestic Abuse Outreach Service	1
Spelthorne Borough Council	1
Surrey and Borders Partnership NHS Foundation Trust	25
Surrey and Sussex Healthcare NHS Trust	1
Surrey County Council	16

Trauma-Informed Supervision

Organisation	Individuals Attended
Action for Carers	2
Andover Mind	1
Catalyst	9
Citizens Advice Elmbridge West	2
CSH Surrey	2
East Surrey Domestic Abuse Service	2
Epsom & St Helier University Hospitals NHS Trust	1
Frimley Health NHS Foundation Trust	1
Guildford Action	1
South East Coast Ambulance Service	2
Surrey and Borders Partnership NHS Foundation Trust	43
Surrey County Council	16
Surrey Heartlands ICS	1
The Hope Hub	1
The Source	1
York Road Project	3

Appendix 3

Understanding Trauma-Informed Care (TIC) - For Managers

Organisation	Individuals Attended
Action for Carers	1
Andover Mind	2
Ashford and St Peter's Hospitals NHS Foundation Trust	1
Buckingham Healthcare NHS Trust	1
Catalyst	4
CSH Surrey	1
East Surrey Domestic Abuse Service	1
First Community Health and Care	1
Frimley ICS	1
Guildford Action	2
Hampshire County Council	1
Home Group	1
Mary Frances Trust	1
Renstart	1
Richmond Fellowship	1
South East Coast Ambulance Service	1
South West Surrey Domestic Abuse Outreach Service	4
Surrey and Borders Partnership NHS Foundation Trust	17
Surrey and Sussex Healthcare NHS Trust	1
Surrey County Council	27
Surrey Heartlands ICS	1
Tandridge District Council	1
The Hope Hub	1
Surrey Police	1
The Hope Hub	2

Understanding Trauma

Organisation	Individuals Attended
Action for Carers	18
Aldershot Health PCN	1
Andover Mind	12
Ashford and St Peter's Hospitals NHS Foundation Trust	4
Catalyst	45
Children and Family Health Surrey	11
Citizens Advice Elmbridge West	2
Citizens Advice Rushmoor	1
CSH Surrey	8
Elmbridge Borough Council	2
Epsom & St Helier University Hospitals NHS Trust	6
First Community Health and Care	6
Frimley Health NHS Foundation Trust	11
Frimley ICS	2
GP Surgery	3
Hampshire County Council	1
Home Group	15
Leatherhead PCN	2
Mary Frances Trust	9
Oakleaf Enterprise	13
Oakley Health Care Group	1
Princess Royal Trust for Carers	1
Renstart	1
Richmond Fellowship	31
Royal Surrey NHS Foundation Trust	5

Organisation	Individuals Attended
Runnymede Borough Council	1
South East Coast Ambulance Service	2
South West Surrey Domestic Abuse Outreach Service	6
Spelthorne Borough Council	3
Surrey and Borders Partnership NHS Foundation Trust	181
Surrey and Sussex Healthcare NHS Trust	5
Surrey County Council	103
Surrey Heartlands ICS	14
Surrey Heath Community Providers	2
Surrey Heath PCN	3
Tandridge District Council	11
The Fountain Centre	1
The Hope Hub	4
Voluntary Action South West Surrey	1
Woking Borough Council	5
Work Stress Solutions	1
YMCA East Surrey	3
York Road Project	2

Appendix 3

Understanding Trauma and Trauma-Informed Care (face to face)

Organisation	Individuals Attended
Aldershot Health PCN	1
Ashford and St Peter's Hospitals NHS Foundation Trust	2
Catalyst	1
Children and Family Health Surrey	8
CSH Surrey	5
Epsom & St Helier University Hospitals NHS Trust	5
First Community Health and Care	1
Frimley Health NHS Foundation Trust	2
GP Surgery	3
Guildford Action	1
Leatherhead PCN	1
Mary Frances Trust	2
Richmond Fellowship	1
Royal Surrey NHS Foundation Trust	9
South West Surrey Domestic Abuse Outreach Service	1
Spelthorne Borough Council	1
Surrey and Borders Partnership NHS Foundation Trust	15
Surrey and Sussex Healthcare NHS Trust	2
Surrey County Council	4
Surrey Heartlands ICS	1
YMCA East Surrey	1

Understanding Trauma-Informed Care

Organisation	Individuals Attended
Action for Carers	14
Andover Mind	3
Ashford and St Peter's Hospitals NHS Foundation Trust	5
Catalyst	44
Children and Family Health Surrey	6
Citizens Advice Elmbridge West	5
Citizens Advice Rushmoor	1
CSH Surrey	11
East Surrey Domestic Abuse Service	1
Elmbridge Borough Council	1
Epsom & St Helier University Hospitals NHS Trust	8
Epsom and Ewell Borough Council	1
Farnborough PCN	1
First Community Health and Care	4
Frimley Health NHS Foundation Trust	7
Frimley ICS	4
GP Surgery	3
Hampshire County Council	5
Home Group	8
Leatherhead PCN	2
Mary Frances Trust	6
Oakleaf Enterprise	10
Oakley Health Care Group	1
Papyrus	1

Organisation	Individuals Attended
Princess Royal Trust for Carers	1
Renstart	5
Richmond Fellowship	17
Royal Surrey NHS Foundation Trust	1
Runnymede Borough Council	1
South East Coast Ambulance Service	2
South West Surrey Domestic Abuse Outreach Service	9
Spelthorne Borough Council	1
St Peter's West Molesey	1
Surrey and Borders Partnership NHS Foundation Trust	209
Surrey and Sussex Healthcare NHS Trust	5
Surrey County Council	93
Surrey Heartlands ICS	12
Surrey Heath Borough Council	5
Surrey Heath PCN	1
Tandridge District Council	2
The Fountain Centre	1
The Hope Hub	2
Voluntary Action South West Surrey	1
Woking Borough Council	2
Work Stress Solutions	1
YMCA East Surrey	3
York Road Project	2
Your Sanctuary	1

Appendix 4

Full breakdown of job categories, aggregated job role and job titles.

Non-Client Facing Roles

Aggregated Job Role	Job Title	Individuals
Administrator, PA	Administrator	38
	PA	1
Area Coordinator	Area Coordinator	4
Commissioning Role	Commissioning Development Officer	1
Consultant Role (Non Clinical)	Assistant People Consultant	2
	EDI Implementation Consultant	2
	People Consultant	1
	Senior People Consultant	1
	Wellbeing Consultant	1
Education Role	AHP Programme Lead	2
	Cancer Education Lead	1
	Macmillan Cancer Education Facilitator and Physiotherapist	1
	Practice Educator	1
	Safeguarding Practice Educator	1

Aggregated Job Role	Job Title	Individuals	
Other	Client Pathway Coordinator	1	
	Communications Assistant Apprentice	1	
	Community Development Officer	2	
	Community Engagement Officer	2	
	Procurement Specialist	1	
	Programme & Partnership Officer	1	
	Project Worker	1	
	Public Health Principal	1	
	Research Officer	1	
	Research Practitioner	1	
	Specialist Healthcare Planner	1	
	Staff Wellbeing and Inclusion Advisor	1	
	Staff Wellbeing Officer	1	
	Student Research Assistant	1	
	UX Design Specialist	1	
	Public Health Role	Mental Health Development Worker	1
	Support/Advisor Role (Non-Clinical)	Business Support	1
Quality Assurance Advisor		1	
Quality Improvement Advisor		1	
	Senior Business Support	1	

Appendix 4

Client Facing Roles (Not Registered Clinician)

Aggregated Job Role	Job Title	Individuals
Advisor Role (Clinical/Client Facing)	Assistant Client Advisor	2
	Independent Domestic Violence Advisor	3
	Safeguarding Advisor	12
	Senior Specialist Advisor	1
	Suicide Prevention Force Advisor	1
	Wellbeing Advisor	11
Advocate Role	Police Advocate	1
	Specialist Domestic Abuse Advocate	1
Call Handler	Call Handler	3
	Lead Call Handler	1
Care Coordinator	Care Coordinator	10
	Case Officer	2
	Coordinator	20
Carer Support Role	Carer Support Advisor	20
	Carers Practice Advisor	4
Child Protection Committee	Child Protection Committee	2
Complex Needs Worker	Complex Needs Worker	3
Connector Role	Community Connector	31
	Senior Community Connector	1
Criminal Justice Navigator	Criminal Justice Navigator	1
Employment Advice Role	Employment Advisor	7
	Employment Specialist	12
Enabling Independence Team Worker	Enabling Independence Team Worker	5
Healthcare Assistant	Healthcare Assistant	5
In-Reach Worker	In-Reach Worker	6
Link Worker	Link Worker	18
	Group Facilitator	2
	Health and Wellbeing Coach	4
	Independent Chair	1
	Participation Officer	2
	Recovery Coach	3
	Referral and Enquiries Officer	1
	Senior Participation Officer	1
	Senior Recovery Coach	1
	SSCA	1
	Substance Misuse Specialist	1
Other	User Voice & Participation	1
	Wellbeing and Fitness Instructor	1
	Youth Worker	2

Aggregated Job Role	Job Title	Individuals
Outreach Worker	Outreach Support Worker	28
	Senior Outreach Worker	2
	Specialist Outreach worker	1
Peer Support/Lived Experience Practitioner	Expert by Experience	2
	Expert Peer Trainer	1
	Expert Recovery Trainer	1
	Lived Experience Facilitator	2
	Lived Experience Practitioner	6
	Lived Experience Trainer	2
	Peer Practitioner	2
	Peer Support Worker	8
Police Officer	Police Officer	2
	Practitioner	20
Practitioner	Senior Practitioner	4
	Senior Public Health Practitioner	2
	Specialist Practitioner	2
Psychiatric Liaison Practitioner	Psychiatric Liaison Practitioner	11
Reablement Worker	Primary Care Enablement team	2
	Reablement Worker	3
Social Care Assistant	Senior Social Care Assistant	13
	Social Care Assistant	4
Social Prescriber	Social Prescriber	6
	Caseworker	1
	Family Support Worker	1
	LGBTQ+ Advocate and Support Worker	1
	Pharmacy Support Worker	2
	Residential Support Worker	16
	Senior Support Worker	6
	Senior Worker	1
	Support Coordinator	13
	Support Officer	2
Support Worker	47	
Targeted Youth Support Practitioner	Senior Targeted Youth Support Practitioner	4
	Targeted Youth Support Practitioner	14

Appendix 4

Registered Clinician

Aggregated Job Role	Job Title	Individuals
Advisor Role (Clinical/Client Facing)	Consultant	2
	Consultant Psychiatrist	3
	Doctor	12
	GP	1
	GP Partner	1
	Higher Psychiatry Trainee	11
Advocate Role	Physician Associate	1
	Psychiatrist	1
Call Handler	Counsellor	3
	Trainee Counsellor	1
Care Coordinator	Senior Dietitian	10
	Children's Wellbeing Practitioner	2
	Clinical Practitioner	20
Carer Support Role	Education Mental Health Practitioner	20
	Mental Health Practitioner	4
Child Protection Committee	Senior Mental Health Practitioner	2
Complex Needs Worker	Trainee Mental Health & Wellbeing Practitioner	3
Connector Role	Community Nursery Nurse	31
	Consultant Midwife	1
Criminal Justice Navigator	Health Visitor	1
Employment Advice Role	Midwife	7
	Perinatal Nursery Nurse	12
Enabling Independence Team Worker	Perinatal Practitioner	5
Healthcare Assistant	Safeguarding Midwife	5
In-Reach Worker	Specialist Health Visitor	6
Link Worker	Specialist Midwife	18
	Deputy Sister	2
Nurse Role	Lead Nurse	4
	Learning Disability Nurse	1
	Liaison Nurse	2
	Matron	3
	Mental Health Nurse	1
	Nurse	1
	Nurse Associate Trainee	1
	Nurse Consultant	1

Aggregated Job Role	Job Title	Individuals
Nurse Role	Nurse Practitioner	1
	Safeguarding Nurse	8
	School Nurse	6
	Senior Matron	1
	Senior Sister	1
	Sister	1
	Specialist Nurse	20
	Student Nurse	4
	Occupational Therapist	18
	Occupational Therapist Apprentice	4
Occupational Therapy Role	Occupational Therapy Assistant	1
	Occupational Therapy Lead	6
	Senior Occupational Therapist	3
	Specialist Occupational Therapist	3
Pharmacist	Pharmacist	3
Physiotherapist	Physiotherapist	5
	Specialist Physiotherapist	3
Psychologist, Therapist	Art Psychotherapist	3
	Assistant Psychological Wellbeing Practitioner	1
	Assistant Psychologist	49
	Clinical Neuropsychologist	2
	Consultant Psychologist	5
	Consultant Psychotherapist	2
	Neurodevelopmental Therapist	1
	Principal Clinical Psychologist	2
	Psychological Practitioner	3
	Psychologist	26
	Psychotherapist	1
	Senior Psychologist	1
	Specialist Mental Health Therapist	1
Trainee Psychologist	8	
Trainee Therapist	1	
Radiographer	Senior Radiographer	2
Social Worker, Social Work Trainee	Senior Social Worker	11
	Social Work Trainee	16
	Social Worker	37
Speech and Language Therapist	Speech and Language Therapist	5

Appendix 4

Senior Roles

Aggregated Job Role	Job Title	Individuals
Chief Officer Role	Chief Executive Officer	7
	Clinical Lead	10
Clinical Lead	Practice Lead	3
	Safeguarding Lead	3
	Senior Clinician	6
	Specialist Clinician	1
	Specialist Lead	3
	Associate Director	6
Director Role	Director	1
	Programme Director	1
Head of Service Role	Deputy Head of EPRR	1
	Head of Service	7
Manager Role	Area Manager	1
	Assistant Team Manager	5
	Business Manager	1
	Clinical and Managerial Lead	3
	Clinical Pathways Product Manager	1
	Deputy Manager	7
	Deputy Service Manager	2
	Duty Manager	1
	Manager	42
	Mananger	2
	National Management Trainee	1
	Office Manager	1
	Operations Manager	3
	Programme Manager	3
	Project Manager	7
	Quality Assurance Manager	1
	Safeguarding Manager	2
	Senior Manager	6
	Service Manager	29
	Team Manager	21

Aggregated Job Role	Job Title	Individuals
Other	Supervisor	2
	Area Lead	1
Service Lead Role	Business Lead	2
	Equity Lead	3
	Improvement Lead	1
	Lead Chaplain	1
	Portfolio Lead	3
	Public Health Lead	3
	Service Lead	10
	Strategic Lead	2
Team Lead	Team Lead	20

Appendix 5

Full breakdown of services worked within as reported by participants.

Service	Individual Participants	Workshops Attended
0-19 Team	18	24
Access to Education	1	1
Accident and Emergency Department	3	3
Acute Therapies	7	14
Adult Eating Disorders Service	8	10
Adult Inpatient Mental Health	8	20
Adult Social Care	55	90
Alcohol Liaison	2	2
Autism	1	2
Bariatric Services	1	1
Bridge the Gap	11	31
Buller Court	8	11
CAMHS	21	40
CAMHS Crisis	6	7
CAMHS Crisis Line	3	6
CAMHS Specialist Services	1	1
Cancer Care	3	5
Carer Support	27	61
Carer Support and Dementia Advice	3	3
Chaplaincy	1	2
Children and Families Health	6	6
Children's and Families Life Long Learning	2	2
Children's Continuing Care	1	1
Children's Crisis Intensive Support Service (CCISS)	2	2
Children's Learning Disabilities	2	2
Children's Outreach	1	1
Children's Residential	14	16
Children's Services	8	9
Children's Social Care	6	9
Children's Therapies	2	2
Chronic Pain Service	3	5

Service	Individual Participants	Workshops Attended
Clinical Governance	1	2
Clinical Health Psychology	1	1
Clinical Practice Team	1	1
CMHRS	36	84
Commissioning	8	14
Communications	2	2
Community Care	2	2
Community Connections	20	43
Community Development	1	1
Community Health	2	2
Community Health Early Support	2	4
Community Hospital	1	1
Complaints	1	1
Continuing Care	3	5
Corporate Parenting	3	5
Corporate Services	6	8
Counselling	9	16
Criminal Justice	1	2
Cross divisional	3	4
Customer and Communities	5	11
CYPS	37	58
CYPS Crisis	1	8
Day Service	2	2
Delegated Commissioning	1	2
Dementia	2	2
Developmental Paediatrics	3	7
Dietetics	1	1
Digital Services	5	5
Domestic Abuse	33	63
Early Intervention in Psychosis	7	10
Education	2	4

Appendix 5

Full breakdown of services worked within as reported by participants.

Service	Individual Participants	Workshops Attended
Emergency Assessment Unit	1	1
Employment Support	5	12
Enabling Independence	8	19
Engagement	1	1
Epilepsy	1	1
Family Nurse Partnership	3	3
Family Safeguarding	4	4
Family Support	8	13
Food bank / Night Shelter	1	2
Forensic Mental Health	5	10
Forensic Social Care	4	5
Fostering	1	1
Fundraising and marketing	1	2
Gastroenterology	1	1
General Hospital	3	4
GPimhs	72	157
Health and Wellbeing	2	2
Health Inclusion	1	1
Health Psychology	9	22
Health Visiting	3	3
Hepatology	1	1
Homelessness	28	54
Housing	15	18
HR	3	6
I-access	4	6
Inclusion Health	1	1
Integration and Transformation	1	1
Integrated Care	1	3
Liaison Psychiatry	1	3
Learning Disabilities	26	54
Learning Disabilities and Autism	9	13

Service	Individual Participants	Workshops Attended
Liaison and Diversion	6	21
Liaison Psychiatry	2	2
Lived Experience	1	2
LMNS	1	6
Local Government	1	2
Long Covid Service	4	8
Managing Emotions Programme	6	19
Marketing and Communications	1	2
MASH	1	1
Maternal Mental Health Service	1	2
Maternity	23	26
Mental Health	143	256
Mental Health and Drug and Alcohol	28	68
Mental Health and Learning Disabilities	14	33
Mental Health and Learning Disabilities	1	4
Mental health Inpatient Rehabilitation	1	5
Mental Health Public Health	1	2
Mental Health Social Care	7	19
MHICS	23	56
Multiagency Partnership	1	2
Neurodevelopment	3	5
Nursing	2	2
Obstetrics and Gynaecology	1	1
Older Adult Mental Health	17	38
Organisational Development	1	2
Paediatric Bereavement	1	4
Paediatric Diabetes	1	1
Paediatric Physiotherapy	1	1
Paediatric Psychiatric Liaison	1	3
Paediatric Speech and Language Therapy	1	1
Pain Management	10	14

Appendix 5

Full breakdown of services worked within as reported by participants.

Service	Individual Participants	Workshops Attended
Parent Infant Mental Health	3	4
Patient Experience	2	3
People and Change	8	13
People and Digital	1	1
Perinatal Mental Health	14	23
Pharmacy	1	2
Police	4	7
Primary Care	26	36
Prison Social Care	1	1
Procurement	1	2
Psychiatric Liaison	9	18
Public Health	9	11
Public Service Reform	1	2
Quality and Governance	1	7
Quality Improvement	1	1
Radiography	2	2
Rapid Response	1	1
Reablement	2	2
Referrals and Enquiries	1	1
Refugee and Asylum Seeker Service	1	1
Rehabilitation	1	1
Renal Care	1	1
Research and Development	2	4
Residential	9	11
Safe Haven	20	34
Safeguarding	25	40
School Nursing	5	7
Schools Mental Health Support Team	3	5
SECAMB	3	14
Service Delivery	1	2
Single Point of Access	6	7

Service	Individual Participants	Workshops Attended
Social Care	23	31
Social Inclusion	1	1
Social Prescribing	12	31
Staff Wellbeing	2	2
Strategic Planning	1	2
Stroke Care	2	3
Substance Misuse	6	14
Suicide Prevention	1	1
Talking Therapies	8	11
Targeted Youth Support	28	52
Tissue Viability	1	1
Transition Pathway	2	6
Unknown	1	1
User Voice and Participation	1	2
Veteran Covenant Service	2	9
Voluntary Action	1	1
Wellbeing and Inclusion	2	3
Wellbeing Prescription Service	13	21
Women's Health	2	2
Youth Justice	4	7

Surrey and Northeast Hampshire

Trauma-informed service

Training programme attendance

End of year one 2023