

Trauma Informed Network Cornwall

Trauma-Informed Training and Skills Framework

This framework guides organisations through a structured development process, from foundational awareness to specialist interventions. It embeds trauma-awareness, core principles and continuous evaluation into policies, practices and environments to create safe, empowering and healing-centred care systems.

Contact:

Lydia Mills

lydia@saferstronger.com





Introduction

Trauma-informed training and workforce development focus on equipping professionals with the knowledge and skills to recognise, respond to, and support individuals affected by trauma. At its heart, this framework emphasises creating safe, supportive, and healing-centred environments that permeate every level of an organisation.

Developing a trauma-informed framework involves integrating a nuanced understanding of trauma into every aspect of organisational policies, practices, and culture. By embedding principles of safety, empowerment, and healing, managers and team leaders can adopt trauma-informed practices within their teams and across the wider organisation.

This framework offers practical guidance for embedding trauma-informed approaches, sharing experiences, and reflecting on change. It aims to spread effective, evidence-based practices and foster resilient, compassionate systems that promote wellbeing for both staff and service users.

Principles of Trauma-Informed Care



Step-by-Step Guide

This eight-step process offers a clear roadmap for embedding trauma-informed principles throughout your organisation.

1



Understand Trauma and Its Impact

- o Definition and types of trauma (acute, chronic, complex)
- o Educate all stakeholders (staff, leadership, and community) on how trauma affects the brain, behaviour and relationships.
- o Recognise that trauma can be individual, collective, historical and systemic.
- o Acknowledge Adverse Childhood Experiences and their long-term effects.

2

Apply the Six Key Principles of Trauma-Informed Care

Develop policies, programs, and practices that reflect these principles:

1. Safety
2. Trustworthiness & Transparency
3. Peer Support
4. Collaboration & Mutuality
5. Empowerment, Voice & Choice
6. Cultural, Historical & Gender Awareness

Please see page 3 for more detail

3



Assess Your Organisation's Readiness

- o Conduct a self-assessment of current policies, culture, and practices to identify gaps.
- o Seek input from staff, clients, and community members.
- o Identify strengths and barriers to implementing trauma-informed principles.

4

Train and Educate Staff

- o Provide ongoing trauma-informed training that is tailored to roles and responsibilities.
- o Recognising signs of trauma in clients, employees, and colleagues
- o Teach self-regulation, de-escalation techniques and conflict resolution
- o Train staff to recognise secondary trauma and implement self-care strategies

A trauma-informed framework is not a one-time training but a cultural shift. It requires organisational commitment, not just individual efforts. It promotes healing, equity, and resilience for all

5



Create Safe and Supportive Environments

- o Modify physical spaces to reduce triggers and promote calmness (e.g., lighting, noise levels, seating arrangements).
- o Develop clear, predictable routines to reduce anxiety.
- o Use strength-based and person-centred language in communication.

6

Develop Trauma-Informed Policies and Practices

- o Review policies to ensure they align with trauma-informed values.
- o Shift from punitive to restorative and supportive disciplinary approaches.
- o Integrate universal precautions (assuming anyone may have experienced trauma).

7



Prioritise Staff Well-Being and Prevent Burnout

- o Implement organisational self-care policies (e.g., wellness programs, flexible schedules).
- o Encourage peer support and reflective supervision.
- o Recognise signs of vicarious trauma and offer support.

8

Ensure Continuous Evaluation and Improvement

- o Establish feedback loops with clients, staff, and stakeholders.
- o Use trauma-informed outcome measures to assess effectiveness.
- o Adapt and evolve based on new research and community needs.

Training and Skills Development

Level of understanding	Who this is for	How can they be supported to put this into practice?	The wider impact we think this will have	Challenges or barriers to doing this
LEVEL 1: AWARENESS	This level is aimed at everyone / anyone	Basic training on trauma awareness, resources, and self-care strategies	Creates a foundation of understanding and empathy. Increased awareness,	Time constraints, resistance to change, lack of engagement.
LEVEL 2: SKILLED	This level is aimed at all workers who are likely to come into contact with people who may have been affected by trauma and their managers.	Mentorship, case studies, peer discussions	Improved service delivery, more supportive environments	Balancing workload, maintaining consistency across teams.
LEVEL 3: ENHANCED	This level is aimed at senior practitioners and trauma specialists. Also, managers that are required to manage these services.	Advanced course, supervision, policy implementation training.	Organisation culture shifts, system-wide trauma-informed care.	Institutional resistance, funding constraints
LEVEL 4: SPECIALIST	This level is aimed at workers who have a specific remit to provide specialist interventions or therapies for people known to be affected by trauma with complex needs.	Certificated course specialist interventions and research	Policy changes, long term systemic impact	Complexity of trauma, difficulty in measuring long term impact need for evidence-based approach.

