

# Supporting Trauma Informed Practice in Scotland

## A Qualitative Evaluation of the Scottish Trauma Informed Leaders Training (STILT) Webinar



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**Aim:** To evaluate participant experiences of the Scottish Trauma Informed Leaders Training (STILT) webinar and identify strengths, improvement areas, and intended post-training actions.

**Background:** STILT is part of the National Trauma Transformation Programme and supports those in positions of leadership to develop and implement trauma-informed practices throughout their organisations.

### Method

A qualitative content analysis was conducted on 984 post-training survey responses from participants attending 13 webinars delivered between August 2022 and September 2025. Responses were coded inductively, then mapped against the webinar's Intended Learning Outcomes (ILOs) to assess alignment and identify themes across perceived usefulness, improvements, and planned practice changes.

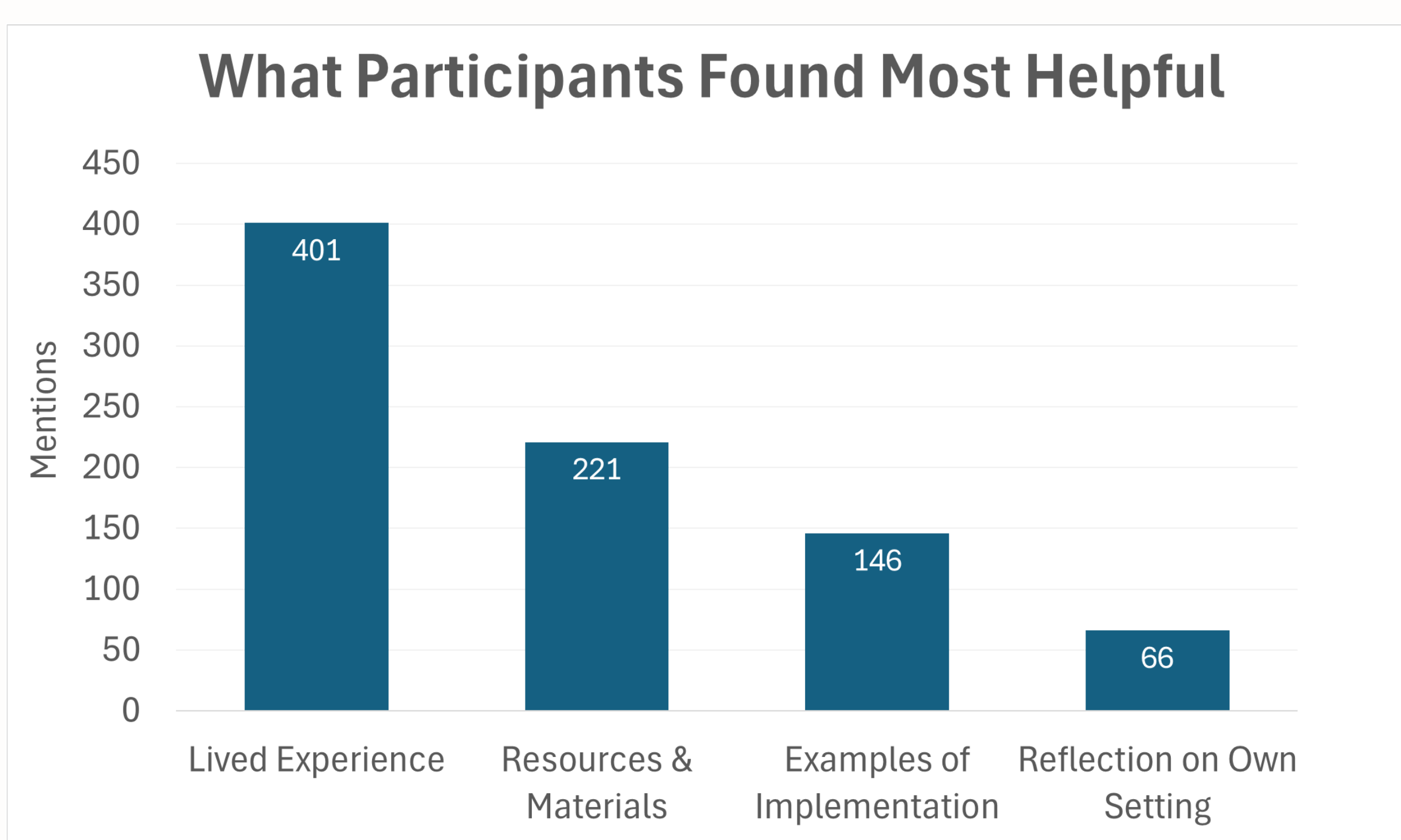
#### Webinar ILOs

- Understanding trauma informed systems
- Identify tangible next steps
- Identifying change drivers
- Applying a trauma-informed lens
- Preventing re-traumatisation
- Involving lived experience

### Results

Participants expressed strong satisfaction with the webinar, most often praising the lived-experience story, practical examples, and tools they could use in their own settings. Suggestions for improvement centred on pacing, interactivity, and sector relevance. Respondents also reported clear next steps, including team-level capacity-building, organisational policy and service review, and changes to individual trauma-informed practice.

#### Most Helpful Aspects



#### Suggested Improvements

While most participants (518) reported that no changes were needed, improvements suggested included:

- Most Frequently Reported**
  - Session length & pacing adjustments (154)
  - Desire for increased interactivity (61)
  - More guidance on applying learning in practice (43)
- Other Areas**
  - Sector-specific examples or tailored content (30)
  - Interest in in-person delivery (24)
  - Mixed views on the Chat functionality (2)

#### Intended Actions



### Conclusions

- STILT effectively supports trauma-informed leadership development.
- Participant feedback identifies clear strengths and practical areas for improvement.
- These insights directly informed improvements to recent webinars, which incorporated improved pacing and increased interactivity.
- Findings inform future delivery and strengthen Scotland's trauma-informed workforce.