

Support when using the Trauma Informed Care Organisational Toolkit

The Children & Young People's Trauma Informed Care Programme Core Team are available to support and will arrange regular reviews with services.

There will also be opportunity for services to join Communities of Practice to support the ongoing development of services and give opportunity to share knowledge and information around what services have learnt through the completion of the Organisational Toolkit.



If you would like to find out more information about Community of Practice or the work of the Children & Young People's Trauma Informed Care Programme, please get in touch.

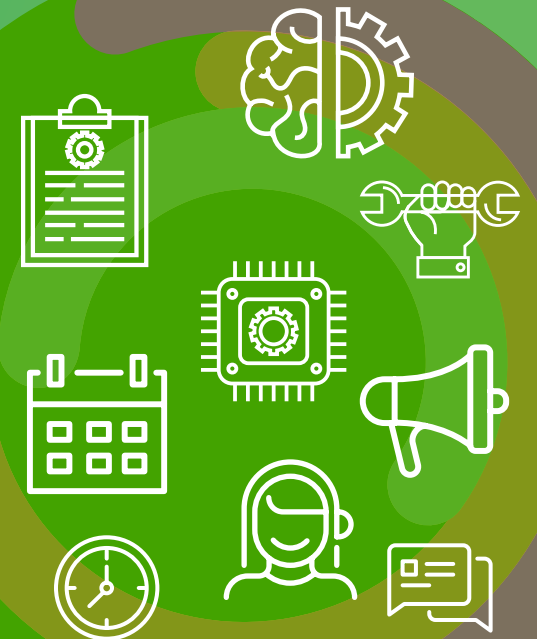


hnf-tr.hnymhpmo@nhs.net



humberandnorthyorkshire.org.uk

Trauma Informed Care Organisational Toolkit



The toolkit has been designed as a resource to:

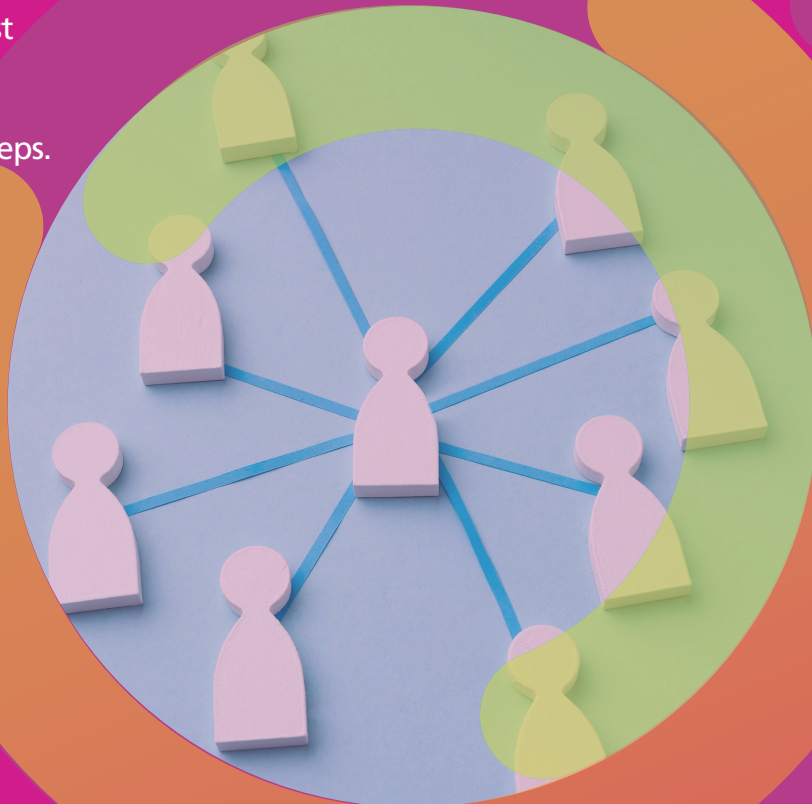
- Promote discussion about how we respond to trauma
- Reflect on current policies and practices
- Identify what Trauma Informed policies, practices and resources organisations already have in place
- Guide organisations to understand the process of embedding a Trauma Informed approach
- Carry out self and peer evaluations against specific statements
- Facilitate collaborative learning
- Identify developmental needs and next steps.
- Develop a common language within and across multi-agencies

Encourage leaders to:

- Think about their organisation through a Trauma Informed lens
- Develop infrastructure to support cultural change
- Incorporate understanding of trauma in all policies and practices
- Develop reflective practice and critical thinking
- Minimise the impact of vicarious and secondary trauma; and
- Provide effective supervision to the whole workforce

How to use the Trauma Informed Care Organisational Toolkit:

The Toolkit is divided into four phases and has been designed to be highly flexible so that each organisation (programme, individual, team or department) can focus on what is most relevant depending on the services they provide. The aim is for all the services, teams, and departments within the organisation, to eventually reach phase 4, so the organisation is providing a consistent approach to Trauma Informed Care.



Phase 1 – Trauma Aware

The organisation has a basic understanding of what trauma is, its prevalence and recognises how it can impact on people who use services and staff.

Phase 2 – Trauma Sensitive

The organisation has begun to: explore the Trauma Informed principles in daily work; build consensus, consider the implications of embedding Trauma Informed practice; and is preparing for change.

Phase 3 Trauma Responsive

The organisation is readily responding to trauma, including support for both the people who use the service and staff, and has begun to change the culture to align with the Trauma Informed principles.

Phase 4 – Trauma Informed

A Trauma Informed (TI) approach is the norm, accepted and embedded in the organisation so it no longer depends on a few 'champions', 'coaches' or 'leaders'.

The organisation continues to work with partners (people with lived experience, communities, and multi-agencies) to strengthen and adapt its Trauma Informed approach. The programme or service has been rigorously evaluated and outcomes demonstrate the positive impact of changes made.