



GRAY
HEALTHCARE



Trauma Informed Care

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Six principles of Trauma Informed Care



Choice

- The people we support have often experienced a sense of powerlessness and lack of choice as a result of ongoing abuse.
- Choice is the opposite of chaos and coercion.
- When choice is taken away people may believe their wishes or needs are not important.



Empowerment

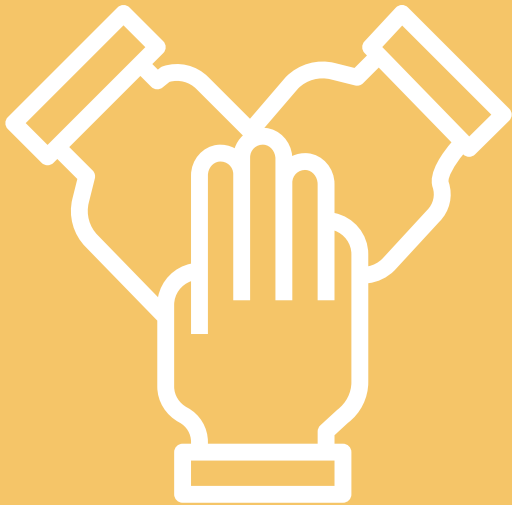
- Many people we support will have experienced traumas which may have left them feeling helpless.
- Empowerment is the opposite of helplessness.
- Rather than maintaining feelings of helplessness or dependence, we help and encourage the people we support to do what they can for themselves.



Trust

- People we support who have been taken advantage of, harmed, betrayed or had their boundaries violated in some way are likely to find it hard to trust others.
- Trust is the opposite of betrayal.
- We can support recovery by building a different type of relationship, one where the people we support are respected, safe and valued.

Collaboration



- People we support have often experienced relationships where they have been dominated or 'done to'.
- Collaboration is the opposite of being treated as 'less than' others.
- We can support recovery by sharing information and power.

Inclusivity

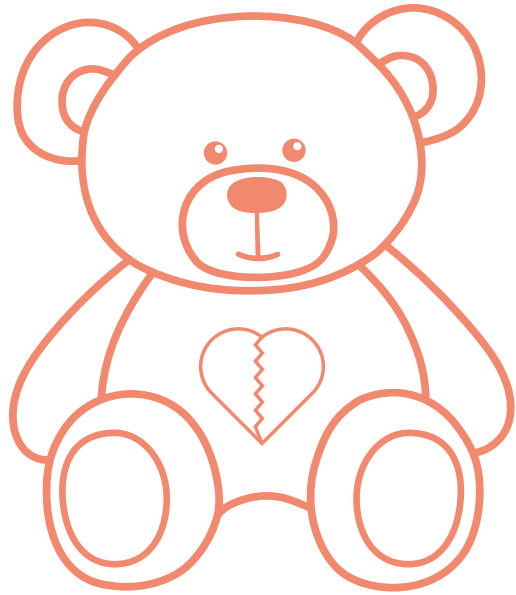
- People we support have often experienced discrimination, marginalisation and oppression.
- Inclusivity is respecting diversity in all forms and accommodating cultural needs.
- We need to recognise and address intentional and unintentional acts of exclusion, biases, stereotypes and historical trauma.





Safety

- The people we support who have suffered some type of physical or emotional trauma are often hyper-aware to any possible danger.
- Safety is the opposite to danger.
- By creating a safe environment, people we support are less reactive and combative.



Adverse Childhood Experiences (ACEs)

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ACEs are highly stressful events or situations that occur during childhood and /or adolescence.

It can be a single event or incident, or prolonged threats to a child or young person's safety, security or bodily integrity.

These experiences require significant social, emotional, neurobiological, psychological and behavioural adaptations to survive.

We can best understand these adaptations to be people's attempts to:

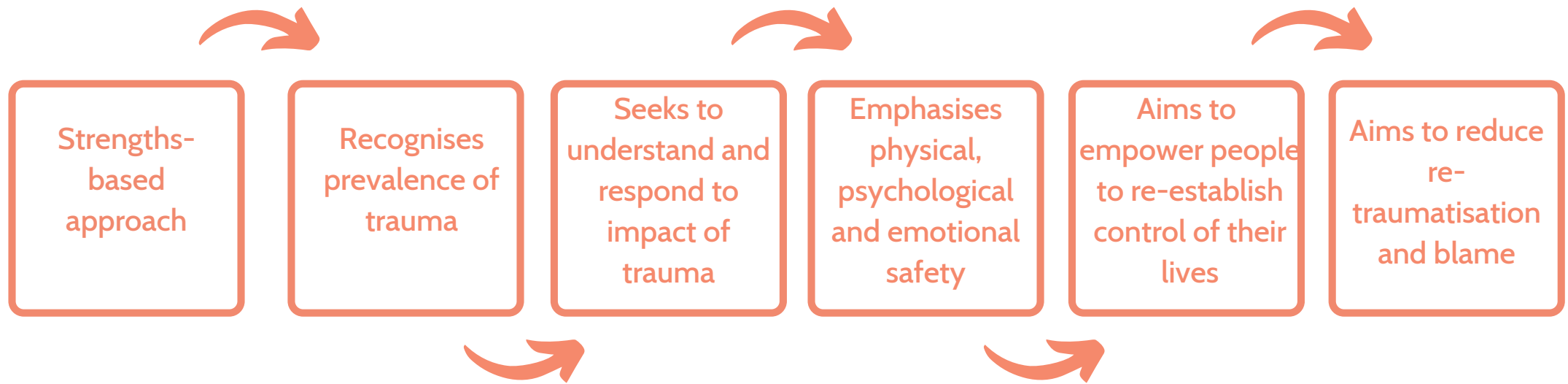
- Survive in their immediate environment
- Find ways of mitigating or tolerating the adversity by using the resources available to them
- Establish a sense of safety or control
- Make sense of the experiences they have had

Trauma is common

Adverse Childhood Traumas (ACEs) are more common than you might think. Almost half of all adults living in the UK have experienced at least one form of adversity in their childhood or adolescence.

Around one in three adults in England report having experienced at least one traumatic event.

Trauma Informed Care



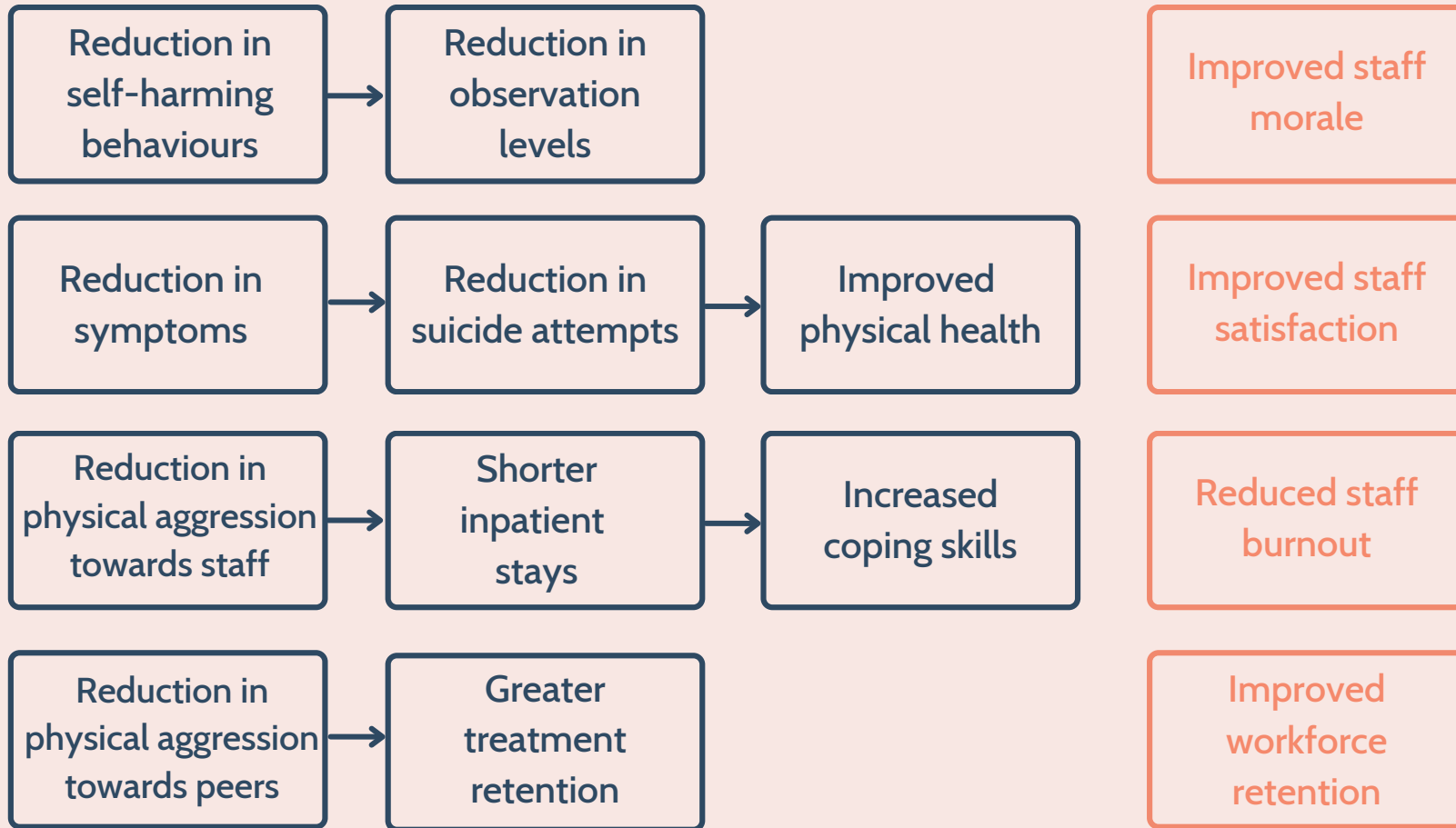
Moving away from 'what is wrong with you' towards 'what happened to you?'

Trauma often affects the way people approach potentially helpful relationships.

This is because many survivors feel unsafe, lack trust and live with anxiety.

Becoming trauma informed is about supporting people to feel safe enough in their interactions with services to build trust and to help people overcome any barriers to an effective relationship.

Benefits of Trauma Informed Care



Becoming trauma informed is not an end state, but a process. The journey to becoming a trauma-informed service can be conceptualised in four stages:



Trauma Aware

Staff understand trauma, its affects and survivor adaptations



Trauma Sensitive

The organisation integrates some concepts of a trauma-informed approach into operational ethos



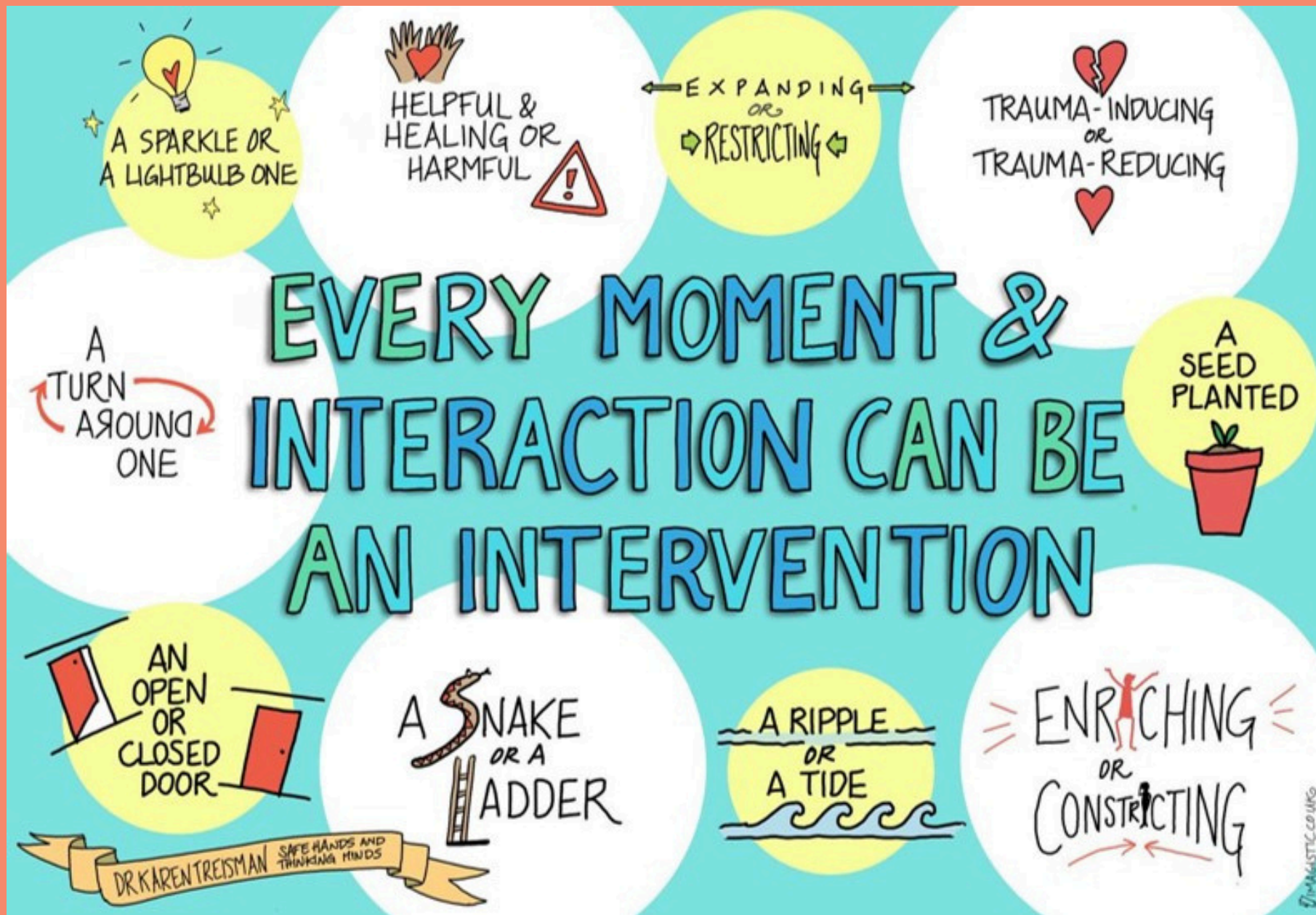
Trauma Responsive

Individuals and the agency recognise and respond to trauma, enabling changes in behaviour and strengthening resilience and protective factors



Trauma-Informed

The culture of the whole system, including all work practices and settings reflects a trauma-informed approach



Reference: 'A Treasure Box for Creating Trauma-informed Organizations: A Ready-to-use Resource for Trauma, Adversity and Culturally Informed, Infused and Responsive Systems', Dr Karen Treisman

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