

**Meeting:** Cabinet **Date:** 19 September 2023

**Wards affected:** None

**Report Title:** Trauma Informed Practice Reflective Learning Programme Contract Award

**When does the decision need to be implemented?** As soon as possible

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## 1. Purpose of Report

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- 1.1 This report seeks approval to award the contract for a Trauma Informed Practice Reflective Learning Programme to the preferred bidder as outlined at exempt Appendix 1.
- 1.2 The Authority is purchasing a Reflective Learning Programme on Trauma Informed Practice on behalf of several teams within the Council, as well as for and partner organisations, whose staff will all be participants in the programme.
- 1.3 The learning programme is intended to build upon a trauma-informed practice reflective learning programme which has been delivered via external grant funding since 2021. The programme enables front facing staff to develop and embed a trauma-informed approach to individuals seeking support. This provides new possibilities of understanding how best to engage people with multiple and complex vulnerabilities who are essentially excluded from services; by seeking to understand what has happened to them and how their experiences have shaped their behaviours and responses.

## 2. Reason for Proposal and its benefits

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- 2.1 The proposals in this report help us to deliver the Council's ambitions by better engaging people who find it challenging to access or sustain contact with services, supporting and enabling them to understand their situations and working with them to address and resolve their particular needs. This includes people with complex and intersectional needs such as those who experience homelessness, are misusing drugs and alcohol, who have poor mental health and/or are being criminally or sexually exploited on our streets.
- 2.2 This proposal supports the following Council ambitions:

- We want Torbay and its residents to thrive.
- We want Torbay to be a place where we have turned the tide on poverty and tackled inequalities; where our children and older people will have high aspirations and where there are quality jobs, good pay, and affordable housing for our residents.
- We want Torbay to be the premier resort in the UK, with a vibrant arts and cultural offer for our residents and visitors to enjoy; where our built and natural environment is celebrated and where we play our part in addressing the climate change emergency.

And supports the delivery of the theme “tackling poverty, deprivation and vulnerability”.

2.2.1 Six bid submissions were received to the tender that was issued in June 2023. The preferred bidder has been selected by a panel of evaluators from the organisations funding the programme. Along with the required standard selection criteria that is required for all contracts procured by the Council, bidders were asked to respond to three questions. These questions focussed on an outline of the programme being proposed, how they would ensure the delivery provided a reflective learning experience for participants, and their understanding of how trauma impacts on individuals and their behaviours and how this concept will be incorporated into the programme. The bids were also scored on price and social value.

### 3. Recommendation(s) / Proposed Decision

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1. That the contract for the Trauma Informed Reflective Practice Learning Programme on the basis of a maximum total duration of 3 years be awarded to the preferred bidder as set out in exempt Appendix 1.

## Appendices

Appendix 1: Summary details of contract award (exempt)

## Background Documents

None

# Supporting Information

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## 1. Introduction

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- 1.1 There has been a cross organisational Trauma Informed Practice programme in place in Torbay since 2021. The programme is a reflective learning process and not training, the aim of the programme being to encourage culture change in organisations and give a space for staff to reflect on their practice in relation to Trauma and Trauma Informed Approaches.
- 1.2 The programme began in 2021 using external grant funding with 85 participants from statutory, commissioned and Community and Voluntary sector organisations in Torbay working with people experiencing homelessness. An expanded programme has been delivered across 2022 and 2023, to 250 staff from a wide variety of services including Devon and Cornwall Police, Probation, Drug and Alcohol services, Health Visitors, and Torbay Domestic Abuse Service.
- 1.3 Alongside the programme there is a Trauma Informed Network in Torbay that has grown from approximately 30 members to around 320 members from October 2021-April 2023. Monthly groups have run throughout this period to continue to support and embed Trauma Informed Learning – a practitioner’s group, a Managers group, and a Strategic group.
- 1.4 Facilitating effective engagement with some of the most excluded members of our communities that are at risk of adverse health conditions over their lifetime will reduce repeat admissions to services and improve health outcomes longer term, thus reducing pressure on health, criminal justice, and support services in the wider system.

## 2. Options under consideration

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- 2.1 Once the core funding for the programme ended there was recognition from participating organisations that there was a need for a programme to continue to account for changes in staff and to ensure the continual embedding of trauma informed practice.
- 2.2 This was also an important consideration for the three services contracted as part of the Multiple Complex Needs Alliance (comprising adult treatment services, the domestic abuse service, and the homeless hostel) as the contract was predicated upon the principles of adopting trauma informed practice. A significant number of the first two staff cohorts undergoing the programme were from these services. To discontinue would mean a variation in skills in the workforce and a gradual diminishing of trauma informed practice within the Alliance - which is a service working with some of our most vulnerable communities.

- 2.3 As there were no other sources of funding, the various organisations agreed to commit to funding placements for identified staff and creating a pooled budget. As part of the discussions, they agreed that the programme needed to be slightly shorter (5 monthly sessions instead of 8) and that two of these needed to be face to face (one at the commencement of the programme and one at the end).
- 2.4 It was not possible to extend the contract with the existing provider as this had run beyond its contracted period. Whilst it would have been preferable to extend for continuity reasons, this would have put the Council in breach of Public Procurement Regulations and so a formal tender process had to be undertaken.

### 3. Financial Opportunities and Implications

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- 3.1 Funding totalling £16,740 has been committed by five participating organisations in accordance with the number of staff (62) identified to attend the programme in Year 1. Funding for the following years will be agreed according to the number of staff requiring the training; arising out of new posts, staff turnover, or changes to legislative or policy requirements.
- 3.2 There is a desire amongst participating organisations to continue to access Trauma Informed learning – however, funding will be set on a year-by-year basis due to differing organisations' budgetary situations.
- 3.3 The contract being offered is therefore initially for 1 year with an option to extend for a further two years on a year by year basis.

### 4. Legal Implications

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- 4.1 There are no legal implications to this proposal. The contract has been tendered following appropriate public procurement procedures and regulations.

### 5. Engagement and Consultation

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- 5.1 Key stakeholders (i.e. the organisations whose staff will take part in the learning programme) have been consulted at all stages of developing the service specification and budget.
- 5.2 Officers from key agencies have participated in the evaluation of the tender submissions.

### 6. Purchasing or Hiring of Goods and/or Services

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- 6.1 The tender included a requirement to make a commitment to Social Value as outlined in the Council's Light TOMs (Themes, Outcomes, Measurements) framework. Applicants were

asked to identify which Social Value measures they would commit to under the Contract and provide evidence of how these would be delivered.

## 7. Tackling Climate Change

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7.1 The proposed successful bidder has confirmed that they have a Carbon Neutral/net Zero policy.

## 8. Associated Risks

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8.1 There are no significant risks arising from this proposal

## 9. Equality Impacts - Identify the potential positive and negative impacts on specific groups

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	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people			there is no differential impact
People with caring Responsibilities			there is no differential impact
People with a disability			there is no differential impact
Women or men	Women experiencing homelessness, are rough sleeping, misusing substances and vulnerable to sexual exploitation and may be suffering with poor mental health		
People who are black or from a minority ethnic background (BME) (Please note Gypsies / Roma are within this community)			there is no differential impact
Religion or belief (including lack of belief)			there is no differential impact

People who are lesbian, gay or bisexual			there is no differential impact
People who are transgendered			there is no differential impact
People who are in a marriage or civil partnership			there is no differential impact
Women who are pregnant / on maternity leave			there is no differential impact
Socio-economic impacts (Including impact on child poverty issues and deprivation)	Any individual with intersectional needs who is experiencing homelessness or is sleeping rough, is misusing substances, is at risk of (re) offending, violence and exploitation and has poor mental health.		
Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The proposal seeks to find ways to improve engagement with those who are at risk of exclusion from services, ultimately facilitating support and treatment and improved health outcomes.		

## 10. Cumulative Council Impact

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10.1 None

## 11. Cumulative Community Impacts

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11.1 None