

**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.

