

Overview

This standard identifies the requirements when promoting 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. work in partnership with individuals and others to identify the potential impact of their trauma
3. create and promote 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. promote a workplace culture of openness, mutual support and rights-based practice
6. work in partnership with individuals and others to plan, implement, and evaluate outcomes for emotional regulation and recovery, which minimise the risk of re-traumatisation
7. build consistent person-centred relationships with individuals and others and apply the principles of trauma informed practice
8. use and promote 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 risks of re-traumatisation of individuals
10. respect and acknowledge the emotions and experiences of individuals
11. promote and demonstrate empathy, active listening and professionalism in all interactions
12. promote and demonstrate calm, patience and adaptability, particularly when under pressure
13. support and encourage individuals to develop trust in relationships and make positive connections with others
14. empower and encourage individuals to build on their strengths and have choice and control in their lives
15. empower and encourage individuals to make decisions and adapt to change
16. work in partnership with individuals when providing care or support
17. reaffirm the strengths, efforts and achievements of individuals
18. seek feedback from individuals and others to ensure your practice is safe, trustworthy and empowering
19. complete records and reports required for promoting trauma informed practice

20. reflect on how you carried out your roles and responsibilities when promoting trauma informed practice

Knowledge and understanding

You need to know and understand:

1. where to access information and resources on trauma informed approaches to practice
2. the principles of trauma informed practice and how to apply them when supporting 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 stress responses
6. how to reduce the risks of re-traumatisation and vicarious trauma
7. the potential environmental, psychological and sensory triggers related to trauma
8. the verbal and non-speaking cues of individuals that may indicate signs of trauma
9. how to recognise behaviour as a form of communication
10. the importance of using and promoting inclusive communication that meets the communication support needs, culture, and preferences of individuals
11. your role in promoting a workplace culture of openness, mutual support and rights-based practice
12. methods and techniques for developing emotional regulation
13. how to work in partnership with individuals and others to plan, implement, and evaluate outcomes for recovery
14. how to seek advice on specialised recovery support
15. the local and national resources for trauma support and recovery
16. how to implement and monitor agreed approaches to improve the recovery of individuals and reduce the risks of re-traumatisation
17. how to strengthen the resilience of individuals and support their recovery
18. the role of community, culture, networks and relationships in promoting recovery
19. how to build person-centred relationships
20. the influence of neurodivergence and additional needs on individuals who have experienced trauma
21. how to use active listening, empathy and body language when supporting individuals who have experienced trauma

22. the importance of dignity, kindness and compassion when supporting individuals who have experienced trauma
23. how to enhance the capacity and capability of individuals to develop trust and make connections with others
24. how to empower individuals to build on their strengths and have choice and control in their lives
25. the role of feedback in creating safe, trustworthy and empowering relationships
26. the records and reports required for promoting trauma informed practice
27. theories relevant to promoting trauma informed practice
28. the relevant legal requirements, standards of practice, frameworks, and guidance for promoting trauma informed practice
29. the workplace requirements on equality, diversity, inclusion, and rights when promoting trauma informed practice
30. how your personal experiences and unconscious bias may impact when promoting trauma informed practice, and how to address this
31. the role of supervision, reflective practice and learning and development in promoting 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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Promote trauma informed practice

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