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**Trauma management policy**Therapy informed practice

Emotional and mental wellbeing is also a target progression included in the young person’s care plan. We will support young people with their mental health and emotional wellbeing.

**Light approach**

In some cases where the signs of trauma are minimal but present we will encourage young people to access counselling services and strive to remove the stigma which is attached to therapeutic intervention. We are mindful that some young people are embarrassed or their cultural/belief systems restrict engagement with this type of service. We will encourage group debriefing at the placement where people can talk about things that they may be worried about to ensure young people feel safe and respected. We would seek people’s views about how they want to engage whether group discussion or one to one. Where there are concerns we would seek one to one space with the individual to explore their wishes and feelings which would be included in their support plan or address issues if it is to do with other individuals.

The management team are familiar with services available within and around various boroughs such as CAMHS, mental health services, sexual health clinics, support services for drug and alcohol substance misuse services, domestic violence services, and others. Management has determined that access to these services is essential as harmful practices and challenging behaviour often stem from trauma induced behaviour sometimes as a coping mechanism or a reactive where certain aspects of past trauma are triggered or activated.

**Managing limitations to intervention**

Staff are constantly reminded that the service is limited to support for young people and as such to be mindful that all activities must come under support rather than care. Therapy intervention is therefore a suggestion and a discussion to be made to external stakeholders and related agencies - typically the allocated social worker. Front line staff are trained to spot the signs of trauma induced behaviour and work with managers to monitor and document behaviour. Each unit accommodation will have at least 2 members of staff on shift rotation who have completed their mental health first aider course. This puts them in a better position to understand the management of trauma induced behaviour and supports the approach to reflective practice, it also promotes empathy, understanding and patience.

Our approach to trauma management endorses a trauma-informed model of care; this model emphasizes the need for front line and management staff to recognize the prevalence and pervasive impact of trauma on the lives of the young people that receive our support services and develop trauma-sensitive or trauma-responsive services. This TIP provides key information to help staff become trauma aware and informed, improve screening and assessment processes. We recognise that Individuals who have experienced trauma are at an elevated risk for substance use disorders, including abuse and dependence; mental health problems (e.g., depression and anxiety symptoms or disorders, impairment in relational/social and other major life areas, other distressing symptoms); and physical disorders and conditions, such as sleep disorders. This TIP focuses on specific types of prevention or flagging. selective prevention, which targets people who are at risk for developing social, psychological, or other conditions as a result of trauma or who are at greater risk for experiencing trauma due to behavioral health disorders or conditions; and indicated prevention, which targets people who display early signs of trauma-related symptoms. This TIP identifies early interventions, including trauma-informed and trauma-specific strategies, and perceives treatment as a means of prevention—building on resilience, developing safety and skills to negotiate the impact of trauma, and addressing mental and substance use disorders to enhance recovery.

While we leave it to the professionals to clinically manage trauma, staff need to have an understanding of how to monitor the early signs as well as progressive signs where trauma has been established. In effect, we are the eyes and ears to assist the professionals where therapy intervention is recognised.

Management ensures that external partners / commissioning local authorities acknowledge the recommendations and are taking action to address the need.