

Adopting a Trauma-Informed Approach to Safeguarding Adults

**Safeguarding Adult Week
23rd November 2023**

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Before we begin

It's important to acknowledge that talking about safeguarding children or adults can be emotive and /or triggering.

If you are affected by anything you see or hear today and need to speak to someone please ring:

0208 102 4218



Adopting a Trauma-Informed Approach to Safeguarding Adults

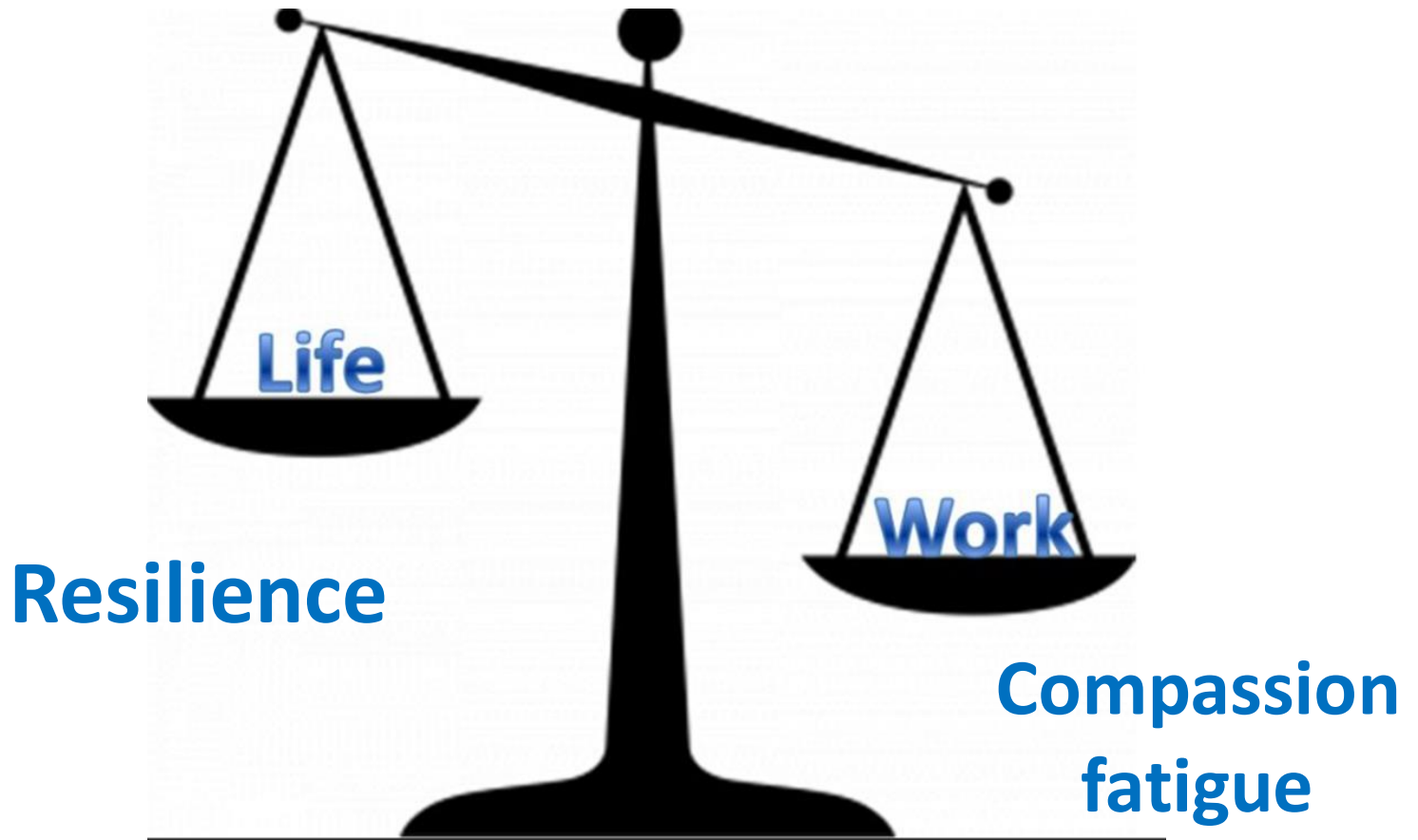
Aims and Objectives:

- Legal duties
- Impact of trauma and adversity
- Judging situations
- Building resilience to safeguard
- Valuing partnerships and personalisation

Duties

The Care Act 2014 sets out a clear legal framework for how local authorities and other parts of the system should protect adults at risk of abuse or neglect

Trauma and Adversity

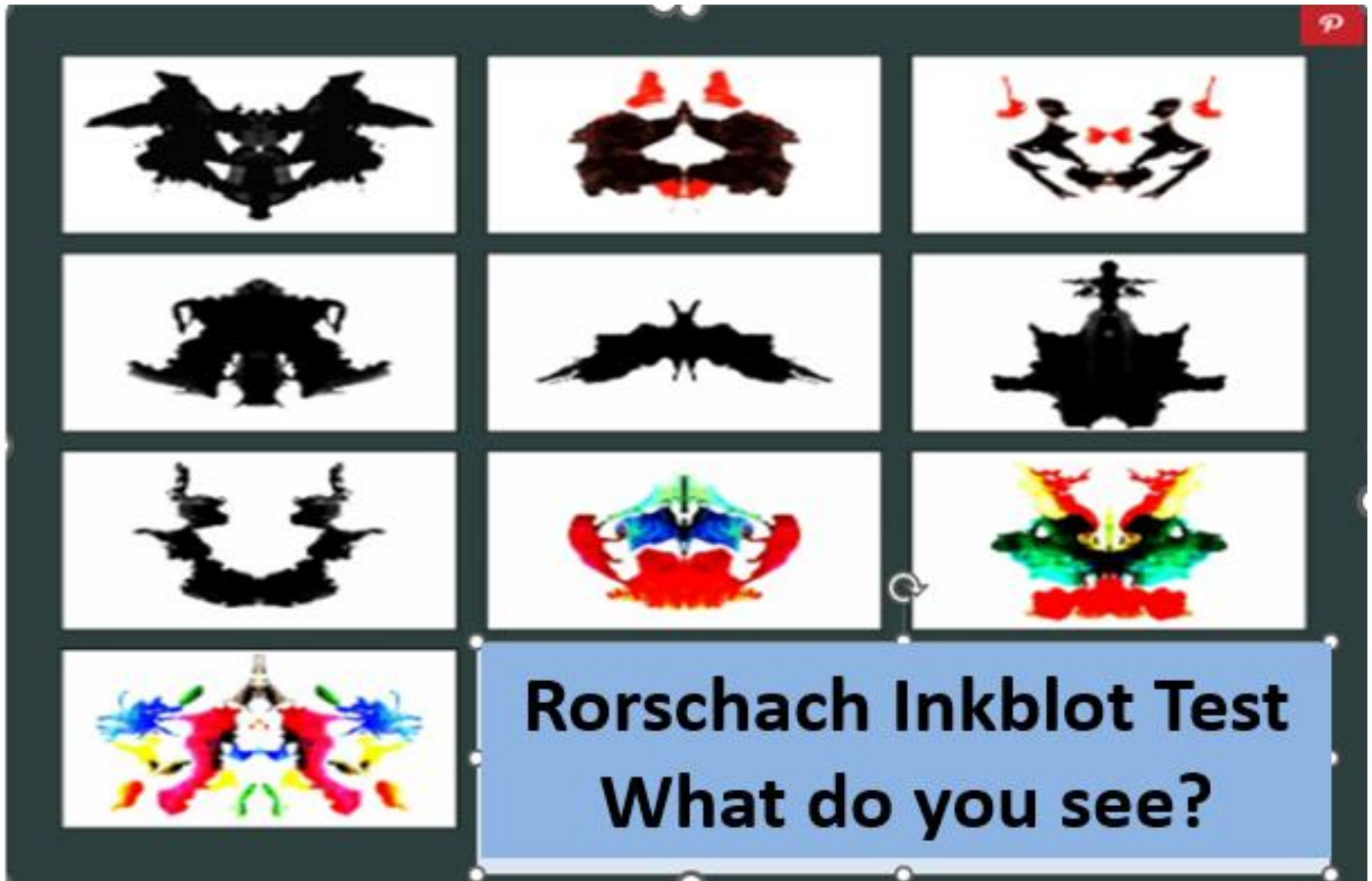


Defining Trauma

Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as harmful or life threatening. While unique to the individual, generally the experience of trauma can cause lasting adverse effects, limiting the ability to function and achieve mental, physical, social, emotional or spiritual well-being.

(Office for Health Improvement and Disparities, 2022)

What do you see?



Defining Trauma

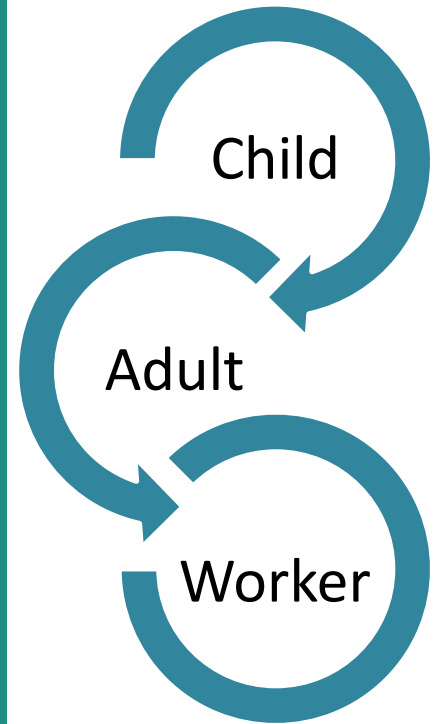


Adverse Childhood Experiences

What are Adverse Childhood Experiences (ACEs)?
ACEs are potentially traumatic events that occur in a child's life:

			
Physical Abuse	Emotional Abuse	Sexual Abuse	Domestic Violence
			
Parental Substance Abuse	Mental Illness	Suicide or Death	Crime or Imprisoned Family

Causing lifelong medical, mental & social suffering



Being Trauma-informed

- **Understanding that trauma exposure can impact an individual's neurological, biological, psychological and social development**
- **Seeing beyond an individual's presenting behaviours and to ask, 'What does this person need?' rather than 'What is wrong with this person?'**

Being Trauma Informed to Safeguard

- Safety
- Trust
- Choice
- Collaboration
- Empowerment
- Cultural consideration



The cost of caring?





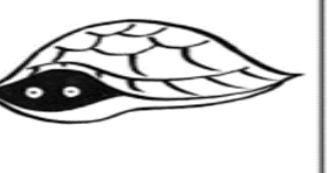





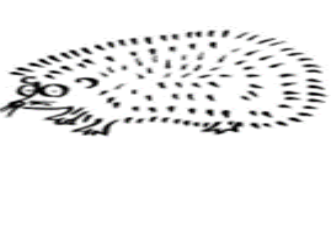
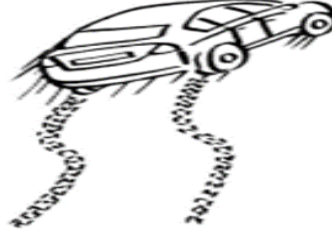
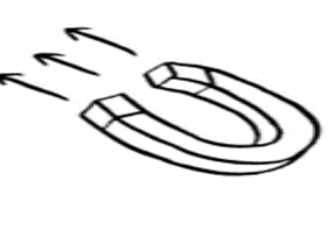


Staff in public services work with service users who may have complex health and social care needs

Prolonged exposure to the trauma of others can cause compassion fatigue.

This places workers at greater risk of psychological, and emotional stress



Impact of Trauma on Staff

<p>Surround myself with barbed wire</p> 	<p>Go into attack mode like a hungry shark</p> 	<p>Go into my own protective bubble</p> 	<p>Put on my bulletproof vest</p> 	<p>Retreat into my tortoise shell</p> 
<p>Make myself small/invisible</p> 	<p>Hide away in the fog</p> 	<p>Freeze on the spot</p> 	<p>Whizz around like a dart</p> 	<p>Paint on a smile like a clown</p> 
<p>Put up my spikes like a hedgehog</p> 	<p>Zoom away like a speeding car</p> 	<p>Push people away like an opposing magnet</p> 	<p>Think in black and white</p> 	<p>What else?</p> 

What is Compassion Fatigue?

"Compassion Fatigue is a state experienced by those helping people; it is an extreme state of tension and preoccupation with the suffering of those being helped, to the degree that it can create a secondary traumatic stress for the helper."

[Dr. Charles Figley 1995](#)

Compassion Fatigue

Causes

- Too many stories
- Work pressures
- Personal traumas
- Traumatized-mind focusing on real/ imagined traumas
- Professional-mind is allocated less time and attention



Impact

We move inward...losing time and space for the outer life

Loss of Purpose

Anxiety

Sleep Disturbance

Minimization

Hypervigilance

Appetite Changes

Pervasive Hopelessness

Poor Self-care

Self-doubt

Feeling Overwhelmed

Inability to Concentrate

Decreased Sexual Intimacy

Disorientation or Forgetfulness

Emotional Rollercoaster

Anger

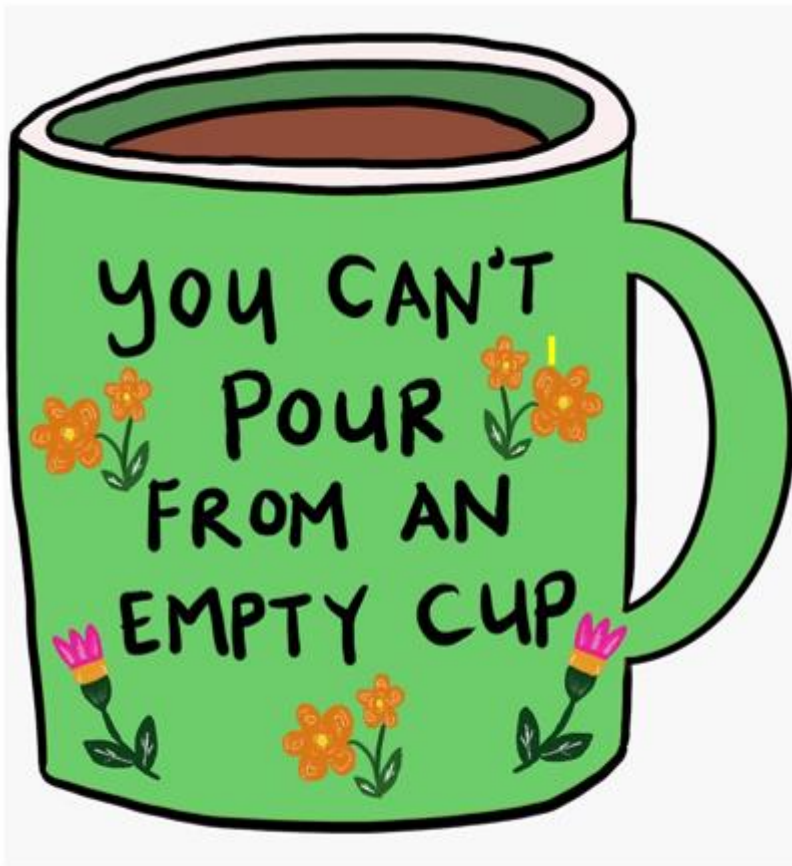
Apathy

Withdrawal/ Isolation

Symptoms of
Compassion
Fatigue

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graph TD; C((Symptoms of Compassion Fatigue)) --> A[Loss of Purpose]; C --> B[Anxiety]; C --> C[Sleep Disturbance]; C --> D[Minimization]; C --> E[Appetite Changes]; C --> F[Poor Self-care]; C --> G[Feeling Overwhelmed]; C --> H[Decreased Sexual Intimacy]; C --> I[Emotional Rollercoaster]; C --> J[Anger]; C --> K[Apathy]; C --> L[Withdrawal/ Isolation]; C --> M[Disorientation or Forgetfulness]; C --> N[Inability to Concentrate]; C --> O[Self-doubt]; C --> P[Pervasive Hopelessness]; C --> Q[Hypervigilance];
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Compassion Fatigue



What keeps us safe?


- Recognising our role
- Personal space
- Supervision
- Boundaries

Trauma-Informed Approach –Work

Self care of emotional Well being are Multi-layered & needs & within this every person is **UNIQUE!** there is no cookie cutter approach or magic solution

Therefore, any strategy or approach needs to be Multi-layered & tailored to the individual, organisation & the context

Our own WELLBEING is **ESSENTIAL** - not a LUXURY ❤️

We need to be in our **THINKING**  **LEARNING** Brains

in order to **REFLECT** & not **REACT** And to Model the Model

<p>HAVING A CLEAR ROLE, GOALS & EXPECTATIONS</p> 	<p>HAVING FEEDBACK LOOPS & HIGH QUALITY, SAFE, OPEN, EFFECTIVE & RECIPROCAL COMMUNICATION</p> 	<p>HAVING THINKING TIME/SPACE, DE-ROLLING TOOLS, BREAKS & HOLIDAYS</p> 	<p>SECURE BASE, RELATIONAL, & TRAUMA-INFORMED MANAGEMENT & LEADERSHIP</p> 	<p>A SUPPORTIVE, EMPATHETIC, CARING, KIND & COMPASSIONATE WORKPLACE</p> 	<p>FOR STAFF WELLBEING TO BE AT THE HEART & TO BE INTEGRATED INTO THE FABRIC OF THE ORGANISATION, Eg IN RECRUITMENT, MEETINGS, APPRAISALS, SUPERVISION ETC</p> 
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SOME ORGANISATIONAL & INDIVIDUAL SELF-CARE & EMOTIONAL WELLBEING TOOLS & APPROACHES PT.1

<p>SENSE OF A PURPOSE, BELONGING & MEANING. FEELING CONNECTED & PART OF A COMMUNITY</p> 	<p>SHARED MISSION, VALUES & VISION</p> 	<p>MULTI-LAYERED SAFETY & TRUST (PHYSICAL, MORAL, EMOTIONAL, CULTURAL & RELATIONAL) TO BE PRIORITISED & FELT</p> 	<p>TRAUMA INFORMED PHYSICAL ENVIRONMENT, SPACE, & DESIGN INC. CALMING, ANCHORING & REGULATING ELEMENTS</p> 	<p>OPPORTUNITIES FOR SHARING, CELEBRATING & LEARNING FROM BEST & INNOVATIVE PRACTICE</p> 	<p>MENTORS, POSITIVE ROLE MODELS, COACHES & A BUDDY SYSTEM</p> 
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DR KAREN TREISMAN - SAFE HANDS & THINKING MINDS

<p>ACKNOWLEDGING & NAMING THE MULTI-LAYERED IMPACT OF THE WORK ITSELF & OF THE WORK PLACE CULTURE (EG, VICARIOUS TRAUMA, COMPASSION FATIGUE, BURNOUT, ETC)</p> 	<p>A CULTURE OF APPRECIATION, HOPE, RECOGNITION & STRENGTHS-BASED PRACTICE</p> 	<p>HIGH QUALITY, MEANINGFUL, & REGULAR SUPERVISION & REFLECTIVE DEBRIEFING & LEARNING SPACES</p> 	<p>HOME/WORK LIFE BALANCE, BOUNDARIES & LIMITATIONS INC. FLEXIBLE WORKING</p> 	<p>VARIETY & DIVERSITY IN CASELOAD & WHERE POSSIBLE MATCHED TO ONE'S SKILLS & INTERESTS</p> 	<p>A CONNECTED & COHESIVE TEAM WITH POSITIVE TEAM SPIRIT, ENERGY & MORALE. INC TIMES TO CONNECT, EAT TOGETHER & SOCIALISE</p> <p>TEAM</p>
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PRAEDSTICIOUS

Trauma-Informed Approach –Self

SOME ORGANISATIONAL & INDIVIDUAL SELF-CARE & EMOTIONAL WELLBEING TOOLS & APPROACHES PT. 2

<p>MINDFULNESS YOGA, STRETCHING, BREATHING & RELAXATION EXERCISES & OPPORTUNITIES</p> 	<p>EMOTIONAL, COGNITIVE NURTURING, GROUNDING, NOURISHING, REGULATING, & SENSORY TOOLS</p> 	<p>BRAIN BREAKS & MIND SPAS (EG CALM SPACE, MINDFUL WALKS, ETC)</p> 	<p>RE-CONNECTING WITH THE REASONS & MOTIVATORS FOR DOING THE WORK & REFLECTING ON THE JOURNEY WHICH HAS ALREADY BEEN TAKEN</p> 	<p>BEING SELF-AWARE, CURIOUS & REFLECTING ON ONE'S OWN EXPERIENCES, VALUES, FEELINGS, HOTSPOTS, HOPES, MOTIVATIONS, & TRIGGERS</p> 	<p>INTEGRATING MOMENTS & AN ATMOSPHERE OF FUN, JOY, LAUGHTER & PLAYFULNESS</p> 	<p>HAVING CREATIVE, PHYSICAL, SOCIAL, ENVIRONMENTAL, AND/OR SPIRITUAL OUTLETS</p> 
<p>AN ONGOING REFLECTION ON PAST OBSTACLES FACED & WHAT INDIVIDUAL/ FAMILY/TEAM/ ORGANISATIONAL SKILLS, RESOURCES & STRENGTHS WERE USED TO NAVIGATE & OVERCOME THESE.</p> 	<p>HAVING & REVIEWING AN INDIVIDUAL SELF- CARE & WELLNESS PLAN & PLEDGE</p> 	<p>SOCIAL ACTION & ACTIVISM</p> 	<p>HAVING A POSITIVE SUPPORT NETWORK & COMMUNITY INCLUDING ONE'S OWN LIFE INSPIRERS & CHEER LEADERS</p> 	<p>REFLECTING ON ONE'S OWN RESILIENCY, SKILLS SURVIVORSHIP & POSITIVE QUALITIES</p> 	<p>OPPORTUNITIES FOR SKILL & KNOWLEDGE DEVELOPMENT</p> 	<p>FEELING HEARD, SEEN, CARED FOR, NOTICED, VALUED, APPRECIATED, RESPECTED & LISTENED TO.</p> 
<p>SEEING, NOTICING, CELEBRATING & MAGNIFYING THE SPARKLE MOMENTS, THE CHANGES MADE, WHAT IS GOING WELL, & THE JOURNEY TRAVELLED (EG SKYSCRAPER, TREASURE BOX, VISION BOARD, ETC)</p> 	<p>POSITIVE AFFIRMATIONS A GRATITUDE LIST, POSITIVE SELF-TALK, INSPIRATIONAL QUOTES, POSITIVE MANTRAS, WELL- BEING MESSAGES ETC</p> 	<p>ACCESS TO WELLBEING ACTIVITIES & RESOURCES, (EG BIKES, WELL-BEING LUNCHES, GYM, COUNSELLING)</p> 	<p>INTEGRATING DAILY FEEL-GOOD REMINDERS (EG MUG, HAND CREAM, SCREEN SAVER, RINGTONE, WELLBEING LANYARD ETC)</p> 	<p>ACKNOWLEDGEMENT OF BEING HUMAN, BEING ABLE TO SHOW VULNERABILITY, & TO FEEL ABLE TO LEARN FROM "MISTAKES"</p> 	<p>SUPPORT STRUCTURE EG PARENTAL LEAVE/ SABBATICALS/WELL- BEING COMMITTEE, WELLBEING CHAMPIONS ETC</p> 	<p>WHAT ELSE ???</p>

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Adopting a Trauma-Informed Approach to Safeguarding Adults

Reflection

- Language
- Behaviours
- Actions
- Reactions
- Being Human
- Kindness



References

- [The Stabilisation Manual](#)
- **The Body Keeps the Score** Author: Bessel Van Der Kolk
- [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 Triesman
- [Working Definition of trauma-informed practice \(HM Government 2022\)](#)