



One minute guide



Our Nottinghamshire Approach key strengths-based principles alongside trauma-informed principles

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We have a strengths-based approach in Nottinghamshire and are striving to become more trauma-informed. We have detailed below the combined principles, with examples in practice.

Recognise the trauma which may have been or is being experienced by ourselves, each other, and the children, young people, and families we support. Understanding this brings compassion and empathy.

An example in practice is consideration that someone may need to build trust before accepting support.

Build **safety** for ourselves, each other, children, young people, and families.

An example in practice is creating safe environments for ourselves and others, and safe supportive relationships where we can build trust, reduce risks and encourage progress.

Resist re-traumatisation by looking at how our systems, structures, practices, and policies may cause further harm to ourselves, each other, our children, young people, and families.

An example in practice is how language can re-traumatise. It can change the way we think about ourselves and others. It is considering the importance of using strengths-based words. What we say and write can become part of a person's narrative.

Trust and be transparent with ourselves, each other, our children, young people, and families.

In practice this is setting clear boundaries, being clear on what is possible, what our needs are, what is realistic for us to achieve and what the consequences of not doing something would be for everyone involved.

Be **collaborative** by working with the person rather than doing 'to' or 'for'. See the human behind the behaviour and remember that people know their own lives and journeys better than anybody else.

An example in practice is to focus on people's strengths, capabilities, motivations, and resources. It is also to work with other services and communities to provide a holistic and sustainable support network.

Empower, give choice and control. Being a professional can sometimes make people who have experienced trauma feel even more powerless in relationships.

An example in practice is utilising lived experience as a way of giving people back their power. Listening to the voices of each other, our children, young people and families and use these to offer choices, and influence and shape our services.

Be **culturally considerate** and **fair and respectful** through inclusive practice that seeks to understand people within the context of their culture.

An example in practice is meeting people where they are at in their life's journey and recognising difference and diversity.

Key contacts

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