



Trauma-Informed Practice Workshop

Commissionable Delivery Module Framework

Aligned to Commissioner Guide (2026 Edition)

Workforce Development | Behaviour Understanding | Psychological Safety

Developed by Fynix Project

Rise Through Lived Experience – Real Tools, Real Healing

Full-Day Training Programme (09:30 – 16:30)

Designed for Health, Social Care, Housing, Education & Frontline Services

Trauma-Informed | Evidence-Informed | Safeguarding-Aligned | Workforce-Focused

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Delivery Format: Full-Day Workshop (09:30 – 16:30)

Framework Type: Commissionable Delivery Specification

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1. Programme Alignment to Commissioner Guide

This module framework should be read alongside the **Trauma-Informed Practice Commissioner Guide (2026 Edition)** and reflects:

- Section 5 – Learning Outcomes
 - Section 6 – Workshop Structure
 - Section 8 – Psychological Safety & Safeguarding
 - Section 10 – Evaluation & Impact
 - Section 11 – Policy & Procedure Framework
-

2. Policy, Governance & Compliance Alignment

This programme is designed to align with:

- Workforce development & duty of care obligations
- Psychological safety and well-being responsibilities
- Safeguarding awareness and professional practice standards

Relevant UK Legislation & Guidance:

- Health and Safety at Work etc. Act 1974
 - Management of Health and Safety at Work Regulations 1999
 - Equality Act 2010
 - Human Rights Act 1998
 - Care Act 2014 (*where applicable*)
 - Working Together to Safeguard Children (*where relevant*)
-

Professional & Organisational Positioning

This workshop:

- Is **educational and preventative**
- Supports **workforce development and safe practice**
- Strengthens **trauma-informed organisational culture**

This workshop does NOT:

- Provide therapy or counselling
 - Replace safeguarding systems or supervision
 - Require disclosure of personal trauma
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3. Safeguarding, Psychological Safety & Risk Management

Aligned with Section 8 of the Commissioner Guide

Core Principles:

- Psychological safety embedded throughout delivery
 - Emotional containment is maintained at all times
 - Participation is always optional
 - No personal disclosure required
-

Facilitator Responsibilities:

- Maintain structured, safe delivery
- Monitor emotional responses within the group

- Avoid trauma deep-dives or uncontained discussion
 - Reinforce professional boundaries
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Risk Management Approach:

- Gradual learning progression (no overwhelm)
 - Built-in breaks for regulation
 - Grounding and containment strategies used
 - Escalation pathways remain organisational responsibility
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4. Programme Learning Outcomes

Aligned with Section 5

By the end of the programme, participants will:

Knowledge Outcomes:

- Understand trauma as a **nervous system response**
 - Recognise behaviour as **communication**
 - Identify **stress, escalation, and regulation patterns**
-

Skill Outcomes:

- Apply trauma-informed communication
 - Use de-escalation and co-regulation strategies
 - Respond safely to distress and behavioural complexity
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Practice Outcomes:

- Improve reflective practice
 - Reduce reactive responses
 - Strengthen relational and emotionally safe support
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Organisational Outcomes:

- Increased staff confidence
 - Improved communication across teams
 - Reduced escalation incidents
 - Strengthened psychological safety culture
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5. Full Module Delivery Framework

Module 1: Introduction, Context & Psychological Safety

Time: 09:30 – 10:00

Aim:

Establish a psychologically safe, structured learning environment aligned with trauma-informed principles.

Key Learning Areas:

- Workshop purpose and expectations
- Trauma-informed context
- Behaviour beyond judgement
- Workplace stress awareness

Safeguarding Integration:

- Ground rules and emotional safety
- No disclosure requirement
- Optional participation

Learning Outcome:

Participants feel safe, informed, and ready to engage

Module 2: Understanding Trauma & Stress Impact

Time: 10:00 – 11:00

Aim:

Develop a foundational understanding of trauma and stress responses.

Key Learning Areas:

- Trauma as nervous system impact
- Stress accumulation
- Individual differences in response
- Behaviour linked to experience

Learning Outcome:

Participants understand trauma as **physiological and behavioural**, not just situational

Module 3: Nervous System Awareness & Regulation

Time: 11:00 – 12:15

Aim:

Understand how behaviour is driven by nervous system states.

Key Learning Areas:

- Safety vs threat detection
- Fight/flight/freeze/shutdown/fawn
- Regulation vs dysregulation
- Escalation pathways

Learning Outcome:

Participants recognise early signs of escalation and distress

Module 4: Trauma Behaviours & Survival Responses

Time: 12:15 – 13:00

Aim:

Interpret behaviour through a trauma-informed lens.

Key Learning Areas:

- Behaviour as communication
- Survival responses
- Reducing judgement
- Context-based understanding

Learning Outcome:

Improved behavioural interpretation and reduced misjudgement

 **Lunch – 13:00 – 13:45**

Module 5: Trauma-Informed Responses & Regulation Strategies

Time: 13:45 – 14:45

Aim:

Develop practical response strategies.

Key Learning Areas:

- Co-regulation
- De-escalation
- Safe communication
- Predictability and consistency

Learning Outcome:

Participants can respond safely and effectively during distress

Module 6: Staff Triggers & Self-Regulation

Time: 14:45 – 15:15

Aim:

Increase self-awareness and emotional regulation.

Key Learning Areas:

- Personal triggers
- Emotional awareness
- Regulation techniques
- Professional response control

Learning Outcome:

Reduced reactive behaviour and improved emotional regulation

Module 7: Staff Psychological Safety & Workplace Culture

Time: 15:15 – 15:45

Aim:

Understand how workplace culture impacts behaviour and wellbeing.

Key Learning Areas:

- Psychological safety
- Team dynamics
- Emotional safety at work
- Staff wellbeing

Organisational Impact:

- Supports retention
- Reduces burnout
- Improves team communication

Learning Outcome:

Increased awareness of team-based safety and culture

Module 8: Building Safety & Trust

Time: 15:45 – 16:05

Aim:

Strengthen relational and trust-based practice.

Key Learning Areas:

- Consistency
- Communication
- Trust-building
- Emotional safety

Learning Outcome:

Participants understand how to create safer environments

Module 9: Common Practice Challenges & Mistakes

Time: 16:05 – 16:20

Aim:

Reduce escalation through awareness of common errors.

Key Learning Areas:

- Misinterpreting behaviour
- Reacting vs responding
- Communication mismatches
- Inconsistency

Learning Outcome:

Improved reflective and safer practice

Module 10: Reflection, Integration & Close

Time: 16:20 – 16:30

Aim:

Embed learning and support application.

Key Learning Areas:

- Reflection
- Action planning
- Key takeaways

Learning Outcome:

Participants leave confident in applying trauma-informed approaches

Evaluation & Impact Measurement

Aligned with Section 10

Pre-Workshop:

- Confidence levels
- Understanding of trauma-informed practice

Post-Workshop:

- Knowledge increase
- Confidence improvement
- Application readiness

Optional Follow-Up:

- Behavioural change reflection
 - Team impact feedback
 - Organisational outcomes review
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7. Delivery & Governance Statement

This programme is:

- Trauma-informed
- Evidence-informed
- Psychologically safe
- Workforce-focused

It supports professional development but does not replace:

- Safeguarding systems
- Clinical intervention
- Organisational supervision structures