

Shaped around
the individual

Trauma Informed Practice

Learning & Development Department

Praxis
Care 



Learning & Development in Praxis Care

The L & D department facilitates a wide range of opportunities for staff to enhance their ***knowledge, skills and values*** in areas relevant to their service delivery.

- **Mandatory** and **Developmental** training opportunities
- Instructor led sessions, workshops, bespoke training and eLearning
- Provision of **accredited training** and qualifications
- Promoting **up to date research** and **best practice**



Let's Consider

1. What is Trauma Informed Practice (TIP)?
2. Why is it important?
3. How are the L & D department supporting Trauma Informed Practice in Praxis Care?



1. What is Trauma Informed Practice?

What is Trauma?

Trauma refers to the experiences that cause intense physical and psychological stress reactions. This may be from a single event, multiple events or set a set of circumstances experienced by an individual as physical and emotionally harmful or threatening and that has lasting adverse effects on the individuals physical, social, emotional or mental well being.

(SAMHSA 2014)

The experience of the event and it's effects

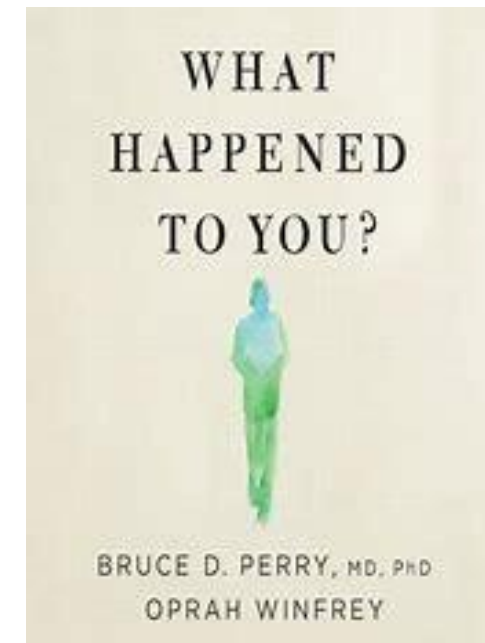
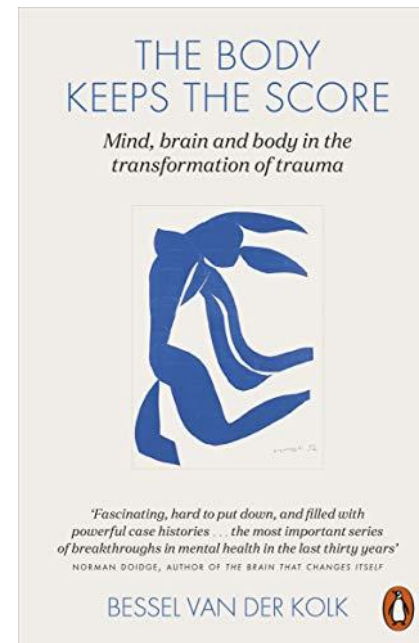


Trauma Awareness

Trauma was once considered an effect of an event “*outside the range of usual human experience*”

Evidence of the full impact of trauma has established that its effects can be *wide ranging, substantial, long lasting and costly.*

Thanks to research, developments and policy initiatives, Trauma has moved to the forefront of national consciousness.



What is Trauma Informed Practice?

TIP can be traced to the USA and the work of Maxine Harris, Roger Fallot and Sandra Bloom.
It is now widely understood as:

A model grounded in and directed by a understanding of how trauma exposure affects a person's **neurological, biological, psychological and social development.** (Paterson, 2014)

*“Trauma-informed practice is an approach to health and care support that is **sensitive** to the trauma that may have been experienced by a person and actively seeks to **prevent re-traumatisation.**”* (UK Gov definition 2022)

TIP Application

An organisation that is trauma informed:

- ***Realises*** the widespread impact of trauma and understands potential paths for recovery
- ***Recognises*** the signs and indicators of trauma
- ***Responds*** by fully integrating knowledge about trauma into policies, procedures and practices
- Seeks to actively ***Resist Re-traumatisation***

(SAMHSA , 2014)

Trauma Informed Principals:

Safety

Trustworthiness

Choice

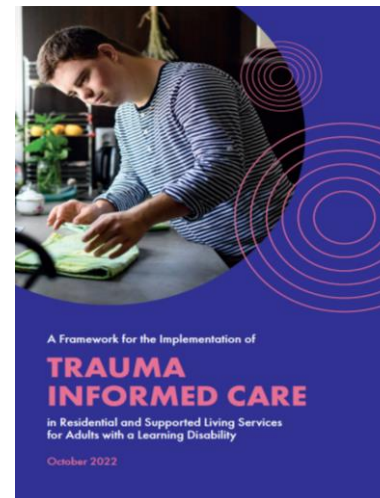
Collaboration

Empowerment

**The principals of TIP align to Positive Behavioural Support,
Recovery, Person centred practice.**

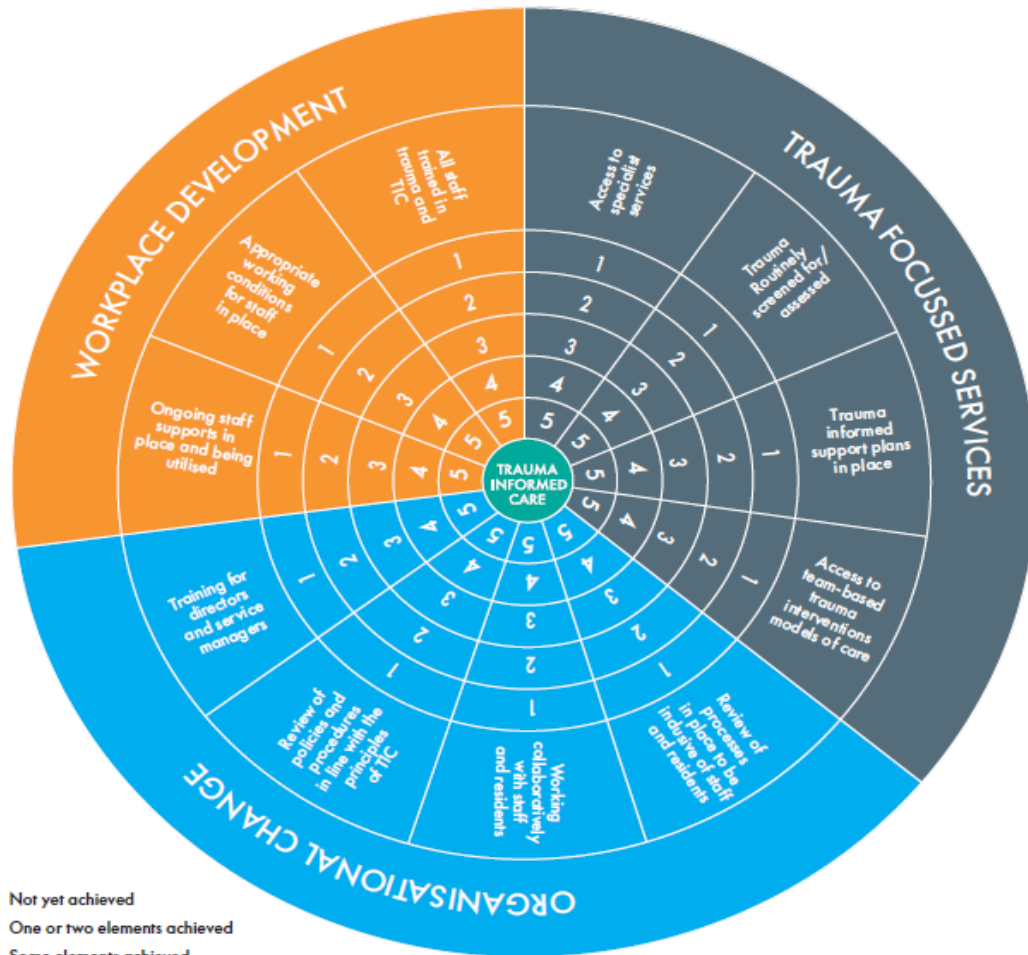
N.I. context

- **2017** - £1.5M investment through **Early Intervention Transformation Programme (EITP)**
TIP promotion in Justice, Education, Health, Community & Voluntary and Social Care
- **Aug 2018** - SBNI commissioned QUB to complete an evidence review of the literature and practice of TIP
- **Oct 2022** - *A Framework for the Implementation of TIC in Residential and Supported Living Services for Adults with a Learning Disability* (McNally, 2022)



Implementation Framework

Figure 5: Trauma Informed Care checklist



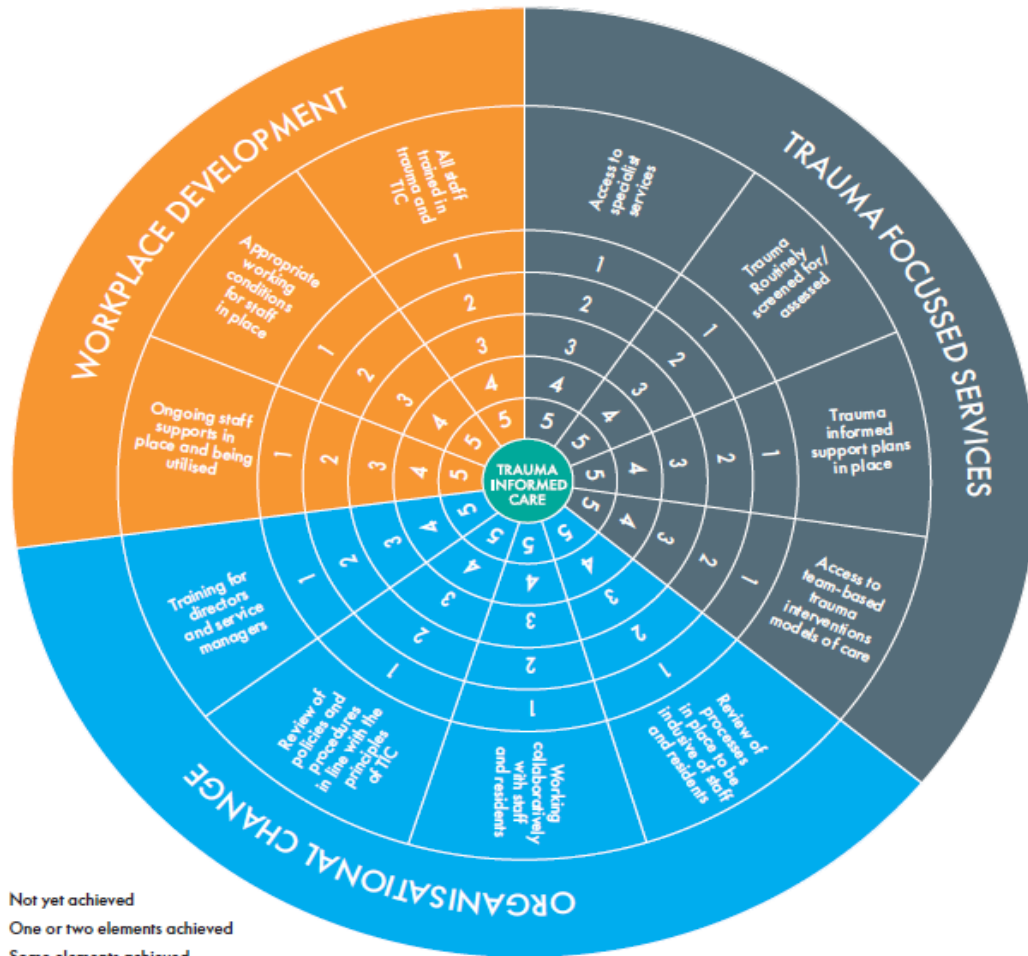
- 1 Not yet achieved
- 2 One or two elements achieved
- 3 Some elements achieved
- 4 Most elements achieved
- 5 Fully achieved

Organisational Change

- Review of processes in place to be inclusive of staff and residents
- Working collaboratively with staff and residents
- Review of policy and procedures in line with Trauma informed Principals
- Training for managers

Implementation Framework

Figure 5: Trauma Informed Care checklist



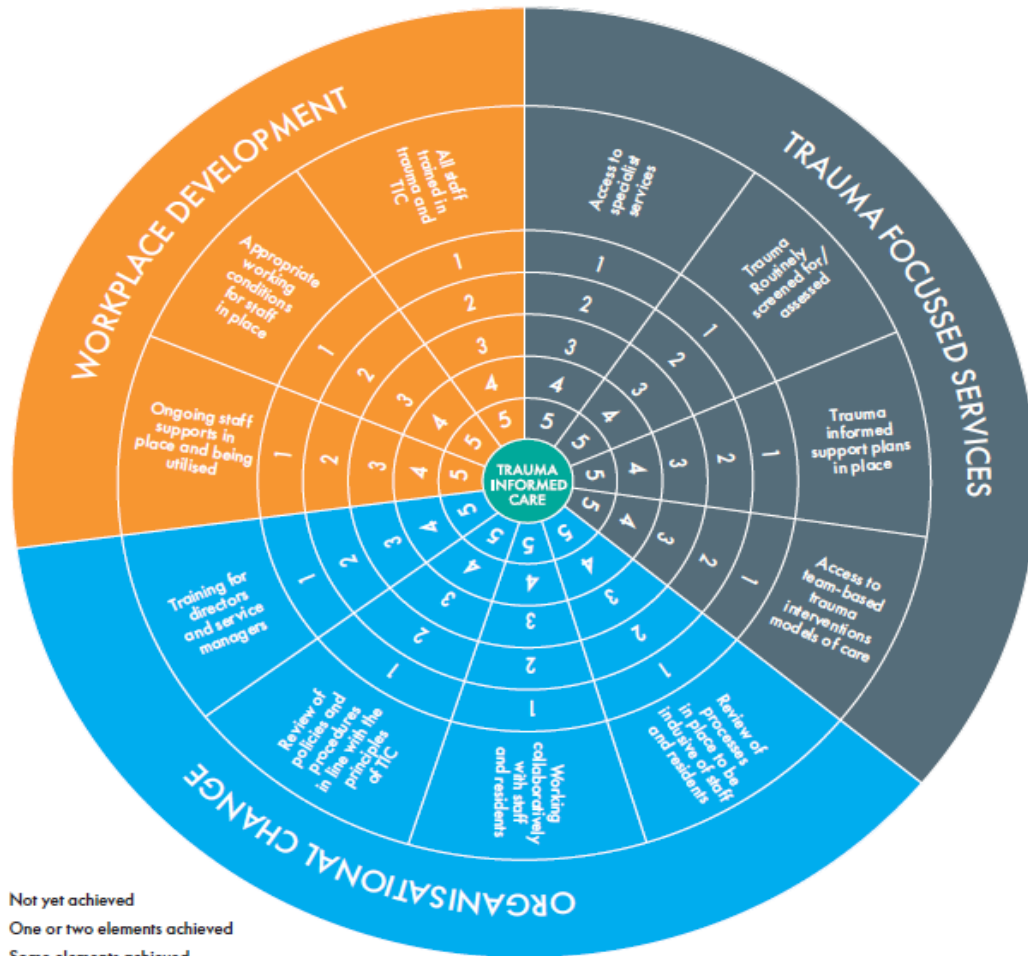
1	Not yet achieved
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Trauma Focused Services

- Trauma routinely screened for/assessed
- Trauma informed support plans in place
- Access to team –based trauma interventions models of care
- Access to specialist services

Implementation Framework

Figure 5: Trauma Informed Care checklist



1	Not yet achieved
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5	Fully achieved

Workplace Development

- Staff trained in Trauma and Trauma Informed Principals
- Appropriate working conditions for staff in place
- Ongoing staff supports in place and being utilised

2. Why is TIP Important?

Why is TIP important?

We recognise the **prevalence of Trauma** and the **vulnerabilities** of those that use our services.

We consider the possibility of **staffs' own trauma history**.

Research indicates that those working in a “helping profession” have a greater frequency of Adverse Childhood Experiences (ACEs) than other professionals.

(Thomas, 2016; Keesler, 2018)

Research on TIP shows clear reduction in restrictive practices, staff turnover, staff sickness, and improved wellbeing for residents and staff.

(Hales et al., 2019)

For those with trauma experiences, trauma informed services can bring
Hope, Empowerment and Support

Trauma Experience

Mental Health

Research of people using mental health services show:

- They are more likely to have experienced domestic and sexual violence in the previous year
(Khalifeh, et al., 2015)
- 50% have experienced physical abuse
(Mauritz et al 2015)
- >33% have experienced sexual abuse in childhood or adulthood
(Mauritz et al 2015)

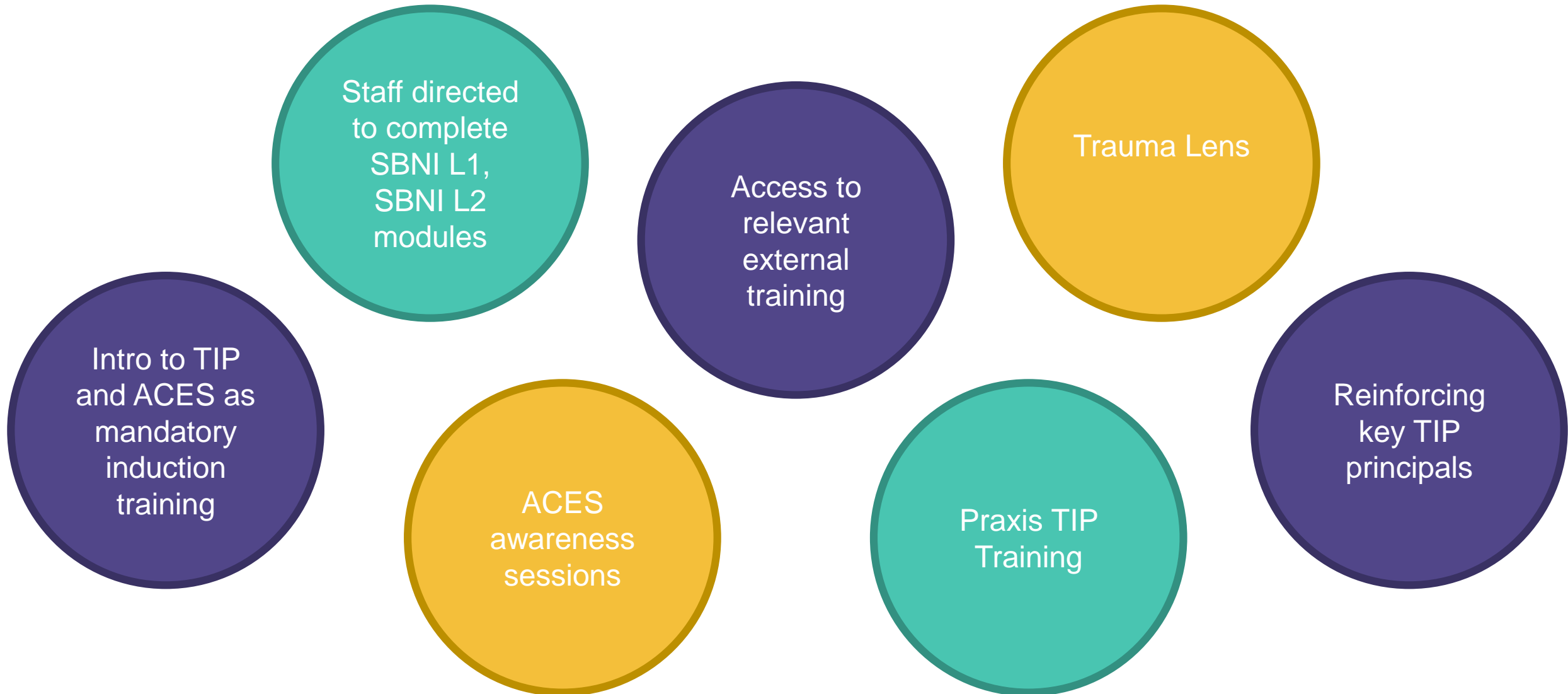
Learning Disability

Research highlights that adults with a learning disability are:

- More vulnerable to traumatic experiences and abuse
(Beadle-Brown et al., 2010)
- Vulnerable to environmental stressors
(Dion et al., 2018)
- More likely to experience exclusion and social isolation
(BPS, 2017)

3. How do
L&D
support
TIP?

How are Praxis L&D supporting TIP?



TIP Training Overview

Realise

- Understand what trauma is, how a person may experience trauma and consider how common this is.

Recognise

- Recognise the various impacts of trauma, short/long term impacts, be able to recognise the signs and indicators of trauma in those you support and in yourself.

Resist

- Consider the individual needs of the person and understand the importance of avoiding/ resisting re traumatisation through support practices. Consider how we can be trauma reducing not trauma inducing.

Respond

- Consider how we can respond to others in ways that are in keeping with a knowledge of trauma, importance of language, relationships , trauma informed practices and policies

Choice

Safety

Empowerment

Trust

Collaboration

Development Roadmap



Vision: TIP as a “continuum of implementation”, where TIP is a **journey not a destination.**

Thank You