



Trauma-informed approach

Purpose

Equip professional actors and volunteers who interact with trauma-affected individuals, directly or indirectly, with knowledge to understand psychological trauma (causes, prevalence, and consequences) enabling them to better mitigate risks of doing harm to beneficiaries and staff and adapt programmes accordingly.

Briefly about

A brief 1–2-day awareness raising training. Participants will obtain knowledge about trauma as a basis for adapting various types of responses and programmes.

The intervention will typically be first step in a package, which is followed by staff care, PFA and referrals.

Target groups

The training is designed for professionals and volunteers who interact with trauma-affected individuals (directly or indirectly). Suitable participants include human rights documenters/lawyers, teachers, social workers, nurses or other health professionals, volunteers, NGO staff from managers to front line workers.

Outcomes

After the training, participants can expect the following changes:

- Increased knowledge of the causes, prevalence, and consequences of trauma, enabling them to identify affected individuals, and reduce risks of doing harm when delivering support.
- Increased knowledge of risks of compassion fatigue, secondary traumatic stress and burnout when supporting trauma-affected persons, enabling them to mitigate risks by adapting practices and organisational policies.

Key considerations

A successful training requires a commitment from participants and their managers to understand and adapt personal, professional and organisational practices to needs of people affected by psychological trauma.

The training may trigger emotional reactions amongst participants necessitating respect for confidentiality.

The training is an important first step toward trauma informed and survivor centred work. To have full effect, it should be complemented with skills training and organisational measures. It is recommended that organisations allocate resources to also implement a staff wellbeing programme and psychological first aid (PFA) skills training.

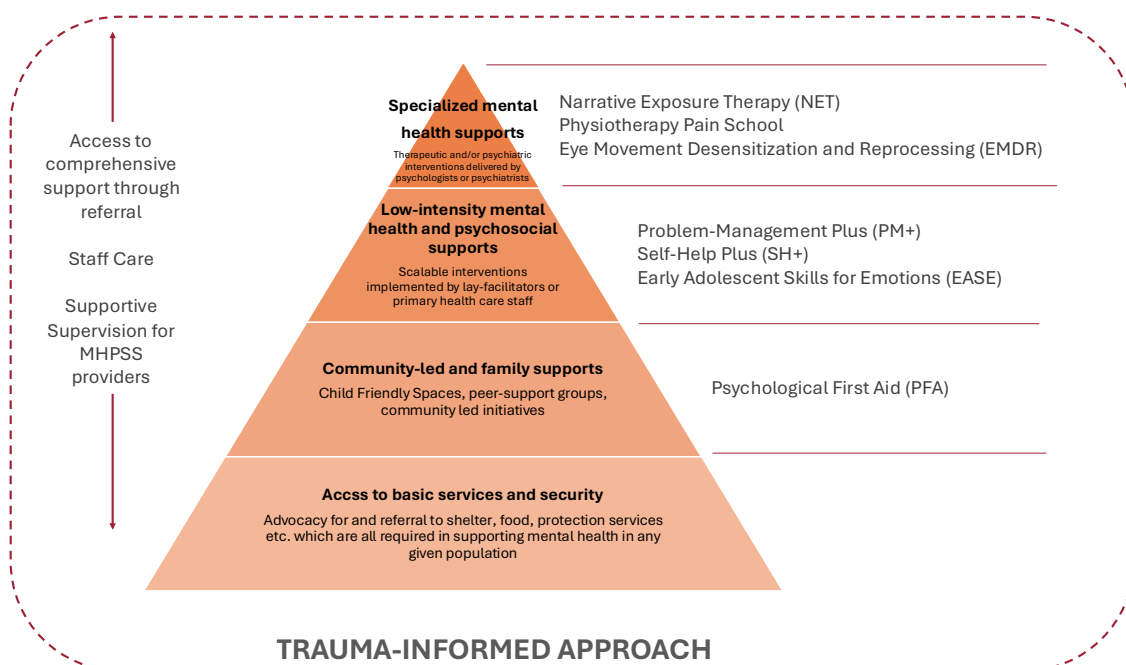
Check questions



- ☐ In my organisation, we need better knowledge of psychological trauma: how it affects our target group and our staff.
- ☐ Management in my organisation is willing and able to implement organisational staff wellbeing measures to prevent risks of secondary traumatisation
- ☐ Staff in my organisation are willing to adopt new practices to mitigate risks of doing harm and personal burn-out

Type of intervention

Gaining understanding of a trauma-informed approach is not an intervention, but rather the basis for delivering MHPSS that is relevant to populations with high exposure to traumatic events. Therefore, DIGNITY considers it the starting point and framework for MHPSS when working with survivors of torture and similar forms of violence.





Implementation overview: Trauma-informed Approach

