

Overview

This standard identifies the requirements for supporting trauma informed practice. It includes recognising that individuals can experience trauma at any stage of their lives, whether in childhood or adulthood. Trauma informed practice requires approaches for inclusive communication, person-centred and relationship-based practices. This includes supporting recovery through safety, trust and collaboration, empowering individuals to have choice and control in their lives.

Performance criteria

You must be able to:

1. access information and resources on trauma informed approaches to practice
2. identify the potential impact of trauma on individuals when providing care or support
3. contribute to creating inclusive and safe environments which value and support individuals
4. recognise and minimise potential environmental, psychological and sensory triggers related to the trauma of individuals
5. contribute to a workplace culture of openness, mutual support and rights-based practice
6. implement agreed approaches for recovery and to minimise the risks of re-traumatisation of individuals
7. build consistent person-centred relationships with individuals and apply the principles of trauma informed practice
8. use inclusive communication that meets the communication support needs, culture, and preferences of individuals
9. use agreed approaches to support the recovery, emotional regulation and reduce the risk of re-traumatisation of individuals
10. respect and acknowledge the emotions and experiences of individuals
11. support and encourage individuals to build relationships and make positive connections with others
12. support individuals to build on their strengths and have choice and control in their lives
13. support individuals to make decisions and adapt to change
14. work in partnership with individuals when providing care or support
15. contribute to reaffirming the strengths, efforts and achievements of individuals
16. contribute to record and reports required to support trauma informed practice
17. reflect on how you carried out your roles and responsibilities when supporting trauma informed practice, with feedback from others

Knowledge and understanding

You need to know and understand:

1. where to access information and resources on trauma informed approaches in practice
2. the principles of trauma informed practice and how to apply them to support individuals
3. types of events and experiences that may cause trauma, including adverse childhood experiences
4. how to create inclusive and safe environments which value and support individuals
5. the impact of trauma on the brain, body, behaviour and responses to stress
6. the potential environmental, psychological and sensory triggers related to trauma
7. the verbal and non-speaking cues of individuals that may indicate signs of trauma
8. how to recognise behaviour as a form of communication
9. the importance of using and promoting inclusive communication that meets the communication support needs, culture, and preferences of individuals
10. your role in contributing to a workplace culture of openness, mutual support and rights-based practice
11. how to reduce the risks of re-traumatisation
12. how to strengthen the resilience of individuals and support their recovery
13. the role of community, culture, networks and relationships in promoting recovery
14. how to build person-centred relationships
15. types of digital tools and devices that can support trauma informed practice
16. the influence of neurodivergence and additional needs on individuals who have experienced trauma
17. methods and techniques for developing emotional regulation
18. how to use active listening, empathy and body language when supporting individuals who have experienced trauma
19. the importance of dignity, kindness and compassion when supporting individuals who have experienced trauma
20. how to enhance the capacity and capability of individuals to develop trust and make connections with others
21. how to empower individuals to build on their strengths and have choice and

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control in their lives

22. the role of feedback in creating a safe, trustworthy and empowering relationships

23. the records and reports required for supporting trauma informed practice

24. the relevant legal requirements, standards of practice, frameworks, and guidance for supporting trauma informed practice

25. the workplace requirements on equality, diversity, inclusion, and rights when supporting trauma informed practice

26. how your personal experiences and unconscious bias may impact when supporting trauma informed practice, and how to address this

27. the role of supervision, reflective practice and learning and development in supporting trauma informed practice

Glossary

The glossary for this National Occupational Standard is available on the Skills for Care and Development website.

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