



Strategic Plan

2022-2025

Coproducing Change: facilitating the
role of lived experience in Scotland.



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Our Journey

On the 11th June 2018, around forty community justice stakeholders gathered at Alloa Town Hall in Clackmannanshire. They considered how to build social capital and equity so that people with lived experience of trauma could influence improvement in services and systems.

Participants included a cross party set of politicians, other local leaders, academics, voluntary sector representatives, a prison governor, a police chief inspector and people with lived experience.


Feedback confirmed that stakeholders valued lived experience expertise, therefore there should be a move towards practices such as remuneration and introducing structure to engage those with lived experience safely, authentically, meaningfully and effectively.

A group of people with lived experience stepped forward. They collaborated to define the values by which a social enterprise run by people with lived experience could offer training and consultancy services in a sustainable model. Many leaders from a range of organisations stepped forward too. They shared the vision, advocated for change, mentored with humility and made the journey with us.

On the 12th September 2018 Resilience Learning Partnership (RLP) was born.

Foreword

What started as a vision and a concept, is now real. RLP is a fully functioning organisation with a wealth of experience, learning and successful projects under our belt.



The 2020 COVID-19 pandemic was a critical driver for the growth we have experienced, and we owe a great deal to the RLP staff and volunteers who rallied round in the early days of the pandemic to ensure we could continue to operate.



Pre pandemic, RLP had been developing at a steady pace in working with NHS Education for Scotland and Scottish Government on the National Trauma Training Plan (NTTP), delivering trauma training workshops and building our networks and connections. We had begun to work in Clackmannanshire supporting the Council with the introduction of the NTTP as well as supporting the Violence Against Women and Girls agenda.

When the pandemic hit, we were forced to retreat into our homes and we had to begin working in a whole new way. We knew we had to do something when the first official lockdown hit and this is where our RLP Crafty Kids initiative was established.

RLP Crafty Kids was born out of the lived experience that many of us have in relation to poverty and the lack of access to basic provision. When the initiative began to take hold not only did it provide much needed items and resources to people in the local area, it also allowed our organisation to continue operating at a time when many services were closing their doors.

It is important that the contribution of RLP Crafty Kids to the wider success of RLP is recognised. We would not be where we are today without this fantastic initiative and the hard work and dedication of the team who brought this to life.

As we emerge from the pandemic and move into this next phase in the organisation's life, we are hopeful about what the future holds for our work.

The magnitude of what is currently happening in relation to lived experience in Scotland goes way beyond the traditional methods of participation and engagement work but there is still work to be done. RLP strives to build social capital and influence change. The voices we listen to belong to people at very different stages of their trauma recovery. Some people we connect to are still stuck in cycles of adversity, others have made amazing progress, and some have maximised post traumatic growth potential and achieved multiple higher education qualifications. Learning from each other and building healthy relationships is critical in everything we do.

We know that in order to move away from a 'them and us' mentality we have to hold a mirror up to ourselves. One of the strengths of RLP is the diversity of individuals who make it what it is today by bringing and being valued for the range of different experiences they have whether lived, professional or personal.

We extend our thanks to the whole team and trusted friends who have helped us develop this strategy. No one knows what the future holds, however, we at least have a grasp of what the next three years hold for us. This strategic plan will act as our guide and as we bring to life new, innovative and exciting projects, we look forward to continuing our mission to see lived experience at the heart of all public policy decision making in Scotland.

Shumela Ahmed, Managing Director
Richard Thomson, Chair



Shumela Ahmed

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Richard Thomson

Our Vision

“People with lived experience are valued and are thriving. They are supported by authentic and meaningful relationships within safe, nurturing environments. They are at the heart of public policy, decision making and service design.”

Our Mission

“We will create space for people with lived experience to be heard, valued and supported, enabling them to discover their potential and realise their ambitions.

As a lived experience led organisation, we will influence positive changes across Scotland enabling services to better engage and support people with lived experience.”

Our Values

The RLP team worked together to develop a set of values that will guide the way that we work with each other, with participants and with our partners.

We prioritised these values due to the essential nature that they play in sustaining the positive culture within the organisation and their importance for those that we work with. They will guide our behaviours and actions over the coming strategy period and we commit to reflecting on our collective and individual demonstration of these in our work.

Integrity
Doing what we say we will. Acting truthfully, honestly and striving to do things to the best of our ability, holding ourselves to account.

Respect
Caring about the feelings, wishes and the rights of those around us.

Dignity
Listening to and recognising the value in the experiences of those around us without judgement.



Our priorities and commitments

Realising aspirations

Discovering hope or ambition to achieve personal goals

We will help people to identify and fulfil their personal ambitions and goals supporting them to realise their potential.

We will improve access for people to engage with learning, development and education opportunities.

Building social capital

Creating a sense of belonging and nurturing connections

We will create opportunities for people to engage and contribute within their community.

We will offer authentic and meaningful relationships enabling people to access support, resources and opportunities.

Influencing change

Working with other organisations to improve the way that they deliver support and services.

We will work alongside national bodies, organisations and services, using robust evidence to develop policy and practice that enables meaningful outcomes for people with lived experience of trauma.

We will support capacity building increasing the awareness, knowledge and understanding of the impact of trauma across key sectors in Scotland including health, social care, housing, criminal justice and education.

We will help people to identify and fulfil their personal ambitions and goals supporting them to realise their potential.



RLP activity

Our education, enterprise and consultancy activities ensure that we will deliver on our commitments and organisational priorities.



Education

TIER

TIER (Trauma Informed Education & Recruitment) is an initiative for people aged 18 years and above with lived experience of trauma. The aim is to support participants to explore and realise their goals and aspirations whether that be college, university, paid employment, voluntary work or further engagement or activities supported by RLP.

TIER Principles

- **CO-PRODUCTION**
The participants are involved in designing their own pathway through teamwork and building authentic relationships.
- **LIVED EXPERIENCE LED**
Originally co-produced using facilitators with a mix of personal and professional experiences. Reimagined with feedback from past participants and ready to react to new input.
- **TRAUMA INFORMED**
Working with a Trauma Informed approach using the 5 key principles; Choice - Trust - Safety -Empowerment - Collaboration
- **ASSET-BASED APPROACH**
Helping participants identify their skills and strengths while supporting them to build the confidence to share these within their networks and communities.

We recognise that there is a great need for an alternative learning environment for people with lived experience of trauma. Our ambitions for TIER are bold. We would like to see it being delivered in communities outside of Clackmannanshire and we are currently building the foundations of this vision in discussion with key partners.



Funded through the 'Improving Lives' fund from TNL Community Fund Scotland.



Additional funding secured from Corra Foundation and Foundation Scotland to introduce female version.

Leaders with Lived Experience

Our Lived Experience Leaders Pathway will look to create a 'pathway' of leadership learning and opportunities for various lived experience leader sectors. These will include:

- Mental Health
- Recovery
- Disability
- Care experienced
- Fostering/Adoption
- Criminal Justice
- Survivors
- Housing

This is a collaborative project and we will work alongside leaders from across various sectors, disciplines and organisations.



Funded through the 'Leaders with Lived Experience' fund from TNL Community Fund Scotland.



Enterprise

RLP Crafty Kids

RLP Crafty Kids began as a ‘COVID-19 Response’ in April 2020. The RLP team identified that outside of food and medication, there were other essential items and activities that people in the area would not be able to access. It was from this that the RLP Crafty Kids initiative was created.

Peer led and driven, to date the initiative has made up and delivered over 4000 craft boxes and selfcare bags. The initiative has reached as far as Aberdeen, the West Coast of Scotland and the Orkney Islands. In March this year funding was secured from the Adapt & Thrive Fund to develop the enterprise component of RLP Crafty Kids.

RLP Crafty Kids has also developed into a beautiful volunteer project with a very connected group of volunteers contributing to the initiative in wonderfully creative ways. Developing this volunteering offer will also be a key area of focus for RLP Crafty Kids.

Life Changes Trust Legacy Partner

RLP has been selected as one of a number of legacy partners for the Life Changes Trust’s Young People with Care Experience Programme. More details will be announced in February 2022, but there will be a continued focus on investing in people with lived experience of care.



Consultancy

RLP offers consultancy services to organisations who are seeking to improve their practice and develop their workforce.

Trauma Training and Trauma Informed Policy Consultation

We provide a unique and bespoke service to organisations within the third and public sector.

Our Trauma Training is designed and delivered by people with lived experience. Our training supports staff from a range of organisations and sectors to increase their awareness, knowledge and understanding of the impact of trauma while giving a rich and unique learning experience through the power of lived experience facilitation.

In addition to this we have also been beginning to deliver ‘community workshops and sessions’ on trauma to the general public and other community members and workers. Through taking an Assets Based Community Development approach we hope that one day, community members will be able to deliver these sessions independently in the future allowing us to support through facilitation.

Sanctuary Housing Association



Our work with Sanctuary Housing Association has gone from strength to strength. From getting craft and selfcare boxes to tenants across Scotland at the beginning of the pandemic, to more recently having completed a review of Sanctuary’s Income Management Policy.

We have also delivered trauma training to staff across the organisation as we continue to support Sanctuary to realise their ambitions of becoming a Trauma Informed social housing provider.

Sanctuary and one of their partner property developers CCG, have co-funded RLP to employ our first ever ‘Community Builder’ role within the organisation. This role will be delivered through a Trauma Informed, Assets Based Community Development approach and sits within the Carbrain area of Cumbernauld just outside of Glasgow.



The aim of the role is to support the Carbrain community outside of the structures of ‘housing’ and the ‘housing provider’ by supporting communities to take back control and drive forward what they want for and within their community. We are also now currently working with Sanctuary in Priesthill, Glasgow and as of spring 2022 we will also have a presence in Toryglen, Glasgow.

We are confident our partnership with Sanctuary will continue to flourish and we very much look forward to more partnership working in the coming years.

Partners in Change - APEX

Partners in Change will support work which aims to change how services and supports for people experiencing poverty and/or trauma are designed and delivered. The work is funded by the Robertson Trust. RLP will work alongside APEX to support the implementation of Trauma Informed practice through a series of agreed activities. The aim is to support APEX staff to become equipped with the tools and knowledge to implement Trauma Informed practice within the organisation, for APEX clients to receive a Trauma Informed service, increase awareness, understanding and knowledge of trauma and adversity and its impact amongst staff and to deliver Trauma Training sessions for the leadership team, senior management and frontline staff. APEX is the lead in this project. Find out more about Partners in Change at <https://bit.ly/3Dxhjz9>



Scottish Government/NES (NHS Education for Scotland) and National Trauma Training Programme (NTTP)

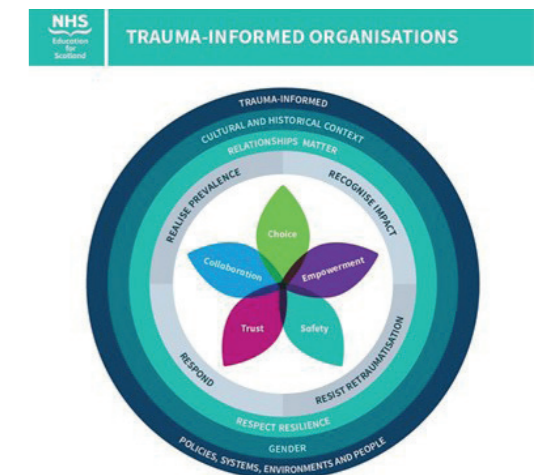
We continue to support the Scottish Government and NHS Education for Scotland (NES) through the National Trauma Training Programme. As well as being a co-author of the National Trauma Training Plan we will continue to support this by contributing to the Scottish Trauma Informed Leaders Training (STILT) webinar series delivered by NES.

Our focus will be to continue to support this work at a national level for as long as it takes to realise both a Trauma Informed and responsive Scotland.

RLP will continue to support the NTTP within Scotland building on our contributions to date that has included;

- Supported in the delivery of the Scottish Trauma Informed Leaders Training
- Supporting directorates within Scottish Government
- Supporting the delivery of ‘Trauma Deep Dives’

We are here to support the development of the mechanisms that will facilitate people with lived experience of trauma being meaningfully involved in the design and delivery (where possible) of services.



RLP Statement to #KeepThePromise

#KeepThePromise is the 10 year plan to implement the findings of the Scottish Independent Care Review in Scotland. RLP's commitment to #KeepThePromise is something that does not have an end date or a shelf life. We are fully committed to #KeepThePromise and implementing the findings until all children grow up safe and loved within Scotland.

To date we have reviewed and amended most of our internal policies to reflect the five identified principles; Family, Care, People, Voice and Scaffolding and we will continue to make any changes needed to the remaining policies in order that all RLP's employees, volunteers and visitors, whether care experienced or not, are in no doubt that RLP will #KeepThePromise.

RLP are also implementing new policies, practice and procedures based on what we understand is important to care experienced people and their families and which will align with the findings of the Care Review.

Going forward the policies created by RLP will become an essential asset which will be utilised in our work with partner organisations to support them to #KeepThePromise. We anticipate that as our work and the sector evolves there will be many continued opportunities to realise the ambitions to #KeepThePromise throughout Scotland. Realising Trauma Informed and responsive services within Scotland is an essential element of how we plan to ensure our commitment to #KeepThePromise and the children and families of Scotland.



Success measures and reporting

We will evidence the achievement of our commitments through a range of detailed success measures that are outlined in our supporting business plan. We will report our progress to the RLP Board of Directors.

Key measures include:

| Realising aspirations | Building Social Capital | Influencing Change |
|---|--|---|
| Number of participants engaging in RLP opportunities | Number of RLP activities offered | Number of partnerships |
| Number of people achieving meaningful destinations including education and personal development goals | Geographical reach of RLP activities | Partner testimonials capturing the benefits and impact of working in partnership with RLP |
| Number of people gaining RLP learning and development qualifications | Testimonials capturing the benefits brought about as a result of engaging with RLP | Number of Trauma Training courses delivered |
| Number of people gaining accredited qualifications | | Number of participants accessing Trauma Training |
| | | Creation / co-production of new resources |



www.resiliencelearningpartnership.co.uk

Email: info@resiliencelearningpartnership.co.uk

Unit 2 | Block 1 | Cooperage Way Business Village

Alloa | FK10 3LP | Tel: (01259) 272015



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