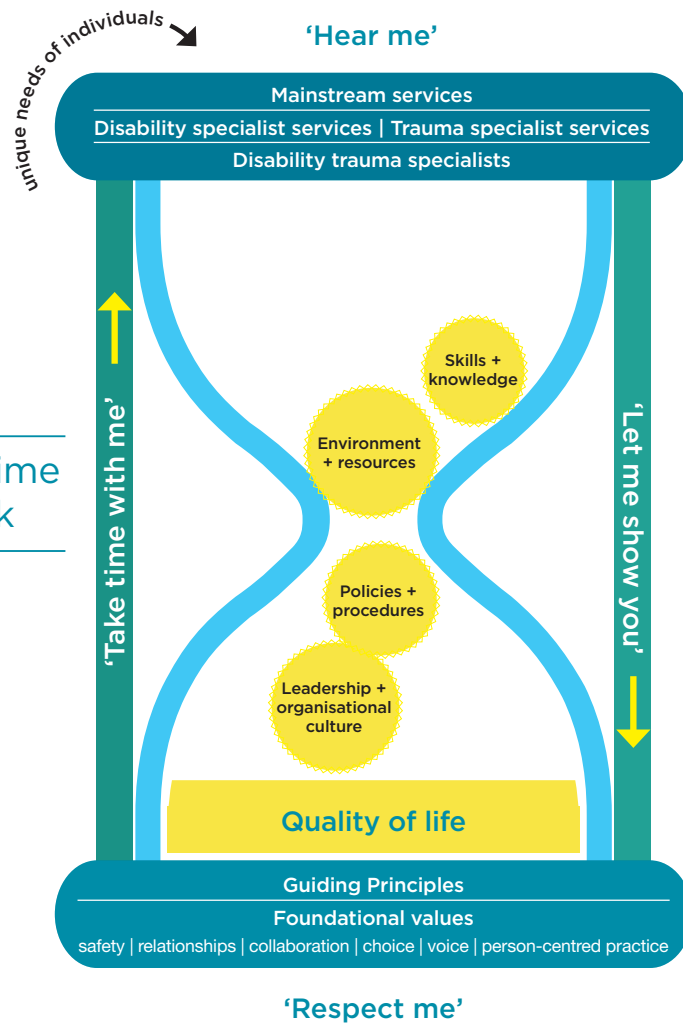


The Taking Time Framework



The voices of people with intellectual disability are illustrated through the themes that arose when they were asked for their thoughts about trauma and what could be helpful. Those themes include:



The six foundational values underpinning this Framework are:

Safety - Relationships - Collaboration - Choice - Voice - Person-centred practice

The 15 guiding principles underlying this Framework's approach to trauma-informed practice are summarised as follows:

- 1.** Taking Time to understand and embrace each person's goals and aspirations, their unique strengths and support needs including communication, problem-solving and other cognitive processes.
- 2.** Understanding and recognising trauma and its impacts including the potential relationship with behavioural difficulties that may be experienced by the person.
- 3.** Creating opportunities for people to make or find their own meanings and to create the environment that supports them to communicate their feelings.
- 4.** Promoting a safe physical and emotional environment tailored for each individual.
- 5.** Being culturally respectful and informed and working towards cultural competence.
- 6.** Supporting the person's control, choice and voice to have or work towards genuine autonomy, self-determination, participation, and respect for human rights and freedoms.
- 7.** Sharing power and governance in a genuinely inclusive way.
- 8.** Valuing safe and genuine relationships in the process of recovery.
- 9.** Embedding a family-sensitive approach.
- 10.** Ensuring access to supported trauma-specific treatment (which may require adaptation and extra time for people with intellectual disability) delivered by appropriately trained professionals.
- 11.** Acknowledging recovery is possible for everyone and the importance of hope, fun, joy and peer support in the present and the future.
- 12.** Integrating practice that has a holistic view of the person and the recovery process, and facilitates communication among services and systems to support continuity.
- 13.** Acknowledging staff need to be and feel safe, and acknowledging the potential for vicarious trauma and need for self-care and organisational care.
- 14.** Acknowledging the need for transparent trauma-informed processes and systems that emphasise the importance of reflective practice.
- 15.** Adopting a trauma-informed organisational approach which requires a healthy organisational culture and positive leadership approach.

The Framework includes ideas for translation into practice at both service and system levels, and includes vignettes which provide examples in action within NSW. A number of organisations are in different stages of implementing trauma-informed practice from an individual, program or organisational perspective.