

TIPT

Trauma Informed Practice Training



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WHAT IS TRAUMA INFORMED PRACTICE?

Trauma Informed Practice is an approach that recognises that:

- Approximately 75% of adult Australians have been exposed to different traumas in their life and carry pain related to these traumas.
- Approximately 25% of adult Australians have a diagnosed mental illness.

This approach teaches people to be reflective, to understand that there are many underlying reasons for people's behaviour and that conflict can be solved through empathy, safety, trust, collaboration and empowerment.

TIPT Courses

TRAUMA INFORMED LEADERSHIP (For those working in leadership, management and human resources)

This course equips participants with the skills and confidence they need for leading with empathy and trauma informed practice. This course teaches participants to understand the effects of trauma on staff and how to lead with compassion to create psychologically safe workplaces which are more cohesive and productive. At the end of the course, participants will be able to:

- Understand different types of trauma
- Identify stress indicators in themselves and others
- Understanding personal reactions to stress and trauma
- How to self-regulate and model emotional and stress regulation
- How to model positive mental health strategies
- Apply the five principles of trauma informed care – safety, trust, collaboration, choice and empowerment
- Respond to effects of trauma on employees through curiosity over judgement
- Crisis Communication and Crisis Response
- Provide Trauma Informed Response including active listening, validation, safety, apply mental first aid
- Build trust within a team
- Build personal relationships
- Demonstrate and facilitate open communication
- Empower staff through positive reinforcement

DURATION: One day

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WHY SHOULD I CARE ABOUT THIS AS AN EMPLOYER?

Trauma Informed Practice is all about creating a psychologically and physically safe environment for your employees. This improves employee retention, productivity and performance, wellbeing, leadership effectiveness and reduces workplace conflict.

MENTAL HEALTH FIRST AID (Online and Face to Face)

This course equips adults with the knowledge, skills, and confidence to recognise, understand and respond to a friend, family member, co-worker, or another adult, experiencing a mental health problem or mental health crisis.

Adults will learn the signs and symptoms of common mental health problems, how to recognise and respond to an emerging or worsening mental health problem and the treatments and supports available.

Participants will gain the confidence to approach, converse with and support someone they are concerned about following a practical, evidence-based action plan.

Upon completion of this course participants will be able to:

- Recognise the signs and symptoms of mental health problems in adults
- Use an evidence-based action plan to initiate a mental health first aid conversation
- Know the barriers to help-seeking and how to overcome these
- Assess for a range of crisis situations and provide initial support
- Understand the prevalence and impact of mental illnesses, risk factors and treatments and supports available
- Apply self-care practices as a Mental Health First Aider
- Includes MHFA manual

DURATION: 2 days face to face , Online 1 day course study, 1 day workshop

TRAUMA INFORMED SEXUAL HARASSMENT/ASSAULT IDENTIFICATION AND RESPONSE (ALL EMPLOYEES)

This course equips employees with the skills, confidence and knowledge to recognise different types of sexual harassment, identify which groups are most at risk, proactively demonstrate respectful behaviours and encourage bystander reporting.

Course participants will learn how sexual harassment can trigger stress and trauma responses, how to respond to sexual harassment reports in a trauma informed way, how to apply mental health first aid and what supports are available.

Participants will also learn how to provide trauma informed care and mental health support until professional support can be enlisted.

Upon completion of the course, participants will be able to:

- Define Sexual Harassment/Assault, Identify who is most at risk,
- Encouraging respectful behaviours and bystander reporting
- Understand Stress and Trauma Response to sexual harassment and sexual assault.
- Provide Trauma Informed Response including active listening, validation, safety.
- Provide Trauma Informed Care to colleagues including reporting options and mental health first aid.

DURATION: Half day

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DO YOU DO BESPOKE TRAINING COURSES?

Please contact us to discuss your specific training requests relating to trauma informed practice.

TRAUMA INFORMED SEXUAL HARASSMENT/ASSAULT RESPONSE AND REPORTING PATHWAYS (Leaders & Managers)

This course equips leaders and supervisors the skills, confidence and knowledge to recognise different types of sexual harassment, identify which groups are most at risk, proactively demonstrate respectful behaviours and encourage bystander reporting.

Course participants will learn how sexual harassment can trigger stress and trauma responses, how to respond to sexual harassment reports in a trauma informed way, how to apply mental health first aid to survivors and how to recommend supports which are available.

Participants will learn how to create an Immediate Response Plan, which reporting pathways are available for survivors and how to interview in survivors without traumatizing them.

At the end of the course, participants will be able to:

- Define Sexual Harassment/Assault, Identify who is most at risk,
- Encouraging respectful behaviours and bystander reporting
- Understand Stress and Trauma Response to sexual harassment and sexual assault.
- Respond to effects of trauma on employees through curiosity over judgement
- Crisis Communication and Crisis Response
- The Principles of Trauma Informed Care
- Provide Trauma Informed Response including active listening, validation, safety, apply mental first aid
- Develop Immediate Response Plan
- Provide clear choices and reporting pathways

DURATION: 1 day

RECOGNISING AND RESPONDING TO PTSD

Post-traumatic stress disorder (PTSD) is a mental health condition that's triggered by a terrifying event — either experiencing it or witnessing it. Symptoms may include flashbacks, nightmares and severe anxiety, as well as uncontrollable thoughts about the event. If PTSD is untreated, it can lead to severe and long term mental health conditions including depression, anxiety, substance misuse, even suicide.

This training course provides critical insight into PTSD signs and symptoms, how to apply mental health first aid and encourage professional and workplace supports.

- Define trauma
- Understand PTSD (Post Traumatic Stress Disorder)
- Recognise signs and symptoms
- Understand the importance of triggers
- Provide crisis support and communication
- Apply mental health first aid
- Provide workplace supports

Duration: Half day

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STILL HAVE QUESTIONS?

Book a complementary clarity session and find out how we can help your organisation.

UNDERSTANDING COMPLEX TRAUMA (For those working with children, adolescents, young adults, apprentices)

This course equips participants with the knowledge of risk factors of complex trauma and how the brain and body responds to trauma.

Participants will gain the confidence to recognise stress and trauma responses in young people and adults, how behaviour changes as a result and how relationships and belief systems are formed when there is exposure to complex trauma.

This course is designed to teach trauma informed practice, crisis communication and de-escalation strategies which improve communication with clients and employees who may have been exposed to complex trauma.

At the completion of this course, participants will be able to:

- Understand the difference between Eustress and Distress
- Understand stress responses and the effects on brain and body
- Identify different types of traumas.
- Understand different attachment styles and how this affects relationships.
- Understand how trauma affects brain and emotional development.
- Understand how trauma affects memory
- Neuroplasticity and changing futures
- Identify and practice Crisis Prevention and De-escalation Strategies
- Building trust

Providing trauma informed care

Duration: Half day