



Trauma Informed Leadership

What keeps you awake at night?

To commence our 3rd quarterly Safeguarding & Prevent forum, we asked our providers, "What are the safeguarding concerns that keep you up at night?"

The following subjects were listed as concerns for our delegates...

Knife & gang
violence

Transition from 17 to 18


Consent

Employer
responsibilities

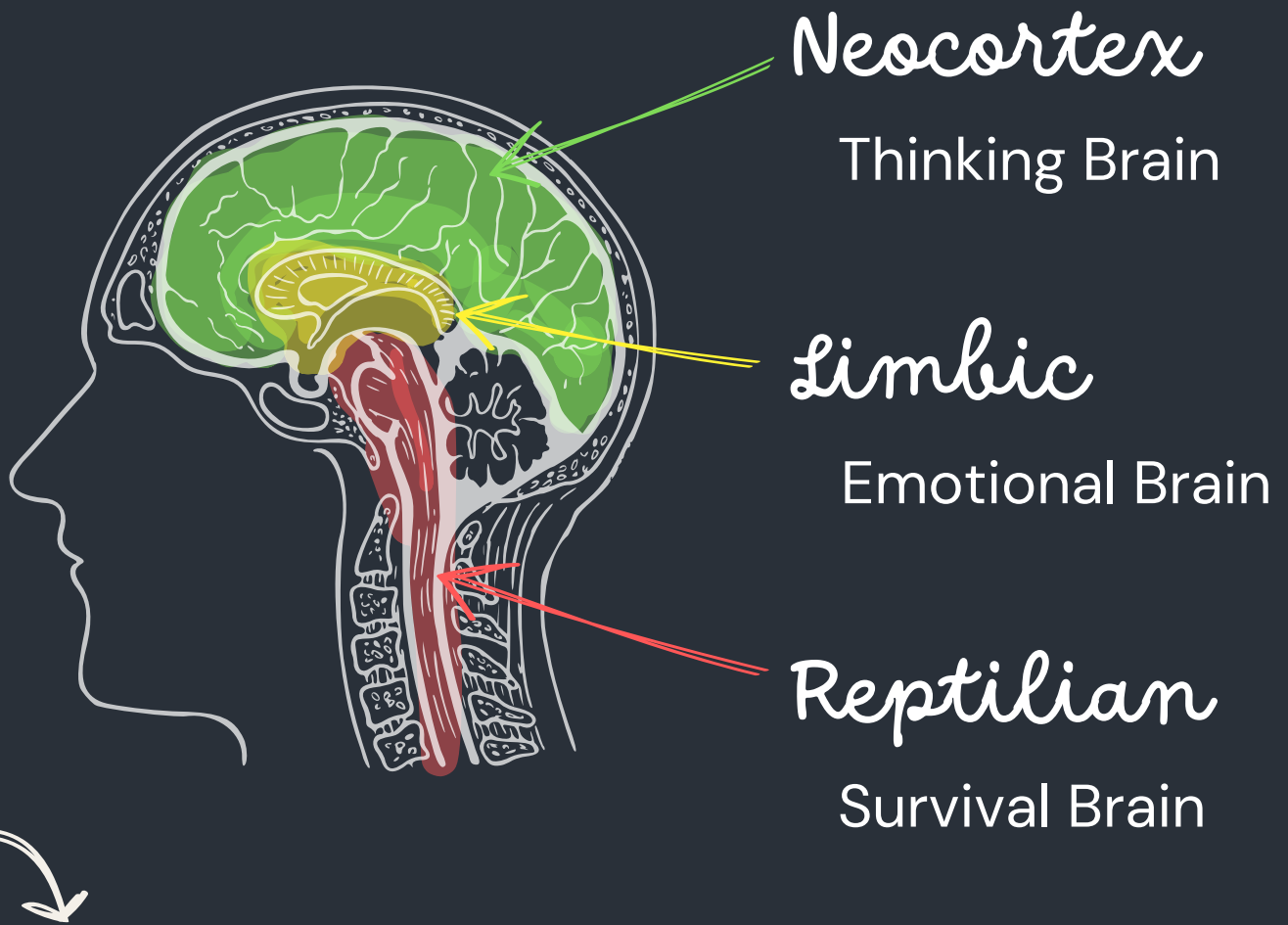
Supporting
males to
disclose

Trauma isn't an event, it's the feelings we are left with after.

Trauma informed leadership roots itself in the psychological research of Dr. Paul D. MacLean. The neuroscientist proposed this model (The Triune Brain) of behaviour to better understand human action & reaction.



Triune Brain



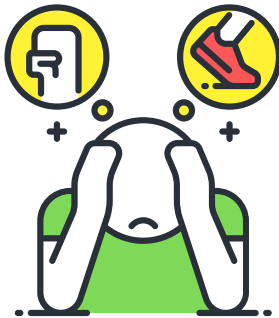
Each level of brain function operates its own response to its surroundings. The **reptilian** brain represents the fight/flight response and begs the question '**am I safe?**'. The **limbic** brain sends messages to the reptilian system by asking the '**am I loved?**' question. The **limbic** then ensures the safety of the survivalist brain. Once these two are taken care of, the **neocortex** can then operate in the '**can I learn?**' space. It is important to know that the **neocortex** cannot function simultaneously with the **reptilian** brain.

ACEs – Adverse Childhood Experiences

Studies show that 50% of adults today have at least 1 ACE.

Adverse Childhood Experiences aka ACEs are events that result in trauma. Trauma rewires the brain and encourages survival mode (fight or flight).

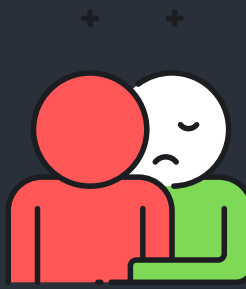
When a trauma or an ACE is triggered in an individual, the reptilian brain takes over and therefore the neocortex aka the thinking/learning brain cannot function. This leads to anti-social or 'rude' behaviour from students of all ages and disrupts their learning & development.



Examples of ACEs



Abuse



Neglect



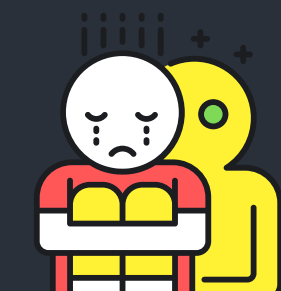
Mental Illness



Parental Separation



Drug/Alcohol Addiction



Parental Incarceration

Practice *Empathy*

It is emphasized that an individual does not attempt to 'fix' another person's trauma/problems. Often, a person suffering with trauma cannot rationalise their feelings when they are in a 'fight or flight' state of mind. Therefore, by trying to offer solutions or silver linings, we are distancing ourselves from the one who is suffering and diminishing their right to feel the way that they do. This is a sympathetic response.



An *empathetic* response

Instead, an empathetic responder must allow themselves to become vulnerable & align themselves with how the individual is feeling. Empathy does not search for solutions or silver linings, but instead, searches for common ground and connection.

It is important to note that empathy must come from a place of regulated emotions and acceptance of ones own trauma/ACE(s).



Regulated & Dysregulated Relationships



People who deal with **emotional dysregulation** may experience more **extreme mood swings** than others. They may also respond to situations with levels of **anger**, **sadness**, or **frustration** that seem **irrational** to those around them.

- An emotionally **dysregulated** adult can **escalate/dysregulate** a **regulated** child.
- A **regulated** adult can **regulate** a **dysregulated** child.
- A **dysregulated** adult will encourage and enhance the **dysregulation** of an already **dysregulated** child.





Latest safeguarding topics from *Ofsted*

- Local risks – geographical to college / campus / workplace
- Feeling safe – any areas you would not go to in work / at provider – any members of staff you cant approach
- Well-being and enrichment
- EDI in practice
- Applying FBV knowledge in workplace / personal lives – not superficial understanding
- Support for apprentices online – not matching F2F access & enrichment
- Age appropriate themes addressed

With special thanks to
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