



Kazzum Arts - Trauma Informed Organisation Policy statement

Kazzum Arts is committed to becoming a trauma informed organisation, building resilience in staff and providing a supportive environment that is aware of and responsive to the impact of trauma in the lives of individuals. We do this through:

- Realising the prevalence of trauma, its impact, and understand potential paths for healing and post traumatic growth.
- Recognising how trauma affects all individuals involved within our programme of activity and organisation, including our workforce.
- Responding to trauma by fully integrating knowledge about trauma into policies, procedures, and practice.
- Resisting re-traumatization and the impact of secondary trauma through training, support opportunities and promoting protective factors and self-care.

Trauma is recognised as a psychological, physical, or emotional response to an event or an experience that is deeply distressing or disturbing. Traumatic events can happen at any age and can cause long-lasting harm. Everyone has a different reaction to trauma, so individuals might notice any effects quickly, or a long time afterwards.

This commitment to a trauma informed approach ensures that the organisation is fulfilling its mission by promoting, hope, strength, resilience, positive relationships, equity and healing in staff, participants, partnerships, and communities, so that people can function at their full capacity and potential

The organisation is guided by 6 key principles that support a way of thinking, feeling, communicating, and behaving to safeguard and support our participants and staff. These should be adhered to in relation to all Kazzum's policies and processes:

Safety

Kazzum ensures physical and emotional safety throughout the organisation by maintaining clear communication. Our workforce (staff, trustees, and volunteers) and participants must feel psychologically and physically safe. There should be no obvious risks from the physical setting and interactions between the organisation and participants which engender a sense of safety.

Trustworthiness

Kazzum creates a respectful environment, where organisational processes and decisions are transparent, supporting trust between the organisation and our workforce, and our workforce and participants, whilst also respecting boundaries.

Collaboration

Kazzum recognises that healing happens in relationships that promote a meaningful sharing of power and decision-making. We are committed to creating a space for compassion, empathy, reflection and understanding throughout the organisation.

Empowerment

Kazzum empowers people to discover and build on existing strengths. Individual strengths should be recognised and nurtured to facilitate professional and personal growth amongst staff and participants.

Choice

Kazzum understands that there is no one size fits all approach to supporting our workforce and participants. Every person’s experience is unique and requires a tailored programme suited to their individual needs, the organisation aims to strengthen both our workforce and participants ability to choose and have control through regular consultation.

Cultural Awareness

Kazzum is equitable and non-discriminatory in our practice and behaviour. We enact a balanced approach to others in which identity and culture is taken into account, responding respectfully and effectively to people of all identities in a manner that recognises, affirms and values the worth of individuals, families and communities, and protects and preserves the dignity of each. We recognise the intersectionality of an individual's identities and have an appreciation of how one aspect of identity, such as ‘race’, can interact with other aspects of identity such as gender, sexual orientation or class.

We are committed to reviewing our policy and good practice annually.

Signed... 

Date.....19/04/2023.....

Date of review.....18/04/2024.....