**West Yorkshire
Trauma Informed readiness checklist**

System change is complex and the journey towards trauma informed systems and services is a long-term commitment which has time and resource commitments. Before committing to the Charter, and the change that may be required to achieve it, we suggest that leaders consider the following readiness checklist to reflect on how their services and systems currently operate. Whilst not all of these need to be met, it is worth considering what, if any, further action might be useful before embarking on system change.

* There is a commitment by senior leaders / board to improve the understanding of trauma and its impacts for staff and stakeholders (including those who access services).
* We are open to identifying the gaps and needs in terms of training, resources, policies, and procedures to support trauma informed practice.
* We commit to the development of an action plan to address the gaps and needs, with clear goals, timelines, responsibilities and indicators of progress.
* We commit to co-production with those with lived experience of trauma, as well as relevant experts and partners, to inform and co-design the action plan.
* We will communicate the rationale and benefits of signing the charter and implementing trauma informed practice to staff and stakeholders (including those who access services), and seek their feedback and buy-in.
* We can commit to reviewing and revise the existing policies and procedures to ensure they align with the commitments of trauma informed practice.
* We are able to resource ongoing training and supervision to staff on trauma informed practice, as well as opportunities for self-care and peer support.
* We will commit to monitor and evaluate the implementation of the action plan and the outcomes of trauma informed practice, using qualitative and quantitative data.
* We will celebrate and share the achievements and successes, and acknowledge the challenges and learnings of implementing trauma informed practice.
* Our leadership is open to transparent continuous improvement and innovation in trauma informed practice, based on feedback, evidence and best practices.

Please send your completed checklist to Emm Irving emmerline.irving@nhs.net