



Trauma-informed approaches

Trauma is a common experience for people with disability and can have a profound effect on their lives. Taking a trauma-informed approach to disability employment practice means delivering services and supports in ways that ensure that all people feel safe and that avoid causing further harm.

Some people who have experienced trauma may view employment services as part of 'the system' that has hurt them in the past. It is essential that employment services integrate knowledge about how trauma impacts people into their services and supports.

Key strategies for success

Prioritise physical and emotional safety

Acknowledge the impact of the person's experiences and be transparent about what you are doing, and why, to help create a space where they feel safe.

Share power to build collaboration

Understand and take steps to address the power imbalance that exists between service providers and the person they support to build trust and genuine collaboration.

Empower decision-making

Support the person to share the things that matter to them and respect their capacity to make decisions that align with their goals, preferences and choices.

Consider intersectional experiences

Be aware of the diversity of the person's experiences, including disability, that result in the person having less power and fewer opportunities than other people in society.

