

Trauma-informed organisations:

A world-leading framework for support and success



Our three-step system enables an organisational transformation that will safeguard employee wellbeing, encourage staff retention and help create a modern, trauma-informed working environment.

Protect your staff against burnout and build a robust support system, starting today.



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The National Association for
People Abused in Childhood

What are the benefits of becoming a trauma-informed organisation?

- Improved staff retention
- A more resilient workforce
- Better relationships between management and staff
- An in-depth understanding of diverse needs and accommodations
- An attractive prospect for top talent
- Enhanced awareness of trauma-symptoms and how to engage with traumatised people, leading to better outcomes for staff and clients
- Professional and personal growth
- All of which contributes to an environment with fewer unscheduled sick days taken and an increased sense of wellbeing and agency amongst employees



What does it mean for an organisation to be trauma-informed?

It means an organisation accepts that any number of their staff may be dealing with personal trauma, disclosed or undisclosed.

It means that an organisation understands how a person's history of traumatic experiences can impact on their physical and emotional health throughout their lives.

It means that an organisation commits to an ongoing process of self-improvement that will positively benefit their staff and their business.

It means that an organisation manages their team and their operations at all levels in a trauma-informed way, seeking to proactively guard against re-traumatisation and support its staff.

Email training@napac.org.uk to request a free, confidential consultation

How NAPAC can help you transform your organisation

Using several key thematic areas and three stages of change, NAPAC can work with you to implement a robust, tailored framework, ensuring that your organisation takes a trauma-informed approach that will benefit both productivity and wellbeing.

By utilising our unique framework, we analyse how well your organisation is performing across the thematic areas associated with trauma-informed practice.

We can then assign a score to indicate how well your organisation is already doing against its potential, highlighting key areas for improvement and providing tools to help you succeed.

Over the course of the transformation, we work to further integrate and improve these areas of trauma-informed practice, leaving you with a more robust working model that is better equipped to both safeguard and support your staff.

Stage one: Raising the baseline

- Training all staff in a trauma-informed approach
- Discussion and feedback
- Reviewing internal policies and practices

Stage two: Integrating the learning

- Mitigating vicarious trauma and burnout
- Building stronger teams
- Scheduling future updates

Stage three: Sustaining the change

- Progress review
- External evaluation
- Accreditation

Why NAPAC?

- We are experts in trauma. NAPAC has built this framework for positive organisational change based on 25 years of supporting survivors of childhood abuse, exclusive academic research and input from colleagues across the healthcare, policing and charity sectors.
- We work to your timeline. The transformation is conducted alongside your day-to-day business, so no delays or loss of productivity.
- Tried and tested. Every year we train hundreds of professionals in trauma-informed practice, previous clients have included the Hydrant Programme, Leigh Day Solicitors, Humberside Police, and IAPT departments from across the UK.

Visit www.napac.org.uk/trauma-informed-organisations for more information

Trauma in the workforce: Fast Facts

- In 2022, almost 1 in 5 UK workers (19%) reported taking time off due to their mental health.¹
- On average, over a third of UK employees leave their organisations per year, with approximately 27% moving to a new organisation.²
- 70% of the global population has experienced at least one traumatic event, and on average 3.2 traumas per lifetime.³
- In AXA's 2022 survey of workplace mental health across 11 countries, the UK was found to have the largest proportion of employees struggling with mental health issues. 21% were in a state of 'emotional distress' and 26% had an 'absence of positive wellbeing'.⁴
- There are more than 8.5 million adult survivors of childhood abuse in England and Wales⁵, a significant proportion of any given workforce could be undisclosed survivors of abuse.



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1. Statista.com, 2022 - Share of British workers that took time off due to their mental health by age 2022
2. Chartered Institute of Personnel and Development, 2021 – Average UK employee turnover rate
3. World Mental Health Survey Consortium, 2016 - The epidemiology of traumatic event exposure worldwide
4. AXA Health, 2022 – UK Workplace Mind Health Report
5. ONS, 2019 - Child abuse extent and nature, England and Wales



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