

7. Further resources

[Adversity, trauma and resilience resources](#) – West Yorkshire Health and Care Partnership
[Research in Practice trauma resources](#)
[This Conversation Will Change How You Think About Trauma](#) – Ezra Klein podcast

6. Trauma at work

Working in a pressurised environment, constant crisis and/or reactive situations means your focus can become very narrow, shutting down professional curiosity.

When we recognise how the biology of trauma works – prompting automatic responses – we are more able to take steps to prevent it or minimise the impact.

Seek support, make use of supervision, use preventative strategies and understand the importance of recognising your needs early and taking action on these.

5. Trauma awareness

Practitioners need to pause and consider the role of trauma and the potential impact on the lives of the people they support or work with. Consider whether a different approach needs to be taken, due to a past traumatic event.

Without the right support, trauma can have enduring negative effects. Where possible, the team around the person should identify a practitioner who can take the lead and develop a relationship based on trust and honesty.

Practitioners should offer flexible and creative solutions to promote engagement. Be tenacious in your engagement – it may take a long time to develop trust. Bear in mind that trauma can lead to a “fight or flight” response. This should not be mistaken for disengagement.



Safeguarding Rapid Read
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Trauma-informed Practice



1. What is trauma?

Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as harmful or life threatening.

While unique to the individual, generally the experience of trauma can cause lasting adverse effects, limiting the ability to function and achieve mental, physical, social, emotional or spiritual well-being.

2. What is trauma-informed practice?

The purpose of trauma-informed practice (TIP) is not to treat trauma-related difficulties, which is the role of trauma-specialist services and practitioners. Instead, it seeks to address the barriers that people affected by trauma can experience when accessing health and care services.

There are 6 principles that are core to TIP: safety; trust, collaboration, choice, empowerment and cultural humility. TIP is a strengths-based approach looking to understand and respond to the impact of trauma on people's lives.

3. Key aspects of trauma-informed practice

There are four main points (“the 4 Rs”) that define trauma informed practice:

- **Realise** that trauma has a widespread impact on individuals, families, groups, organisations, and communities and understanding paths to recovery
- Ability to **recognise** the signs and symptoms of trauma in the people supported, staff, and others in the system
- **Respond:** Integrating trauma knowledge into policies, programs, and practices
- **Resist:** Seeking to avoid re-traumatisation

4. Impact of trauma

Experiences of trauma can impact on all aspects of the brain, body and mind and leaves psychological imprints that exist and affect the individual long after the event.

Substance misuse, mental health problems, homelessness, self-harm, being in an abusive relationship or being in the criminal justice system are often symptomatic of trauma.

For a person who has experienced trauma, a lack of supportive relationships can result in emotional and learning difficulties, engagement in health-harming behaviour, experience of ill health, disrupted nervous, hormonal, and immune systems, or being involved in violence or a victim or survivor of violence.