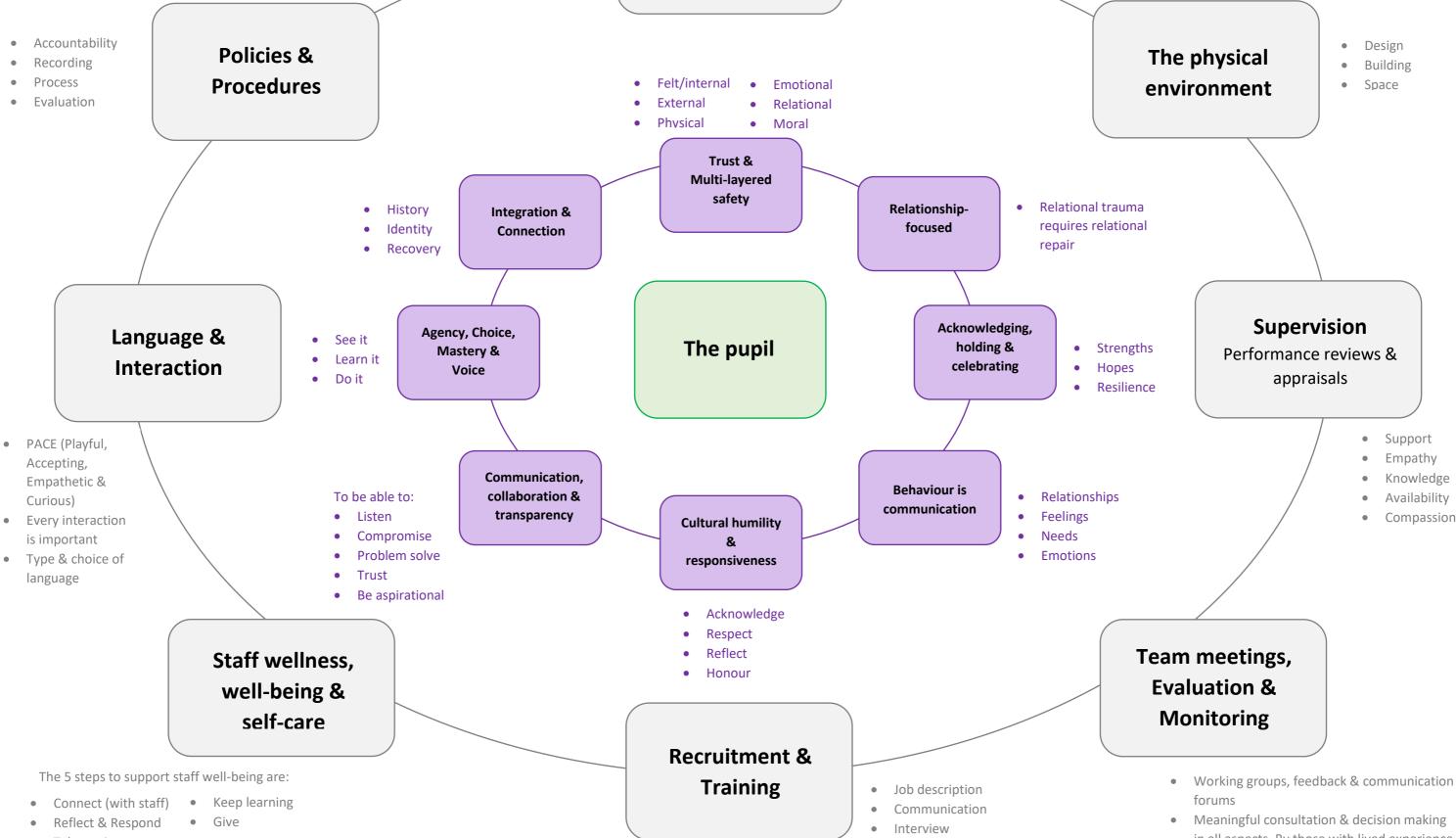
The Four R's: An organisation that is trauma informed realises the widespread impact of trauma, stress & adversity, & understands potential paths for healing & recovery. Recognises the signs & symptoms of trauma in staff, pupils & all others within the organisation. Actively resists re-traumatisation (committed to being trauma-reducing instead of trauma-inducing). Responds by fully & meaningfully integrating, embedding, & infusing knowledge about trauma into policies, procedures, language, culture, practices & settings.

Empathetic Curious Compassionate • • Committed • Supportive • Leadership & Collaborative • Management • Emotional Relational • • Moral



• Take notice

> Induction •

Feedback



- Working groups, feedback & communication
- in all aspects. By those with lived experience & multiple different voices