

Population

Frontline practitioners

- Frontline practitioners working within education, health and social care services, and support children and young people affected by domestic abuse.
- Frontline practitioners that have experience of working therapeutically with children and young people.

Population Need

Population Need

- There are gaps in workforce knowledge, confidence and practice in being able to support children and young people affected by domestic abuse and offer a child-centred response.¹
- National policy reforms have reflected the importance of a well-trained frontline workforce working with CYP affected by domestic abuse.²
- Domestic Abuse Commissioner’s Office calls for specialist domestic abuse training for all frontline professionals working with CYP due to the current inconsistencies in the practice response.³
- Frontline local authority practitioners recognise a need for practical, trauma-informed training on supporting CYP affected by DA.
- & understanding the impact on child victims.⁴
- 20% of children in the UK are exposed to domestic abuse¹, in 2023 it was estimated that 827,000 children experienced domestic abuse in England & Wales that year.⁵
- The evidence points to the need for early intervention.^{6,7}
- There is a chronic lack of community-based services for CYP to access early help.⁸
- Need for trauma-informed interventions.⁹
- Government priority for CYP to access early interventions to break the cycle of intergenerational abuse.¹⁰

Pre-Conditions

- Support from senior leaders.
- Commitment from the frontline practitioner.
- Time to attend the training & deliver the intervention.

Inputs



- The Healing Together Framework is used as a guide to support senior leaders within education, health and social care to develop a workforce development strategy that aligns with the service needs.



- Innovating Minds commissioned to train frontline practitioners that are working within education, health & social care to become **accredited Healing Together practitioners**.



- Innovating Minds maintains contact with the leaders of influence to support with strategic implementation within the service, provide impact data and monitor delivery.

Activities

Fontline practitioners

- Nominated practitioners attend two days of live-online core trauma-informed training with a childhood trauma expert¹¹ & then complete 6 self-directed learning modules (5 hours) to deepen their knowledge & understanding of domestic abuse & its impact on children, and how they can shape their practice to offer a child-centred approach¹².
- Practitioners complete pre and post training questionnaires which supports measuring the impact of the training and future developments.¹³
- Following training completion, practitioners receive access to the programme delivery resources (video guides, manuals, worksheets, video animations) to deliver the Healing Together intervention with children and young people.
- Practitioners use the principals and approaches from their training and the Healing Together intervention with children and young people affected by domestic abuse – even when they are not delivering the Healing Together intervention in its entirety.
- Practitioners access on-demand CPD, unlimited 1:1 and group coaching and clinical consultation to support the implementation.
- Practitioners renew their accreditation on an annual basis by demonstrating delivery of the Healing Together programme at least twice, confirming attendance & engagement in relevant CPD & supervision.

With children & young people

- 6 x 60 min 1:1 or group sessions delivered weekly by accredited Healing Together practitioners within community settings.
- Sessions focus on supporting CYP to understanding how their body & brain are working together, what happens when they feel safe/unsafe & how they can use discreet body-based strategies to feel safe.
- Session Breakdown: Session 1: Welcome & calm breathing; Session 2: My Brain; Session 3: Session 3: My Senses Keeping Me Safe; Session 4: My Feelings; Session 5: Calming my Body & Brain; Session 6: Feeling Safe.

Approach

With frontline practitioners.

- Workforce development programme focuses on upskilling frontline practitioners to offer a child-centred, domestic-abuse and trauma-informed response.
- Training incorporates neuroscience^{14, 15, 16} relational¹⁷ & body-based approaches.¹⁸
- Community based approach bringing together frontline practitioners across the UK to train and support each other.
- Professionalised – access to coaching, clinical support, CPD and impact reporting provides wrap around support, increases safe delivery, protects against vicarious trauma and professionalises their role.
- Accessible – easy access to training and materials required to support the implementation process.
- Frontline practitioners develop insights into the model and approach through the experience of delivering the Healing Together intervention with children and young people.
- Developed with adults and children with lived experience, inclusive of cultures, religions & minoritised ethnic families.

With senior leaders

- Consultative based

With children and young people

- View theory of change – [supporting children and young people affected by domestic abuse](#).

Mechanisms

Activity processes that make change more likely

Senior Leaders

- Key point of contact / lead is supported by senior leaders to ensure momentum continues at a reasonable pace.¹⁹
- Embedding the workforce development programme into the core offer so practitioners can apply their knowledge, skills and deliver the Healing Together intervention with children and young people.
- Using an opt-in approach to identify the frontline practitioners that are willing and most suitably placed to implement the workforce development programme.
- Equipping line managers and middle leaders with the skills and knowledge to provide quality line management supervision for frontline practitioners.²⁰
- Workforce development programme integrated into the wider system of education, health, social care, and monitored by strategic boards.²¹

Frontline practitioners

- Have the knowledge & understanding of the impact of DA on CYP.²²
- Have the confidence to support CYP affected by DA using a trauma-informed approach.²³
- Have confidence in implementing the programmes principals & understanding its approach.^{24, 25}
- Experience delivering the Healing Together intervention with children and young people and seeing the impact take place.
- Practitioners feel grounded, safe & calm to be with & around.²⁶
- Have hope & feel they can make a difference.²⁷
- Awareness of the physical environment & adapting it to meet the CYP's needs.²⁸
- Impact data reinforces practice.²⁹



Short term outcomes & impact

Frontline practitioners

- Increased confidence in being able to support children and young people affected by domestic abuse.³⁰
- Increased knowledge on domestic abuse & its impact on children and young people.³¹
- Ability to embed trauma-informed principals and child-centred approaches.³²
- Increased job satisfaction.³³
- Sense of belonging to a community.³⁴

Services

- Reduction in children and young people needing access to specialist services.³⁵
- Fulfilling the requirements of the children and young people's social care reforms.³⁶
- Reduced waiting times and referrals to commissioned services.³⁷

Children & young people

- View theory of change – [supporting children and young people affected by domestic abuse](#).



Longer term outcomes & impact

Medium Term

Frontline practitioners

- Feel connected with their service & team.³⁸
- Increased ability to embed trauma-informed principles & Healing Together methods within daily practice.³⁹
- Increased ability and confidence to work with children and young people affected by domestic abuse presenting with more complex needs.⁴⁰
- Consolidation of knowledge and experience through repetitive implementation and providing peer support to newly trained practitioners.
- Developed psychological mindedness and increased ability to reflect upon practice.⁴¹

Services

- Reduced repeat referrals.
- Increased capacity to meet service demand.

Children & young people

- View theory of change – [supporting children and young people affected by domestic abuse](#).

Longer term

Frontline practitioners

- Increased mental health and wellbeing.

Services

- Increased staff retention.
- Decreased staff absence.
- Reduced need to commission external specialist services.

Children & young people

- View theory of change – [supporting children and young people affected by domestic abuse](#).



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Theory of Change - Healing Together: Supporting Children & Young People Affected by Domestic Abuse