

# Moving towards becoming a trauma-informed system

## Considering Workforce Knowledge and Skills Frameworks

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# What is Trauma-Informed Care? #1

- The development of TIC can be traced to the USA and Harris and Fallot (2001) seminal text “Using Trauma Theory to Design Service Systems”

“...a system development model that is grounded in and directed by a complete understanding of how trauma exposure affects service user’s neurological, biological, psychological and social development”  
Paterson, 2014

  
WARREN LARKIN  
ASSOCIATES

# The 4 R's – key assumptions

- A program, organization, or system that is trauma-informed **realizes** the widespread impact of trauma and understands potential paths for recovery; **recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and **responds** by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively **resist** re-traumatization. (SAMHSA)

# SIX KEY PRINCIPLES OF A TRAUMA- INFORMED APPROACH

# Trauma-Informed Care - The 3 Pillars

- **TIC employs a position of “universal precaution” (... treat all clients as if they have trauma)**
- **TIC is a model of service delivery that ensures access to trauma-specific components and interventions**
- **Most TIC proponents encourage universal trauma screening and assessment**

**Trauma  
Informed  
Care**

**Trauma-  
focused  
interventions**

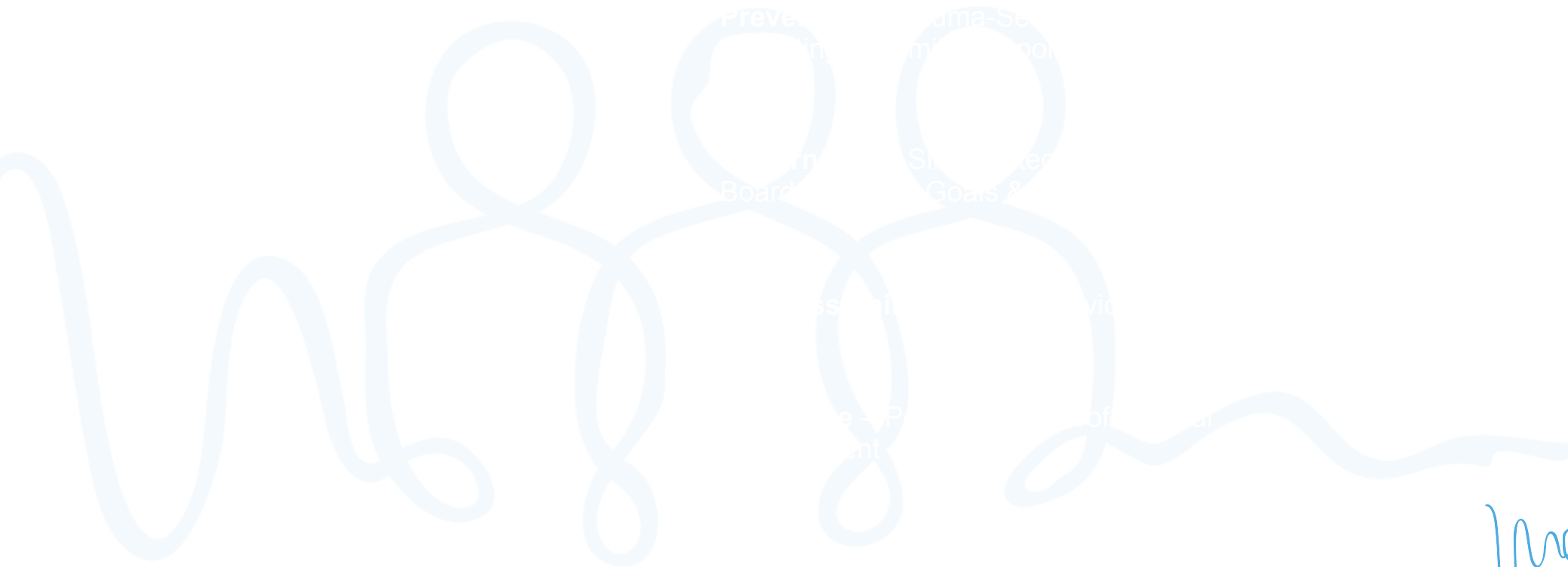
# Trauma-Informed Practice Standards

(Adapted from Trauma informed Oregon Standards for

HC 2015)



# Trauma-Aware System Change (TASC) model



# What is Trauma Informed Care? #2

“The democratisation and application of psychological and social science in human service settings...”

Larkin, W. (2021)



# Workforce – Personal and Professional Development

- Foundational level of education and awareness of Trauma, ACE, resilience & prevention for the entire multi-agency workforce (akin to safeguarding)
- Everyone should have the appropriate attitudes, level of knowledge and skills for the role they perform
- Trauma/ ACE knowledge and skills framework & training plan
- Workforce should have opportunity to address their own ACEs and get the help to do that
- Trauma informed supervision for all front-line staff and for managers + training in supervision for supervisors
- Routine Enquiry (REACH) training and support for all practitioners





# Workforce Knowledge and Skills Framework (Larkin, 2020 )



# Workforce

## Understanding and defining “the workforce”

This Knowledge and Skills framework acknowledges that every member of the workforce has a part to play in ensuring that organisations are adversity- and trauma-informed. This framework describes the workforce in four key ways:

### Adversity and trauma-informed support staff

All workers who come into contact with individuals who may be affected by early adversity and trauma, but who do not work with them directly e.g. receptionists, cleaners, porters, administrative staff, HR staff.

### Adversity and trauma-informed managers and supervisors

Those individuals who directly manage and/ or support adversity and trauma informed practitioners and who are responsible for putting policy into practice.

### Adversity and trauma-informed practitioners

All workers, including volunteers and foster carers, who work directly with individuals (children and adults) who may be affected by early adversity and trauma. The individual’s experience of trauma may or may not be known about.

### Adversity and trauma-informed strategic leads

Those who are strategic leads/policy makers/commissioners and/or have a remit or responsibility for policy, service design and delivery. These individuals will develop and sustain organisational culture and systemic support that enables the delivery of adversity and trauma-informed services.



A Highland cow with long, curved horns stands in a grassy field. The cow's fur is thick and light brown, and its horns are long and dark. The background is a soft-focus landscape with green grass and some trees.

# We need a – Coalition of the Willing

(C.O.W. for short)

# Thank you...

- Thank you for your contributions!
- Is everyone ok?
- Please reach out if you want to discuss anything:
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