



# Trauma-Informed Practice Workshop

## Programme Summary

Supporting Behaviour Understanding, Emotional Regulation & Psychological Safety  
Designed for Health, Social Care, Housing, Education & Frontline Services

## Developed by Fynix Project

*Rise Through Lived Experience – Real Tools, Real Healing*

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

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

# Contents

**Table of Contents:** Trauma-Informed Practice Workshop  
(Commissionable Delivery Module Framework) (Aligned to Commissioner Guide)

**Programme Title:** Trauma-Informed Practice

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

**Framework Type:** Commissionable Delivery Specification

**Developed by:** Fynix Project

Programme Alignment to Commissioner Guide .....	1
Policy, Governance & Compliance Alignment .....	2
Safeguarding, Psychological Safety & Risk Management .....	2–3
<b>Programme Learning Outcomes .....</b>	<b>3–4</b>
• Knowledge Outcomes	
• Skill Outcomes	
• Practice Outcomes	
• Organisational Outcomes	
<b>Full Module Delivery Framework ) .....</b>	<b>4–9</b>
Module 1: Introduction, Context & Psychological Safety - 09:30 – 10:00 .....	4
Module 2: Understanding Trauma & Stress Impact - 10:00 – 11:00 .....	5
Module 3: Nervous System Awareness & Regulation - 11:00 – 12:15 .....	5
Module 4: Trauma Behaviours & Survival Responses - 12:15 – 13:00 .....	6
Lunch - 13:00 – 13:45 .....	6
Module 5: Trauma-Informed Responses & Regulation Strategies - 13:45 – 14:45 .....	6
Module 6: Staff Triggers & Self-Regulation - 14:45 – 15:15 .....	7
Module 7: Staff Psychological Safety & Workplace Culture - 15:15 – 15:45 .....	7
Module 8: Building Safety & Trust - 15:45 – 16:05 .....	8
Module 9: Common Practice Challenges & Mistakes - 16:05 – 16:20 .....	8
Module 10: Reflection, Integration & Close - 16:20 – 16:30 .....	9
<b>Evaluation &amp; Impact Measurement .....</b>	<b>9–10</b>
• Pre-Workshop	
• Post-Workshop	
• Optional Follow-Up	
Delivery & Governance Statement .....	10

# Trauma-Informed Practice Workshop

## Programme Summary

---

### Overview

The Trauma-Informed Practice Workshop is a full-day, trauma-informed and evidence-informed workforce development programme designed to strengthen how professionals understand, interpret, and respond to behaviour, emotional distress, and psychological need within frontline environments.

Developed by Fynix Project, this programme is grounded in trauma-informed principles, ensuring that both the content and delivery approach reflect a deep understanding of trauma, emotional safety, lived experience, and nervous system regulation.

The workshop supports organisations to move beyond behaviour management alone and adopt a fully trauma-informed approach to behaviour, communication, and support, recognising that behaviour is often shaped by trauma, adversity, stress, and perceived threat rather than intentional challenge.

Participants are supported to develop a trauma-informed understanding of behaviour as communication, enabling more effective, compassionate, and psychologically safe responses in real-world practice.

---

### Purpose

The purpose of this programme is to embed **trauma-informed understanding into workforce practice**, supporting staff to respond more safely, consistently, and effectively within emotionally demanding and complex environments.

This trauma-informed training has been developed to support organisations in:

- Building a **trauma-informed workforce culture**
- Strengthening understanding of behaviour through a **trauma-informed lens**
- Improving responses to distress, escalation, and emotional dysregulation

- Increasing staff confidence when supporting individuals with complex needs
- Reducing reactive responses and behavioural escalation
- Strengthening communication, relational safety, and trust
- Supporting psychologically safe, **trauma-informed environments for both staff and service users**

The programme provides a structured and practical framework for **trauma-informed practice, behaviour understanding, emotional regulation, and communication**, ensuring learning is directly transferable into professional settings.

---

## Trauma-Informed Foundation

This workshop is fully **trauma-informed in both design and delivery**.

It is built upon recognised trauma-informed principles, including:

- **Safety** – prioritising emotional, psychological, and relational safety
- **Trust** – promoting consistency, transparency, and predictability
- **Choice** – supporting autonomy and reducing pressure within learning and practice
- **Collaboration** – encouraging partnership-based approaches rather than directive interaction
- **Empowerment** – recognising strengths, reducing shame, and supporting confidence

The programme recognises that trauma may influence:

- Behaviour and communication
- Emotional regulation
- Trust and engagement
- Perception of safety
- Response to authority and support

Rather than asking “*What is wrong with this person?*”, the programme supports staff to adopt a trauma-informed perspective:

*“What may this person be experiencing, and what response will increase safety?”*

The training models **trauma-informed practice throughout**, ensuring participants experience psychological safety, structured delivery, and emotional containment during learning.

---

## Who It Is For

This **trauma-informed training programme** is designed for organisations and professionals working within emotionally demanding environments, including:

- Health & Social Care Services
- Housing & Homelessness Services
- Local Authorities
- Education & Youth Settings
- Community & Voluntary Sector Organisations
- Mental Health & Wellbeing Services
- Frontline & Support Teams

The programme is particularly relevant for professionals supporting individuals who may present with:

- Trauma and adversity
- Emotional distress or dysregulation
- Behavioural complexity
- Communication challenges
- Safeguarding concerns
- Crisis or heightened stress responses

It supports organisations seeking to embed a consistent, **trauma-informed approach across teams, services, and systems.**

---

## Programme Structure & Content

The workshop follows a carefully structured, **trauma-informed learning journey**, designed to build understanding progressively while maintaining emotional safety and reducing overwhelm.

The programme includes:

### Foundations of Trauma-Informed Practice

- Introduction to trauma-informed principles
- Psychological safety within learning and practice
- Behaviour beyond judgement

### Understanding Trauma, Stress & Behaviour

- Trauma as a nervous system response
- Stress accumulation and emotional overload
- Behaviour shaped by experience and environment

## **Nervous System Awareness**

- Safety vs threat detection
- Fight, flight, freeze, shutdown, and fawn responses
- Regulation and dysregulation

## **Behaviour as Communication**

- Understanding what sits underneath behaviour
- Emotional distress and behavioural presentation
- Reducing judgment and increasing interpretation

## **Trauma-Informed Communication & Response**

- Co-regulation principles
- De-escalation strategies
- Safe, predictable communication
- Responding rather than reacting

## **Emotional Regulation & Self-Awareness**

- Recognising triggers and stress patterns
- Staff nervous system awareness
- Maintaining emotional regulation under pressure

## **Psychological Safety & Workplace Culture**

- Emotional safety within teams
- Workplace stress and its impact on behaviour
- Trauma-informed organisational culture

## **Relational Practice & Trust**

- Building trust through consistency and communication
- Relationship-based approaches
- Emotional safety in interaction

## **Reflection & Integration**

- Reflective practice
- Action planning
- Embedding trauma-informed approaches into daily work

The programme combines **trauma-informed theory, nervous system education, and practical application**, ensuring participants leave with tools that can be used immediately.

---

## Learning Outcomes

By the end of this **trauma-informed workshop**, participants will demonstrate:

### Knowledge:

- Understanding of trauma as a **nervous system response**
- Awareness of behaviour as communication
- Insight into emotional regulation and stress responses

### Skills:

- Application of **trauma-informed communication techniques**
- Use of co-regulation and de-escalation strategies
- Ability to respond safely to distress and behavioural complexity

### Practice Development:

- Increased reflective practice
- Reduced reactive responses
- Improved emotional awareness and professional regulation
- Strengthened trauma-informed interaction

### Organisational Impact:

- Increased staff confidence
  - Improved team communication
  - Reduced escalation incidents
  - Strengthened psychological safety
  - More consistent trauma-informed practice across teams
- 

## Delivery Approach

The workshop is delivered using a **trauma-informed facilitation model**, ensuring the learning environment reflects the principles being taught.

Delivery includes:

- Interactive discussion and engagement
- Reflection-based learning
- Real-world scenarios and applications
- Nervous system education
- Practical strategy development
- Structured, psychologically safe delivery

The programme is intentionally:

- Non-clinical and accessible
- Professionally bounded
- Emotionally contained
- Relevant to real-world frontline roles

Participants are supported to engage at a pace that feels safe, without pressure or expectation to disclose personal experiences.

---

## Safeguarding & Professional Boundaries

This programme is **trauma-informed, educational, and professionally appropriate for workforce development.**

The workshop:

- Does not require personal disclosure
- Maintains emotional containment throughout
- Supports safeguarding awareness
- Aligns with organisational safeguarding and professional practice standards

It does not replace:

- Safeguarding procedures
- Clinical intervention
- Supervision or therapeutic support

All safeguarding responsibility remains with the organisation.

---

## Evaluation & Impact

The impact of this **trauma-informed programme** can be measured through:

## Pre-Workshop:

- Confidence levels
- Understanding of trauma-informed practice

## Post-Workshop:

- Knowledge and awareness improvement
- Increased confidence in managing behaviour and distress
- Application of trauma-informed strategies

## Follow-Up (Optional):

- Behavioural change reflection
- Team and organisational feedback
- Evidence of improved practice and communication

This supports organisations in demonstrating **measurable workforce development and trauma-informed practice improvement.**

---

## Summary

The **Trauma-Informed Practice Workshop** provides organisations with a structured, practical, and **fully trauma-informed training programme** designed to strengthen workforce understanding, improve behavioural response, and support psychologically safe environments.

By embedding **trauma-informed principles into everyday professional practice**, the programme supports organisations to develop more compassionate, consistent, and effective approaches to supporting individuals experiencing trauma, distress, and complexity.

This programme enables teams to move from **reactive response to informed understanding**, strengthening both service-user outcomes and workforce wellbeing.