Eden Safeguarding

TRAUMA INFORMED LEADERSHIP

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TRAUMA INFORMED PRINCIPLES

- Safety
- Trust
- Choice
- Collaboration
- Empowerment
- Cultural Consideration

HOLDING SPACE

- Creating a safe space for individuals
- Active listening
- Empathy and validation
- Meeting people where they are: practically and metaphorically.

RISK TO PROFESSIONALS

Burnout

- Can happen to anyone, in any profession
- Caused by chronic, unmanaged workplace stress
- Increases the risk of physical illness.
- Exhaustion, cynicism, disengagement

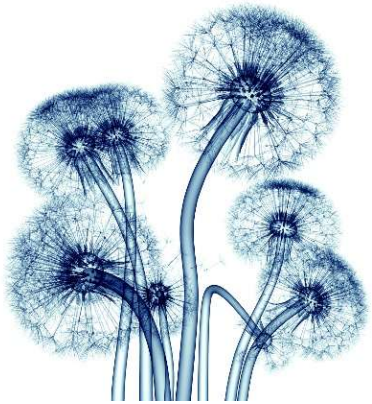
Vicarious trauma

- Specific to trauma-exposed roles (also 'compassion fatigue')
- PTSD diagnostic criteria includes "repeated exposure to aversive details" of a traumatic event.
- Can fundamentally change how we see the world
- PTSD symptoms; loss of empathy; difficulty connecting with others

TRAUMA INFORMED ORGANISATIONS?

It is a culture, not a set of interventions or services.

- **Level 1:** Trauma Aware
- **Level 2:** Trauma Sensitive
- **Level 3:** Trauma Responsive
- **Level 4:** Trauma-Informed Leadership



APPLYING TI PRINCIPLES INTERNALLY:

- Safety
- Trust
- Choice
- Collaboration
- Empowerment
- Cultural Consideration

THE CREDIBILITY GAP

- Organisations may believe they are more trauma-informed internally than they actually are.
- Think about the last time a staff member came to you struggling: what did you actually do?
- Did their manager reach out? Did anything change? Was there a plan when they returned?
- The gap between our values and our actions is where staff get hurt, and where trust is lost.
- Closing that gap is what trauma-informed leadership actually looks like in practice.

SUPPORT FOR STAFF

Prevention

- Policies and processes
- Work-life balance as a priority
- Supervision and peer support
- Feeling valued
- Use of leave

Responding

- Open conversations
- Clear plans to address stress
- Employee Assistance programmes
- Flexible hours and leave

EVIDENCING

- Staff surveys that specifically ask about psychological safety: with results shared and acted on
- Exit interview data reviewed for themes: feeling unsafe, unsupported, unheard
- Anonymous reporting mechanisms with visible follow-through
- The real test: does every staff member feel safe?

You can't pour from an empty cup.
Take care of yourself first.

Looking after ourselves

Vicarious resilience

- Vicarious resilience refers to the positive impact on professionals of witnessing the healing, recovery and resilience of someone who has survived trauma.
- Strengths-based concept that recognises the positive impact of our work.
- When people experience vicarious trauma, they can disengage. Vicarious resilience suggests we should engage more.
- Learning about overcoming adversity can become transformative.

What can we do

- Clinical supervision
- Supervision
- Use annual leave and take toil
- Regular breaks
- Talk to your colleagues
- Maintain a hobby
- Maintain your own healthy routine
- Policies and procedures
- Friends and family

KEY TAKE-AWAYS FOR TODAY

Work-life balance

Staff wellbeing policies

Annual Leave

Commit to finishing on time

Modelling