
Trauma and Informed Practice Strategy

1. About this Strategy

- 1.1. City of Bristol College is committed to becoming a Trauma informed organisation in every aspect of how we work.
- 1.2. This strategy aims to outline the value of a trauma informed approach and identify actions and support in place to support this way of working.

2. Scope

- 2.1. The Trauma Informed strategy applies to the whole college community at City of Bristol College, and aims to influence our entire organisational approach.

3. Publication

- 3.1. All staff, students and, if appropriate, next of kin, will be informed of the colleges Trauma Informed Approach and how this will influence factors within the college such as recruitment, staff training and development and expectations in terms of support for our students and staff.
- 3.2. This strategy document will be published on the college website and intranet

4. Definitions

The Government has recently released the “working definition of trauma-informed practice” document [Working definition of trauma-informed practice - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612211/Working_definition_of_trauma-informed_practice_-_GOV.UK_(www.gov.uk).pdf) which forms the basis of our understanding within this document.

A trauma informed college is one that is able to support students and staff who have experienced Trauma and Adversity. Major public health studies that have shown that when individuals who have suffered several painful life experiences, are not supported they may suffer severe mental and physical ill-health. We will therefore provide support to everyone within the college to provide a safe place of understanding.

At City of Bristol College we recognise that many in our community have experienced Trauma and Adversity either in the past or due to ongoing issues in their homes and communities. Such experiences may include;

- Parental illness including mental health and substance misuse.
- Loss of a parent due to imprisonment or death
- Domestic violence, abuse, neglect or exploitation
- Bullying
- Racist abuse and discrimination
- Environmental factors such as living in areas with high levels of violence or deprivation

5. The College approach to Trauma and Adversity

It is vital that there is a consistent and well embedded approach to Trauma and Adversity and that this recognition and practice is held within all areas of the college. To achieve this;

- All staff will receive ongoing training regarding Trauma Informed practice.
- Information regarding the approach will be included in all job advertisements and a trauma related question will feature in interviews for student facing roles.
- New starters will complete Trauma and Adversity training as part of their induction
- Supervision and reflective practice will be offered to all college teams to support staff to work in a Trauma Informed way
- HR will support college staff with an awareness of Trauma and Adversity
- Learning walks and staff coaching will review how curriculum staff embody our Trauma Informed approach

- All Student behaviour and associated consequences will be viewed through the lens of Trauma and Adversity awareness.
- A recognition of Trauma Informed practice will be embedded within all relevant college policies
- The college will aim to become accredited as Trauma Informed by Trauma Informed Schools UK.

6. Linked Policies

- Safeguarding policy
- Safeguarding procedure
- College Charter
- Disciplinary policy
- Recruitment policy