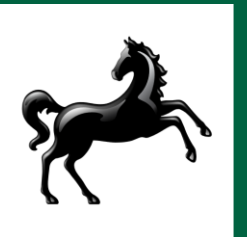


Lived Experience Leadership Programme Pilot – Session 1

September 2023

LLOYDS BANK
FOUNDATION
Channel Islands



David Jones

CEO

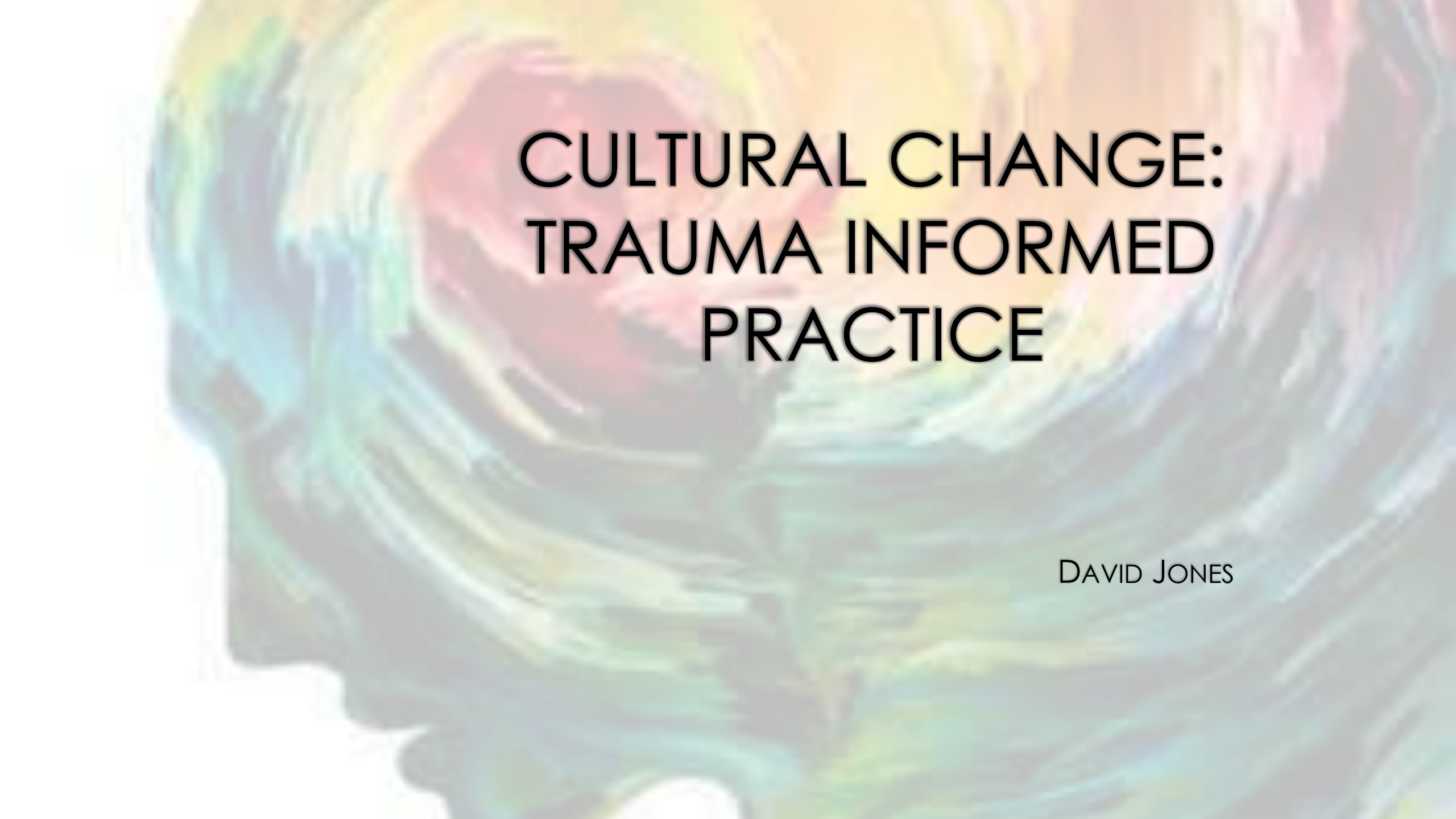
Changing Tunes

A CEO's experience of implementing
cultural change and trauma
informed practice into their charity

LLOYDS BANK
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Channel Islands





CULTURAL CHANGE: TRAUMA INFORMED PRACTICE

DAVID JONES

TRIGGER WARNING

A photograph of a bed with a light blue blanket and a window with butterflies. The bed is the central focus, with a window visible on the left side. Several butterflies are flying around the window and the bed. The overall scene is bright and airy.

- PRISON

- SELF-HARMING



We help people lead crime free lives through music

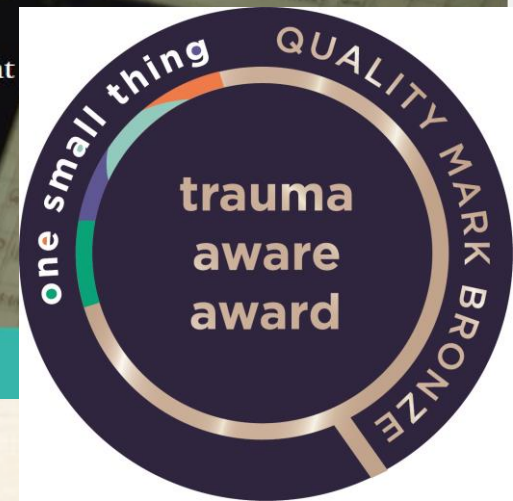
“Changing Tunes is different from anything I've seen in the prison system. Thanks to them I've found a direction and a worth beyond anything I thought possible.”

Changing Tunes Participant

▶ WATCH OUR 'POWER OF MUSIC' FILM



CHANGING TUNES





WIN PRIZES!

CORE VALUES BINGO!

Five Core Values of Trauma Informed Working

Safety: ensuring physical and emotional safety

Trustworthiness: creating respectful environments where personal boundaries are maintained

Choice: creating environments where individuals have choice and control

Collaboration: making decisions with the individual and sharing power

Empowerment: prioritising empowerment and skill building

Harris and Fallot, 2009



TRAUMA INFORMED PRACTICE AND LIVED EXPERIENCE



Why
work in a
trauma
informed
way?

WHAT WE DID

- STEP ONE – BOARD COMMITMENT
- STEP TWO – TRAINING- FIRM FOUNDATION
- STEP THREE- STEERING GROUP

A STEERING GROUP APPROACH

- WHOLE TEAM
- 5-7 PEOPLE
- COMMUNICATION TO OTHERS
- DEVELOPMENT AND OVERSIGHT OF ACTION PLANS
- DON'T UNDERESTIMATE THE TIME IT WILL TAKE



ACTION PLANS



- OPERATIONAL AND ADMINISTRATIVE
- LEADERSHIP AND GOVERNANCE
- WORKFORCE DEVELOPMENT AND HUMAN RESOURCES
- PHYSICAL ENVIRONMENT
- CULTURAL COMPETENCY AND PERSON CENTRED APPROACH
- QUALITY ASSURANCE

ACTION PLAN LOG



CASE STUDIES

- CONCERT PERFORMANCES – DO NO HARM
- SUPERVISION – ONE SIZE DOESN'T FIT ALL
- CANCELLED SESSIONS – VISIT ON THE WINGS
- PROTECTION OF SESSIONS
- DEALING DIRECTLY WITH THE TRAUMA

CASE STUDY – IN DETAIL

- SARAH

An aerial photograph of a city, likely New York City, showing a grid of streets and buildings. A bright sun flare is visible in the upper left quadrant, casting a glow over the scene. The text is overlaid on this image.

WHAT ARE THE CHALLENGES?

- NOT ABOUT DOING GOOD STUFF
- THERE IS A COST TO THIS WORK



TOP TIPS

- INVOLVE EVERYONE
- DON'T RUSH
- BE BOLD!

RESOURCES

- WWW.ONESMALLTHING.ORG.UK
- THE BODY KEEPS THE SCORE – BESSELL VAN DER KOLK

QUESTIONS?



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