

7

Resources

[Opening Doors Trauma Informed Practice for the Workforce on1080, Mp4](#)

[Trauma-informed practice: toolkit - gov.scot](#)

[Trauma Informed Schools UK](#)

6

Things to Consider

What enables trauma informed practice? (Scottish Government, Minister for Social Care and Mental Wellbeing, 2023). This report found multiple factors that supported implementation including: a commitment to workforce development; organisational readiness; trauma-informed leadership; training for people with experience of trauma; a flexible, strengths-based approach; engaging service users; extended implementation periods.

What are the barriers to trauma informed practice? These included: a lack of resources; a lack of commitment to implementation and a lack of practice-based training and refreshers.

5

What does Trauma Informed Practice look like for Organisations?

A trauma informed organisation assumes that service users have experienced trauma which may make it difficult to feel safe within a service and develop a trusting relationship with providers. This drives change in how services are delivered.

Key principles of trauma informed practice: (Gov.org, 2024)

- Safety
- Trustworthiness
- Choice
- Collaboration
- Empowerment
- Cultural consideration

Trauma Informed Practice

Bury Safeguarding Partnership



4

Impact of Trauma at an Organisational Level

Systems can become "trauma organised" (Bloom, 2013), meaning: *"an individual, family, organisation, system or culture becomes fundamentally and unconsciously organised around the impact of chronic and toxic stress, even when this undermines its adaptive ability"*.

This means we see organisations that behave like traumatised individuals (Karen Treisman, 2021) e.g.

- * Crisis driven (looking for a quick fix without thinking)
- * Fight/attack/defend * Hyper-aroused, on edge, hyper-alert and hypervigilant. * Avoidance, withdrawal, numbing, retreating (i.e. the organisation loses its sense of purpose) * Rigid and inflexible, stuck and lacking creativity * Too busy to think * High staff sickness

1

What is Trauma?

Individual trauma results from an event, series of events or set of circumstances that is experienced by an individual as physically or emotionally harmful or life threatening and has lasting effects on individuals' functioning and wellbeing. (Substance Abuse and Mental Health Services Administration (SAMHSA), 2014).

What does trauma look like?

- * Physical, sexual, emotional or financial abuse
- * Neglect
- * Intergenerational trauma
- * Single event trauma
- * Traumatic grief, bereavement or loss
- * Medical trauma (e.g. injury or birth trauma)
- * Cultural, racial or community trauma
- * Secondary or vicarious trauma

2

What is Trauma Informed Practice?

A model that is grounded in and directed by a complete understanding of how trauma exposure affects service user's neurological, biological, psychological and social development (Paterson, 2014).

[Adversity and trauma-informed practice guide for professionals](#)

[Making trauma-informed practice a reality | Research in Practice](#)

[Working definition of trauma-informed practice - GOV.UK](#)

3

Impact of Trauma at an Individual Level

The individual impact of traumatic experiences is far reaching, influencing:

- Brain development
- Relationships, attachment patterns and social interaction
 - An individual's sensory and emotional worlds
- Beliefs, assumptions, expectations, narratives about the self and the world
 - Physical health
- Self-esteem and self-concept including aspects of your identity
- Survival responses e.g. hypervigilance/arousal/dissociation