



# THE ATHOLL ACADEMY

## TRAINING PATHWAYS

COURSE GUIDE FOR ORGANISATIONS



Whether your organisation works directly with trauma survivors or not, it's highly likely that some of the people you support have experienced trauma-especially given that an estimated **70% of individuals experience at least one traumatic event in their lifetime**. Organisations that do not embed trauma-informed practices into their services may face challenges in engaging these individuals and risk unintentionally re-traumatising them, making it harder for people to feel safe and willing to access support.

By becoming Atholl Approach® Approved, your organisation can establish itself as a leader in trauma-informed practice while building supportive and inclusive experiences for the people you serve. Embedding the Atholl Approach® strengthens engagement and trust with service users, whilst boosting staff confidence in working with those who have experienced trauma, as well as those struggling with symptoms of menopause or neurodivergence. It ensures that staff feel supported in their roles, reduces reliance on individual expertise by embedding trauma-awareness into organisational policies and processes, and minimises long-term training costs through a structured, sustainable framework.

Supporting people in a trauma-informed way means recognising that everyone is different and taking action to support the human being, not just treat the symptoms. Change happens when we empower people to recognise their own needs and provide them the freedom and choice to engage in ways that works for them.

## Benefits of Adopting the Atholl Approach® in your Organisation

Adopting the Atholl Approach® will:

- Establish your organisation as a leader in trauma-informed practices.
- Build a supportive and inclusive experience for both your staff and the people that access your service from the ground up.
- Strengthen engagement and trust with those who use your service.
- Increase staff confidence in engaging with those who may have experienced trauma.
- Help staff feel supported when working with others who may have experienced trauma- even if this is indirectly
- Reduce reliance on individual staff expertise by embedding trauma-awareness policies and processes into organisational practices.
- Minimise ongoing training costs through a structured, sustainable framework



## Process to becoming an approved Atholl Approach® Organisation

To become an Atholl Approach® Approved Organisation, you must complete an assessment to evidence that your organisational structure and programme delivery meet the nine principles of the Atholl Approach. ®

Trauma Healing Together can provide expert consultancy and customised training to support this, but it is not mandatory and organisations can choose to work through this independently. Details of how this works can be found in the next section.

By becoming an Atholl Approach Approved® Organisation, you are able to display the logo on your services website and marketing materials, demonstrating to everyone but particularly trauma survivors that you are focused on providing a high level of care and are a trusted, inclusive and supportive organisation.

To renew your recognition as an Atholl Approach® Approved Organisation, you will be expected to complete an assessment each year.





**RECOMMENDED  
SUPPORT FOR  
ORGANISATIONS**

# TRAINING COURSES

## From Awareness to Action: Becoming a Trauma-Informed Organisation



### Training overview

This three-day training programme supports organisations to strengthen their practices, policies, and programme delivery so they better meet the needs of their staff and service-users. It enables organisations to demonstrate alignment with the nine principles of trauma-informed practice and work towards recognition as a service delivering a gold-standard level of care.

The training deepens learners understanding of trauma and provides a reflective space for organisations to explore how they can improve their approach at every level. It covers key areas including trauma-informed communication with service users, embedding trauma-informed principles into organisational structures and systems, and supporting staff to recognise and manage vicarious trauma. By prioritising staff and service-user wellbeing, organisations are better equipped to provide safe, compassionate, and effective support.

At the end of the programme, organisations will have the opportunity to complete an assessment and gain public recognition as a service committed to providing a safe and supportive environment for trauma survivors.

### **Who is it for**

Senior Management within organisations and staff responsible for project development

### **Cost to deliver**

£2500 for delivering training for up to 12 people.

As part of this cost, you will receive:

- Comprehensive training materials and manuals
- Interactive training modules that balance theory and experiential learning
- Training which models a safe and trauma informed environment
- Comprehensive assessment
- Upon successful completion, recognition as an Atholl Approach® Approved Organisation including certificates and publicity.



# CONSULTANCY SERVICES

We will work collaboratively with you and your team, providing expert facilitation and mentoring to support your journey towards becoming an Atholl Approach Approved Organisation.

Through a tailored advisory process, we will gain a clear understanding of:

- Your application, referral, and engagement processes
- How you communicate with staff, volunteers, and service-users/customers/clients.
- Your organisation's policies and procedures for engagement and follow-up
- How you evaluate funded or supported projects
- The support systems in place for staff who may be exposed to secondary trauma

This process ensures that recommendations are practical, relevant, and aligned with your organisation's specific needs.

## **Who is it for**

Senior Management within organisations and staff responsible for project development.

## **Cost to deliver**

Please enquire for further information



# ADDITIONAL SUPPORT

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*This was definitely a training with a difference. I've attended many courses / training over many years but never have my wants, needs, preferences and sensitivities been so taken into consideration. Never had I been offered so many choices in order to help me feel safe, respected and receptive to new ideas and experiences. This training was kind and considerate, thoughtful and responsive, thanks to the efforts of Roxanne and Janine, who beautifully modelled the concepts they were offering us through their words and actions. The material we were working with offered us so much through interesting, varied and motivating activities, taking into account different learning styles and inviting us to try things out in a safe, non-judgmental environment.*

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# TRAINING COURSES



## Introduction to the Atholl Approach

### Training overview

In this workshop, we will introduce the 9 key principles that Trauma Healing Together has developed through their extensive work with trauma survivors.

Rooted in established research, the Atholl Approach® moves beyond deficit-based medical models to explore what certain behaviours may be communicating and how environments can better meet underlying needs. We will provide participants with an overview of the core principles of the approach, including safety, relational connection, and needs-based practice.

Participants will gain insights into how the key principles can be integrated into their role to enhance support for trauma survivors, regardless of their diagnosis or presentation.

**Who is this for:** Suitable for anyone who interacts with people, regardless of their background or job title.

**Delivery Method:** Online

**Length of time:** 1-hour

**Cost:** £150 for unlimited participants

# TRAINING COURSES

## Understanding Trauma through the Lens of a Survivor



### Training overview

This training will provide participants with a deeper understanding of trauma by exploring its impact through the lived experiences of survivors, rather than focusing solely on theoretical models. This workshop highlights what it is like to live with trauma day-to-day and how those experiences can shape interactions, relationships, and engagement with services.

Informed by key elements of the Atholl Approach®, the training supports participants to build trauma awareness that is rooted in survivor perspectives. It will increase empathy, reduce assumptions, and support the development of more inclusive and effective practices.

**Who is this for:** Suitable for anyone who interacts with people, regardless of their background or job title

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participants

“I learned a lot about the Atholl Approach, specifically, how service design that prioritises trauma survivors' needs and care improves service delivery hugely. It leaves a more positive impact on clients, and they feel respected and safe.”

# TRAINING COURSES

## Embedding Inclusion into Workshops & Training



### Training Overview

This two-day training is designed for anyone who leads workshops, training or group sessions and wants to create inclusive, welcoming, and engaging spaces for all participants. Guided by our experienced team, participants will explore practical strategies to make their sessions accessible, supportive, and responsive to diverse experiences. Incorporating trauma-informed principles developed by THT, the training will help participants enhance every aspect of your workshop, ensuring it meets participants' needs and encourages meaningful engagement. By the end, participants will have the tools and confidence to design workshops that are inclusive, adaptable, and impactful for their audience.

**Who is this training for:** Professionals delivering any kind of workshop, training, class or stand-alone programme.

**Delivery Method:** In-person

**Length of time:** 12 hours over 2 days

**Cost:** £450 per person

“The sessions were extremely valuable and useful in helping me understand how our community workshops can be tailored to suit trauma survivors. I thoroughly enjoyed the two day course and have to say that it was one of the most enjoyable training sessions that I have attended”

# TRAINING COURSES



## Effective Communication when working with trauma

### Training Overview

The way we communicate shapes how we connect with others and understand the world. Effective communication allows us to share experiences, express needs, and build meaningful connections.

For individuals who have experienced trauma, communication can be more complex. Trauma can affect how words are interpreted, intentions are perceived, and whether interactions feel safe. Many survivors have not felt truly heard, which can impact trust and engagement.

As professionals, mindful, clear, and trauma-informed communication is essential. It helps create understanding, manage expectations, and foster safety.

In this training, participants will explore how communication can go wrong and will learn practical strategies to promote safety, trust, and a supportive environment.

**Who is this training for:** Suitable for anyone who interacts with people, regardless of their background or job title

**Delivery Method:** In-person

**Length of time:** 3 hours

**Cost:** £350 for 10 participants

# TRAINING COURSES



## Ethical Guidelines and Professional Boundaries in Mental Health Practice

### Training Overview

This training course is designed for non-counsellor mental health professionals who work in supportive, clinical, or community-based roles. It provides a clear, practical introduction to the ethical responsibilities that underpin safe, respectful, and effective mental health practice.

Participants will explore key topics including confidentiality and information sharing, professional conduct, managing dual relationships, and maintaining appropriate personal and professional boundaries. The course also addresses ethical decision-making, conflict resolution, and the challenges of working within complex mental health systems.

Through real-world scenarios and guided discussion, participants will develop the confidence to recognise ethical dilemmas, respond appropriately to boundary issues, and uphold professional standards while protecting both client wellbeing and their own professional integrity. This training supports ethical, accountable practice across the mental health sector.

**Who is this training for:** Mental Health professionals working in a non-counselling role.

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participants

# TRAINING COURSES



## Trauma, Life-Stages, and Hormones

### Training Overview

This course provides an in-depth exploration of the dynamic relationship between trauma, hormonal changes, and psychosocial development across the lifespan. It is designed to help participants understand how biological, psychological, and social factors interact at different life stages, from infancy and adolescence to adulthood and later life, and how these interactions shape mental health outcomes.

Participants will examine how hormonal fluctuations such as puberty, pregnancy, menopause, and andropause can influence mood, cognition, and behaviour. The course explores how trauma experienced during these sensitive periods of hormonal instability can disrupt neurobiological development, emotional regulation, and long-term psychological wellbeing. By integrating current research and practical insights, participants will gain a nuanced understanding of how hormones and trauma intersect to influence an individual's mental health journey and ability to cope.

**Who is this training for:** Mental health professionals, Counsellors, Therapists, Educators, Healthcare workers.

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participants

# TRAINING COURSES



## Trauma, Autism, and ADHD

### Training overview

This course explores the interconnected relationships between trauma, Autism Spectrum Condition (ASC), and ADHD across the lifespan. As part of this workshop, participants will learn to differentiate the core characteristics of autism and ADHD, understand how presentations vary by age, gender, and culture, and adopt strengths-based, neurodivergence-affirming perspectives.

A key focus is the impact of trauma on brain development, emotional regulation, and behaviour, including how trauma can mimic or mask autistic and ADHD traits, contributing to misdiagnosis. The course also considers how the experience of being neurodivergent in a neurotypical world can itself be traumatic.

It concludes with practical, trauma-informed and affirming strategies to promote safety, regulation, and empowerment in clinical, educational, and community settings.

**Who is this training for:** Mental health professionals, Educators, Support workers

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participant

# TRAINING COURSES



## The Regulated Professional: Self-Regulation and Nervous System Awareness in Helping Roles

### Training overview

This workshop explores why self-regulation is essential for anyone working in a supportive or people-facing role, including support workers, educators, carers, and community practitioners. Participants will develop an awareness and understanding of the autonomic nervous system and how their own emotional and physiological state can influence the people they support. The training introduces practical grounding and regulation techniques, along with the principles of co-regulation, enabling participants to remain steady, compassionate, with clear boundaries in challenging situations.

**Who is this training for:** Supportive or people-facing roles, Support workers, Educators, Carers, Community practitioners, Peer workers

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participants

# TRAINING COURSES



## Supporting Trauma Survivors within Diverse Ethnic Communities

### Training overview

This training offers a deeper understanding of trauma by exploring its impact through the lived experiences of survivors from diverse ethnic communities. Rather than focusing solely on theoretical models, the session highlights what it means to live with trauma day-to-day and how cultural identity, community context, and lived experience shape interactions, relationships, and engagement with services.

Informed by key elements of the Atholl Approach, the training will support participants to build trauma awareness that is both culturally responsive and rooted in survivor perspectives. It aims to increase empathy, challenge assumptions, and promote more inclusive and effective practices when working with individuals and communities affected by trauma.

**Who is this training for:** Anyone who is working with people from different cultural backgrounds

**Delivery Method:** In-person

**Length of time:** 7-hours including breaks

**Cost:** £650 for 10 participants

# TRAINING COURSES



## Managing Compassion Fatigue

### Training overview

Professionals who support others often do so at the cost of their own well-being. This interactive workshop offers a grounding, practical exploration of self-care for those experiencing compassion fatigue, emotional exhaustion, vicarious trauma, or a sense of “running on empty.” Participants will learn to recognize early signs of burnout and secondary stress, understand how sustained exposure to others’ trauma and empathy strain affects the mind and body, and practice simple, evidence-informed strategies to restore balance. Through guided reflection, micro-rest techniques, and boundary-setting tools, this session provides a supportive space to reconnect with personal resilience and rediscover sustainable ways to care for yourself while continuing to care for others.

**Who is this training for:** Individuals supporting others in a mental health or caring setting.

**Delivery Method:** In-person

**Length of time:** 3-hours

**Cost:** £350 for 10 participants

# TRAINING COURSES



## Supporting Trauma from an Admin Role

### Training overview

This training explores how the Atholl Approach can guide trauma-informed practice from an administrative viewpoint. You don't need to be client-facing to make a difference; the way systems are designed, information is shared, and routines are set can quietly support safety and ease for everyone who interacts with your service.

We'll look at practical ways to bring the Atholl Approach into everyday tasks; shaping processes, communication, and workplace culture with more clarity, steadiness, and care. Even small adjustments can help create a calmer, more predictable environment.

This training provides a grounded, accessible starting point for those who work behind the scenes and want to contribute to a trauma-sensitive organisation.

**Who is this training for:** Administrative staff working within a caring or mental health organisation.

**Delivery Method:** In-person

**Length of time:** 3 hours

**Cost:** £350 for 10 participants

# RESOURCES

## Access to Digital Resource Library

Your organisation will have access to a wide range of digital resources created under the Atholl Academy. Resources are aimed at supporting your staff and volunteers to improve their trauma-informed practice,

**Delivery Method:** Online

**Cost:** Dependant on size of organisations



# MEET OUR TRAINERS



## Roxanne Kerr

Roxanne is a Clinical Certified Trauma Specialist with a master's in counselling from Abertay University and a certificate in Complex Trauma and Dissociation from the International Society for the Study of Trauma and Dissociation. With over a decade of experience supporting trauma survivors- including those affected by childhood sexual abuse and complex mental health conditions- she founded Trauma Healing Together . Roxanne developed the Atholl Approach, an innovative, organisation-wide model for trauma support, and continues to focus on building compassionate systems that address the complex needs of trauma survivors.



## Janine Core

Janine is an experienced English teacher with over 16 years in high school classrooms, applying a trauma-informed approach to education. After two years in special needs administration, she developed expertise in inclusive education and advocacy for neurodiverse and vulnerable young people. Since moving to Scotland in 2022, Janine has led the Group Wellbeing programme at Pathways to Hope, coordinating person-centred activities and training volunteers to facilitate peer support, with a focus on fostering safe, compassionate spaces for emotional wellbeing and growth.



## Felicity Douglas

Felicity is a qualified therapist, autism clinical specialist, and researcher. Her work bridges theory and practice, translating evidence into compassionate, accessible care. She has a particular interest in both hormonal health and neurodivergence, and is passionate about designing and promoting inclusive systems that recognise difference, promote autonomy, and empower individuals to thrive.

# MEET OUR TRAINERS



## Lindy Paterson

Lindy previously studied Law and worked within the financial industry until her life took a different direction after her critical illness. Retraining as a yoga and meditation teacher, she predominantly taught yoga to individuals with physical and mental health concerns. After spending a few years working with trauma survivors, she began training as a counsellor, currently studying for a Master's in Counselling at Abertay University. Lindy has embraced a holistic approach to her healing and is passionate about sharing this with others, recognising that no one size fits all and striving to work collaboratively with clients to find what works for them.



## Tinusha Abeysinghe

Tinusha is originally from Sri Lanka and worked as a journalist and news anchor for nearly a decade. Tinusha now works with Trauma Healing Together, supporting individuals from BAME communities experiencing psychological distress linked to displacement, migration, and trauma. Her work is grounded in trauma-informed practice, creating safe, culturally sensitive spaces for healing and connection.

She delivers a trauma-informed wellbeing programme for migrants, recognised for its positive impact, and is developing a trauma-focused programme empowering women from BAME communities through healing and resilience.



## Jay Hogg

Jay is a qualified counsellor who also works in a peer support role within a clinical setting. Through these roles, alongside his own lived experience, he developed deep appreciation of the impact counselling can have on people's lives.

He is pluralistically trained and is passionate about finding practical, meaningful approaches to supporting people affected by trauma. He has a particular interest in transgenerational trauma and medical trauma, and is keen to research the potential effects of rhythm-based games in PTSD recovery.

# MEET OUR TRAINERS



## Eileen Caveley

Eileen is a qualified counsellor and has additional training in health psychologist. In addition to running her own private practice, she lectures at the University of the Highlands and Islands and the Open University. She has a specialised interest in neuroscience and how it can deepen our understanding of neurodiversity. Through her counselling work, she has developed tools and techniques to ensure Neurodiverse clients are not excluded by traditional therapeutic approaches. Her strong grounding in research, combined with her experience working with Neurodiverse individuals, has enabled her to create innovative, practical approaches that are effective in real-world settings.



## Kelly Campbell

My journey into trauma-informed training is rooted in lived experience. Now a sessional worker and trauma-informed module leader with Trauma Healing Together, I bring both personal and professional insight to my work.

As a former client of Pathways to Hope, I saw first hand how safety, choice, and collaboration support recovery. With a background in healthcare, customer service, and caring roles, I now deliver engaging, inclusive training through the Atholl Approach - creating spaces where learning feels safe, human, and empowering.



## Molly Stirling

Molly is a Psychology and Counselling student at Abertay University and works as our Project Support Officer. Often the first person a client speaks to, Molly is committed to creating a warm and compassionate first experience of our service. She is passionate about communicating in a sensitive, trauma-aware way that reflects our Atholl Approach, helping people feel safe, heard, and supported. Molly hopes to train as a counselling psychologist in the future, so she can continue supporting people to move forward with hope, healing, and positive change.

# MEET OUR TRAINERS



## **Carolann Penrose**

Carolann, a qualified counsellor and the Training and Counselling Programme Manager at Trauma Healing Together, brings extensive experience of working with a wide range of trauma. With a strong background in learning and development, she is passionate about designing inclusive, high-quality training that meets people where they are and supports genuine professional growth.