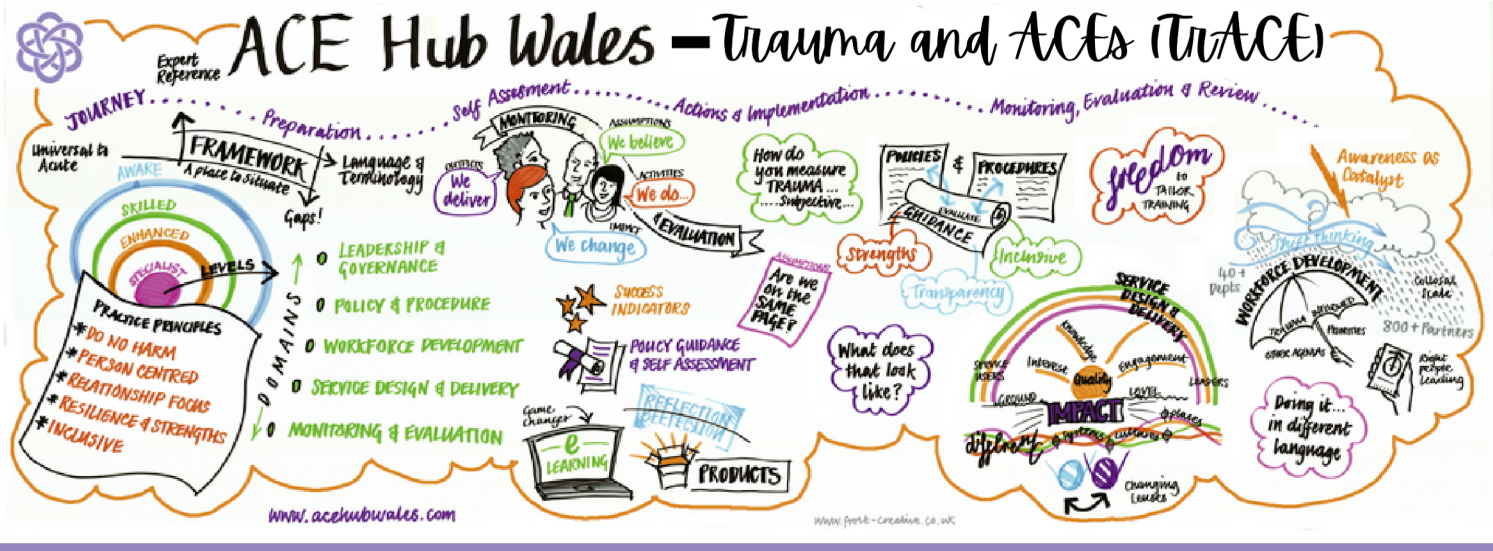
ACE Hub Wales Trauma and Adverse Childhood Experience (TrACE)- Informed Organisations Toolkit



Scan to access the **TrACE resources**

Background

The Trauma and Adverse Childhood Experience (TrACE) toolkit has been developed as a resource to support people, organisations, sectors and systems to develop their own ACE-aware and trauma-informed approach. It focuses on building into, not onto, existing good practice and identifying where improvements and changes can be made to polices, practice, culture and environment, resulting in increased ownership for transformational change within a setting. We have worked with organisations to pilot our TrACE Toolkit and this has given us good insight into what works to effect the culture shift required to truly embed a TrACE informed approach.

Vision

Everyone has a role to play in Wales becoming an ACE and trauma-informed nation. Our aim for the toolkit supports this vision, which will be achieved through preventing, tackling and mitigating the impact of trauma and ACEs. It is a key resource for organisations, sectors and systems within the Trauma-informed Wales Framework – the all of society, national Framework developed by people and organisations in Wales and supported by the Welsh Government. The vision of the toolkit is:

- The reduction of the incidence of ACEs, trauma and re-traumatisation
- Increased focus on the facilitation of healing from past trauma
- Supporting the use of trauma-informed practice
- Strengthening reflection on practice and self-care approaches
- Improving system's responses
- Facilitating a compassionate and responsive society that demonstrates a children's and human rights-based

How was the TrACE Toolkit developed?

The TrACE toolkit concept was initially developed by the ACE Hub Wales in 2020, and then co-developed with organisations and people across Wales to become a co-produced, interactive tool, supported by guidance and resources co-created with the partners and organisations working with us to implement the approach and become Trace Organisations.

Key elements of this partnership approach include:

- **National Community Of Practice** – sharing ideas, knowledge and learning across sectors and organisations through meetings, webinars and workshops
- A commitment to **continuous improvement** – evaluation, reflection and constructive challenge to shape and improve
- A **storytelling** approach to evaluation – contributions have included approaches such as **WISDOMs** – deep listening and conversations with those receiving and delivering TrACE services in Housing (New Systems Alliance and Caredig 2020), **Most Significant Change** (Wrexham University 2024)
- **Visual and Creative Arts** to make our work accessible and amplify voices (**Eternal Media** Substance Misuse 2019, **Coleg Sir Gar** : Further Education 2020, Wrexham University **'Navigating the Storm'** understanding trauma 2021)
- A **Public Health Approach** with clear evidence base, testing interventions , monitoring and evaluation and scaling up what works.
- An 18 month academic evaluation reporting in March 2024 led by MEL Research

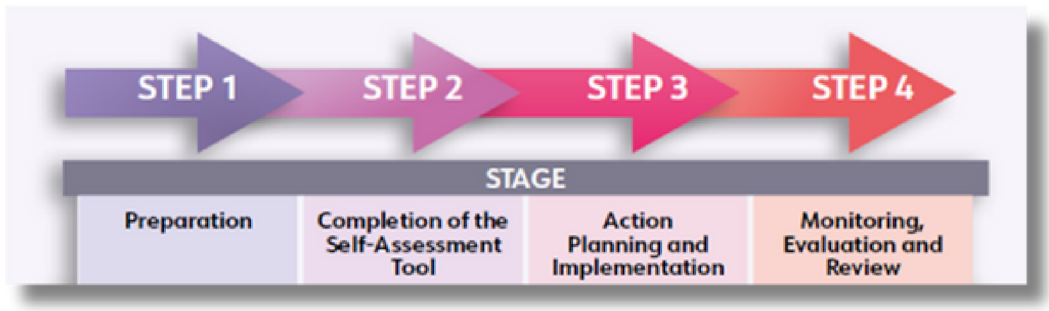
A key element of the ambition of the TrACE Toolkit is that it becomes a social movement:

"We wanted to offer people a blueprint that shows them the sort of considerations they need to keep in mind as they try to introduce these principles into their organisational culture. This is a journey and there isn't really an end destination – we have to help people move along the curve"
- Senior Stakeholder

What is the TrACE Toolkit?

Our TrACE Toolkit is a practical guide to support organisations to embed ACE Awareness and Trauma-Informed Practice. The toolkit aims to support organisations to reflect on current culture, practice and process and identify activity to implement more trauma-informed and trauma responsive approaches, resulting in increased ownership for transformational change within their setting.

TrACE Toolkit Process



The TrACE toolkit is a four step process that helps organisations **PREPARE (Step 1)** and discover how ready they are to begin the process. **SELF ASSESSMENT** is about reflecting on and understanding the progress organisations are making in embedding TrACE informed practice; identifying strengths and successes, whilst also highlighting opportunities for improvement **(Step 2)**. **ACTION PLANNING (Step 3)** is crucial to prioritising the actions identified from the self-assessment process and putting the strategies into place. **MONITORING, EVALUATION and REVIEW**, with reflective practice at the heart commits to continuous improvement, innovation and growth **(Step 4)**.

The whole process is supported by tools and guidance that takes you through the six domain areas, supporting organisations to prioritise and focus on the areas that will promote the change and culture shift needed for a sustained TrACE informed approach.

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