MacKillop
Family Services

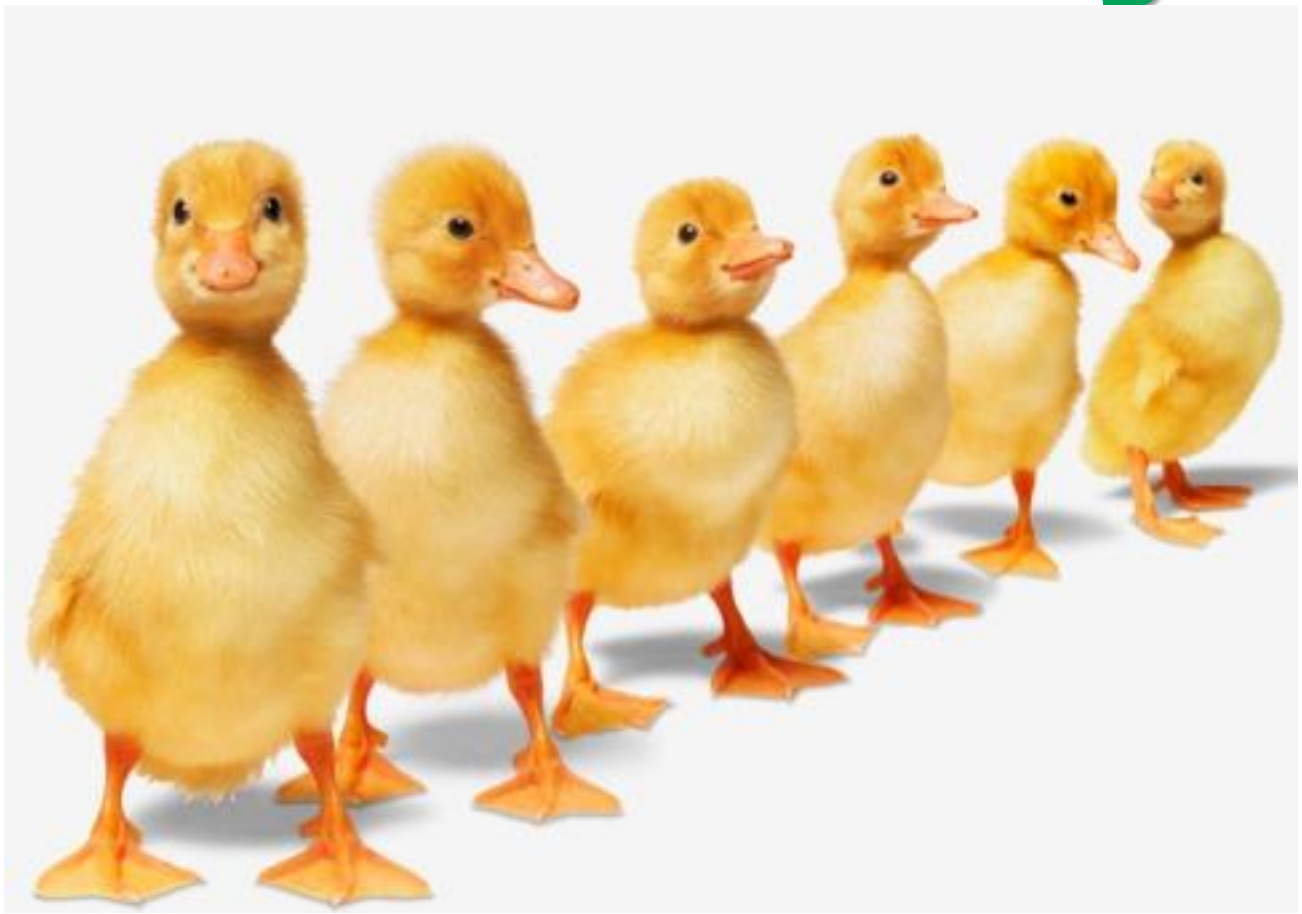
Building Trauma Informed Practice

Julie Avery
Senior Practitioner

Building trauma informed practice

1. Industry Direction:
   - Trauma-informed Practice *is* the practice
   - Congruence is key
2. MacKillop's approach
   - MacKillop
   - The Sanctuary Model
   - Sanctuary plus Practitioners
3. Practitioner Organisational Framework
4. Therapeutic practitioners, Sanctuary and The Work
5. Workforce development Outcomes
6. Challenges
7. Conclusion and questions

alternatively



Industry Direction:



Trauma-Informed Practice *is* the Practice

- Key research : without a trauma-informed approach, our clients pathway to healing is compromised
  - Brian Perry, Sandra Bloom, Dan Siegel

Congruence

- Research strongly supports the provision of trauma-informed practice embedded in a whole of organisation approach
  - Cicchetti and Toth, Anglin
  - McLean et al (2011, Therapeutic Residential Care in Australia: taking stock and looking forward), Verso report, DHS Out-of-Home-Care: Five Year Plan, 2014

MacKillop Family Services

- Currently 850+ staff and 450+ carers/volunteers
- Located in:
  - VIC, NSW and WA
- Programs include:
  - Out of Home Care
    - Residential
    - Lead Tenant
    - Home Based
  - Refugee Services
  - Disability Services
  - Education
  - Family and Community Services

The Sanctuary® Model

The Sanctuary Model is a blueprint for clinical and organisational change

- It promotes safety and recovery from adversity through the active creation of a trauma-informed community

- Develops a safe and nonviolent environment for clients AND staff that care for them

- The Sanctuary Model guides everybody across our organizationusing guiding principles as well as some specific tools

MacKillop Family Services

MacKillop Family Services was founded by the Sisters of Mercy, Christian Brothers and Sisters of St Joseph.

Toolkit

- Community Meetings
- Safety Plans
- Team Meetings
- Psychoeducation Groups
- S.E.L.F in care planning
- Red Flag Meetings
- Self Care Plans



Understanding Trauma

- Trauma Theory
- Impact of Trauma
- Parallel Process
- Reenactment
- Collective Disturbance
- Vicarious Trauma



Session 1 & 2

& Session 3

7 Commitments



S.E.L.F Model

- Safety
- Emotion
- Loss
- Future



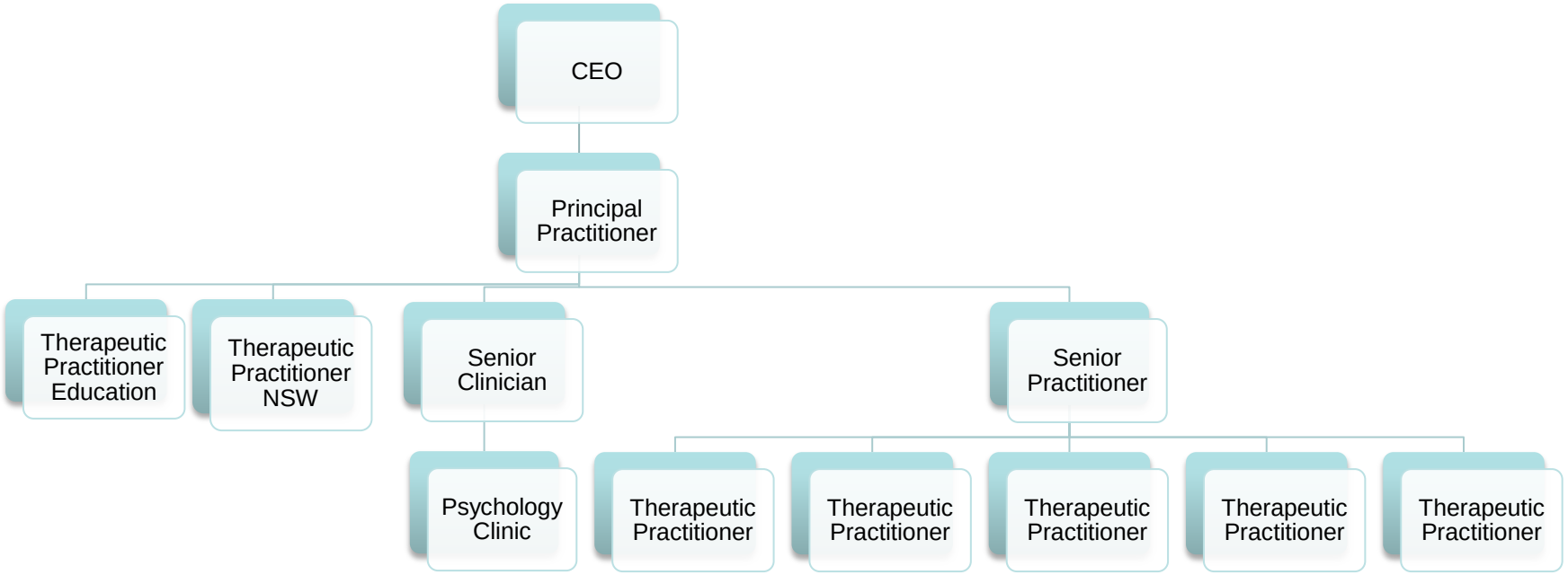
Sanctuary

Healing from Trauma - *the Seven Commitments*

- Nonviolence
- Emotional Intelligence
- Inquiry and Social Learning
- Democracy
- Open Communication
- Social Responsibility
- Growth and Change

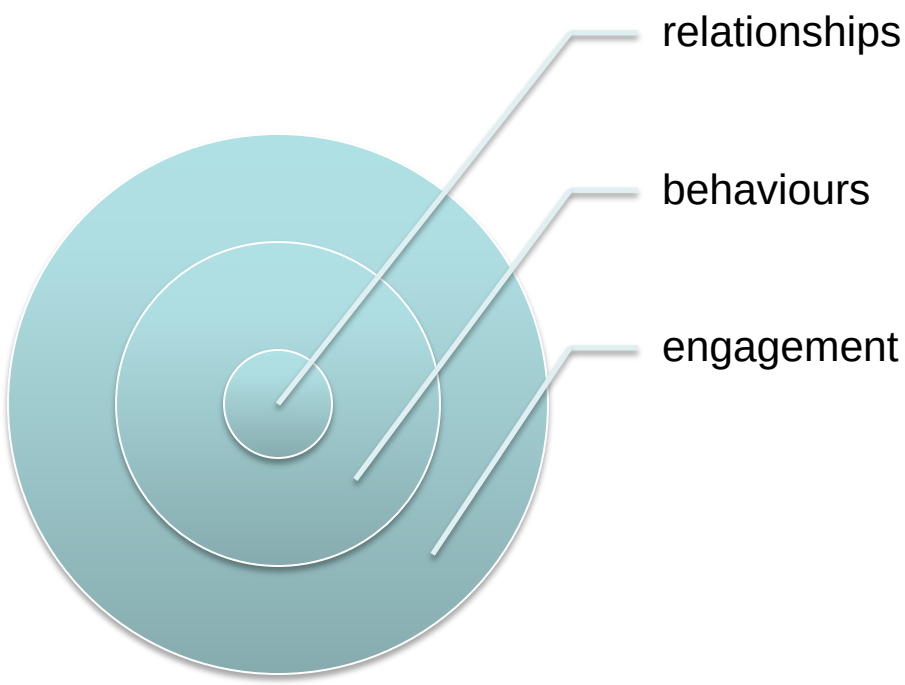
Simply : Healthy communities help people get better

Practitioner Organisational Framework



Alternative career pathway for practitioners

Outcomes: observable and measurable



Challenges

Align us with the challenges of those for whom we work

- Requires commitment to growth and change
- Understanding that each person is at a different place in the process

There will always be a tension between the ideal and the real



Building trauma informed practice

Conclusion

- Promotes congruence across the organisation
- Emotional intelligence amongst all staff, including back-of-house
- Promoting personal, professional and organisational change so that we may have our ducks in a row

Thank you

