

Trauma Informed Practice- Claire Ryan Heatley-Trauma Lead Officer- CEC/HSCP



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Privacy

Protect people's private/confidential information – this is a learning space, and in order to make the most of it, we want people to know that what is said here, stays here.



Curiosity

Be curious, do your best to set aside judgements (about yourself as well as any others).



Space to Pause

Make the most of this time to think about you, your 'being' as a person, rather than all the 'need to do'.

Trauma Informed Practice

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 that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional, or spiritual well-being.

A service that is Trauma Informed

- Realises the widespread impact of trauma and recognises what a trauma response might look like
- Understands and supports potential paths to recovery
- Resists re-traumatisation

Overview of Trauma Informed Practice

- KEY Messages of TIP

What's happened to you **not**
what's wrong with you

- Given your experiences your behaviour makes sense
- People are doing the best they can

- Goal is to connect and offer the 5 principles consistently
- Safety
- Trust
- Choice
- Collaboration
- Empowerment

Trauma Ambassadors and The Passionate About Trauma Network

Trauma Ambassadors will support the vision for a trauma informed and responsive workforce, within their teams and sectors.

Foundational to this work is recognising

- we can all play a role in making this happen
- that recovery from trauma happens in relationships
- the benefit of taking a root cause approach and recognising unidentified or unprocessed trauma
- many individuals do not draw connections between their trauma histories and their presenting problems



The Trauma Framework aims to

Aims of the Framework

What conditions are essential for embedding a trauma-informed approach?

What does good look like?

What activities can support organisations to get there?

Help identify progress, successes and areas for improvement

Consider potential contributions/ impact of a trauma-informed approach

Provide consistency of approach across Scotland

Inform service planning, investment and local priorities

Build local and national picture

Who is it for?

Audience



Key themes included in the draft Framework

Overarching environment of an organisation

Culture

Wider conditions that create a supportive context

Leadership

Workforce
knowledge, skills &
confidence

Workforce care,
support &
wellbeing

Power sharing with
people with lived
experience of
trauma

Data, feedback
loops & continuous
learning

The specifics of how a service/ org can operate

Policies and
processes

Budgets &
finance

How we design
& deliver
services

REFLECT

Where is your organisation on your Trauma Informed Practice journey?

- Just starting out
- Midway on the journey
- On the homestretch

**Remember it is a marathon
NOT a sprint**



Why do I need to reset



Prolonged stressful period of time-

Collective trauma pandemic, economic crisis, war
Sustained Impact of the uncertainty and stress of the pandemic and economic crisis

Feeling the impact

No recovery period for many. Worn down/disengaged/short fuse/running on empty/lost your oomph

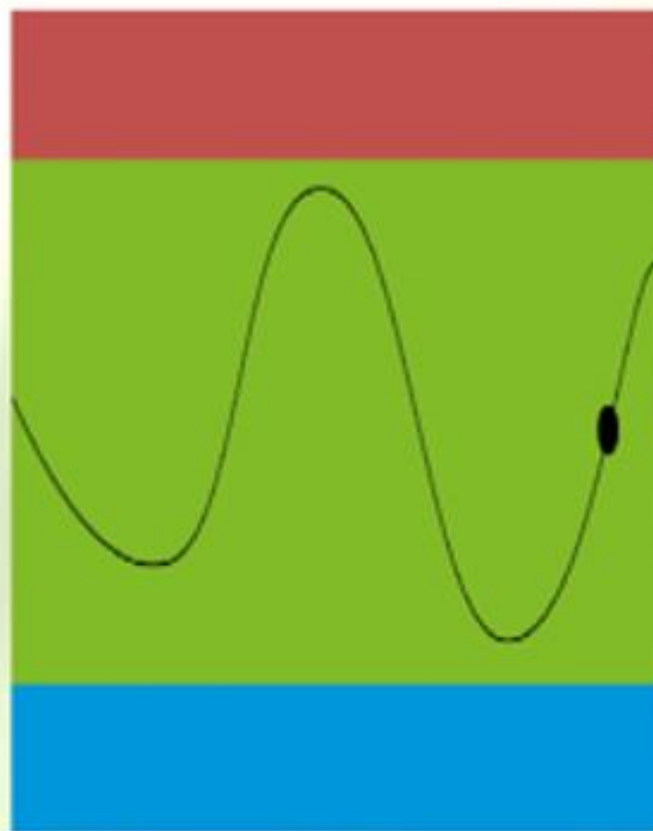
Time to call for a collective PAUSE

This is **invitation to press the reset** button, so that we can enter our next chapter feeling recharged

Reminder of the Window of Tolerance

We all have a window within which we can tolerate a range of experiences while still being **able to think, feel, and act calmly**.

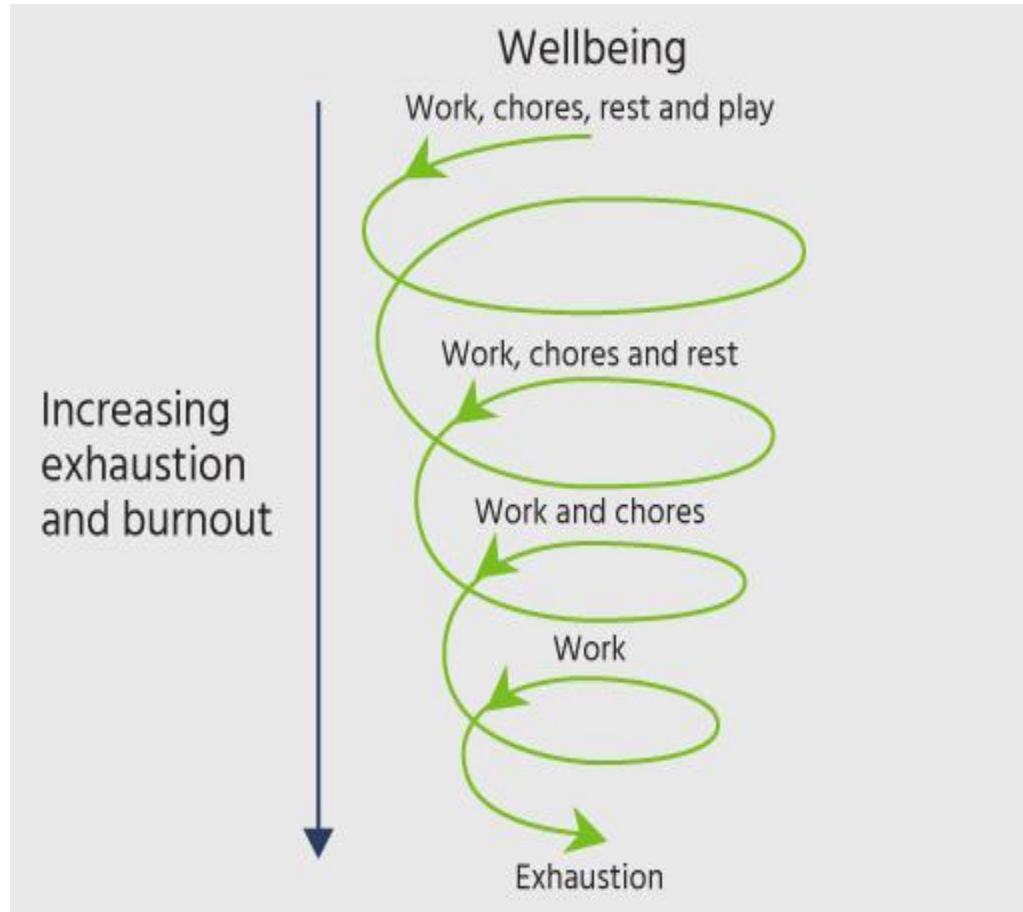
This is known as our '**window of tolerance**'.



Organisational Window of Tolerance

The “window of tolerance” of organisations, services and systems

Resource- to support wellbeing



PACE Stands For:

P is for Playfulness

A is for Acceptance

C is for Curiosity

E is for Empathy

How do I reset

- REFLECT
- REGULATE
- RESOURCE
- RECHARGE

Start where you are, do what you can, with what you have



ABC of self care

The emotional labour involved in successfully managing our own feelings whilst attending to the needs and distress of others can be very demanding (both at work and at home) in times of crisis. It is important that we are all able to talk openly and honestly about our mental health and wellbeing: Looking after our mental health is just as important as our physical health.

Using the ABC of self care in a crisis situation can really help us to maintain our own personal resilience and strength in the face of increasing stress and emotional labour.

AWARENESS



- + Awareness of your own responses
- + Acknowledge and accept feelings and thoughts
- + Activate self-compassion and calm coping strategies

BALANCE



- + Breaks: regularly recharge at work
- + Boundaries: leave work at work
- + Basics: routine, eat well, hydrate, exercise, sleep

CONNECTIONS



- + Colleagues: kindness to and from peers
- + Community: virtual and physical connection with family and friends
- + Cherish values: the meaning and importance of your work

How to Pause STOPP

Moving from reacting to pausing and choosing



Stop and Step Back.



Take a breath.



Observe



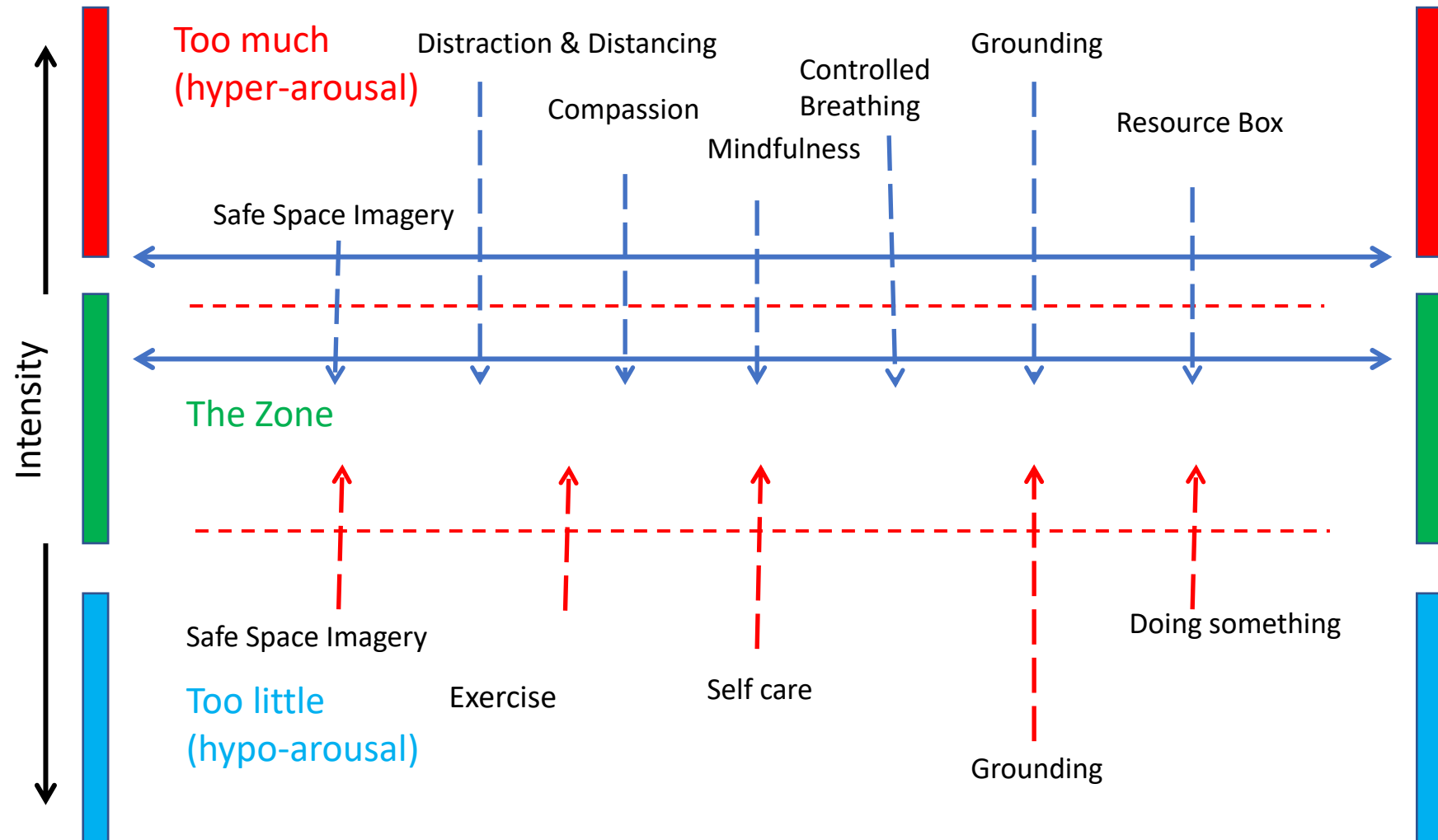
Pull Back and Put in some perspective. Zoom out bigger picture.



Proceed-when you've considered what would support me? What do I need here






Coping strategies





Trauma Toolkit-traffic light system

Step 1: Some common examples of the signs that your wellbeing is at threat

At risk warning	Type of wellbeing		
	Physical wellbeing Examples:	Psychological Wellbeing Examples:	Social Wellbeing Examples:
 Red Stop, take action	<ul style="list-style-type: none"> + Disrupted / no sleep + Exhausted or lethargic + Drinking alcohol / abusing substances to cope + No physical or leisure activity 	<ul style="list-style-type: none"> + Feeling unable to cope or afraid nearly all the time + Becoming angry at work and at home + Totally absorbed in thoughts about difficult or terrifying work events 	<ul style="list-style-type: none"> + Isolated from or avoiding connections with colleagues + Cut off from family and friends + Avoiding and/or dreading any social activity, social isolation
 Amber Possible risk: time to do something	<ul style="list-style-type: none"> + More tired / weak than normal + Reducing activities that bring sense of enjoyment / meaning + Infrequent or unhealthy eating and drinking 	<ul style="list-style-type: none"> + Feeling angry or anxious, low or sad at work much of the time + Difficult to focus: At the edge of your personal "stretch" zone + Can't stop thinking about difficult events from the work shift 	<ul style="list-style-type: none"> + Limited sense of connection with work colleagues / team + Reduced social contact + Withdrawing mentally from loved ones
 Green None	<ul style="list-style-type: none"> + Physically fit and strong, exercising as normal + Sleeping well, rested + Eating and drinking as normal 	<ul style="list-style-type: none"> + Enjoying leisure activities + Feeling mentally well, focussed + Being interested and curious about the world 	<ul style="list-style-type: none"> + Feeling connected to colleagues, regular opportunity for check ins + Regular meaningful restorative contact with loved ones

My Personal Warning Signs

Step 1: What are your personal warning signs?

What are my warning signs? What tells me I'm feeling stressed?	Physical	Psychological	Social
 Red Feeling stressed, stop – time to do something straight away	Stop Start Continue		
 Amber Feeling a little stressed, time to do something different	It only takes 3–5 minutes to initiate our parasympathetic nervous system response or put the brakes on our stress response. Simply changing our posture for 2 minutes reduces the stress hormone cortisol by 20% .Action Commit to taking take 3–5 minutes every hour to engage in self-regulation practices that work for you		

Moving Forward

Need to pause

Space-to
notice

Ask what do I
need?

Choose what
will support
you

Prioritise your
care and
wellbeing

Model this for
culture change

Next Steps

Exploring your service through a trauma lens & training

PRACTICE LEVEL 1: Trauma Informed Practice Workshops

The aim of these two workshops is to help individuals and teams examine how they work through a trauma informed lens. There are five key pause points for reflection, discussion, planning and commitment. Whether you watch this as an individual or a team, it will help you to reflect on

- + the extent to which the people you work with may have experienced trauma, and the impact that might have on your work
- + recognising and celebrating your existing trauma informed practices and how to sustain these
- + Identifying, and making an active commitment to the small changes you can make to help you recognise where someone may be affected by trauma, and respond in a way that limits re-traumatisation and supports their recovery using the principles of trauma informed practice.



Taking a Trauma Informed Lens to your service and practice:
Opening Doors for working with adults

Workshop With Dr Caroline Bruce, NHS Education for Scotland

 [Access Workshop Facilitators Notes and Practice Tool](#)

Developing your trauma skilled practice 1 : understanding the impact of trauma and responding in a trauma-informed way

This is the foundational module for a set of learning resources from the National Trauma Training Program and is designed to increase your understanding of what psychological trauma is, how it can affect the people you work with, and how people...

Developing your trauma skilled practice 2 : trauma in children and young people

This supplementary module is part of the Developing your Trauma Skilled Practice elearning program and is designed for anyone working with children and young people who may have been affected by traumatic events. Please complete the foundational...

Developing your trauma skilled practice 3 : understanding the impact on mental health and evidence-based pathways to recovery

This supplementary module is part of the Developing your trauma skilled practice elearning program and is designed for anyone working with people who may have contact with people who may have been affected by traumatic events. Please complete the...

Developing your trauma-skilled practice 4 : understanding the use of substances to cope with the impact of trauma

This supplementary module is part of the Developing your trauma skilled practice elearning program and is designed for anyone who has contact with people who may have been affected by traumatic events and/or substance use. Please complete the...

Supporting Wellbeing E-Learning modules

<https://learn.nes.nhs.scot/61302> Psychological first aid

<https://learn.nes.nhs.scot/30532> Psychosocial mental health and wellbeing support