

The Healing Together Framework

Healing



innovatingminds

TRAUMA INFORMED PRACTICE EXPERTS

Stage 05: Healing Recover | Belonging and Recovery

"As facilitators apply the trauma-informed principles, we start to see them go on their own healing journey too, recognising how they can apply it to themselves, to their parenting, and to the relationships they're in."

Dr Asha Patel

Why This Stage Matters

Healing is the outcome the entire Healing Together framework is designed to achieve.

While organisations often focus on implementing new approaches, the true measure of success is not whether people have adopted a framework. It is whether lives, relationships and outcomes have improved as a result.

By the time organisations reach this stage, trauma-informed practice is no longer viewed as a project, initiative or programme. It has become embedded within the culture, influencing how people think, communicate, lead and support one another.

For children, adults and families, healing may be experienced through increased trust, safety, belonging and engagement. For practitioners, it is often seen through greater confidence, emotional regulation, job satisfaction and professional growth. For organisations, healing is reflected in healthier cultures, stronger relationships and improved outcomes.

Healing is not simply the end of the journey.

It is evidence that the previous stages have become part of everyday practice.

What Healing Looks Like in Practice

Creating environments where people can thrive

Healing is about more than recovery from adversity.

It is about creating conditions where people are able to grow, build relationships, develop resilience and experience a genuine sense of belonging.

When trauma-informed practice is fully embedded, interactions become more compassionate, responses become more relational and people feel more understood across every level of the organisation.



Embedding a new way of being

One of the clearest signs of healing is that trauma-informed practice no longer feels separate from everyday work.

Practitioners stop asking whether they are applying trauma-informed principles because those principles have become part of how they naturally engage with children, families, colleagues and communities.

At this point, trauma-informed practice is no longer something people do.

It becomes part of who they are.

Recognising the impact on practitioners

A distinctive element of the Healing Together framework is the recognition that practitioners are often changed by the work itself.

As professionals develop deeper understanding of trauma, relationships and recovery, they frequently begin reflecting on their own experiences, wellbeing and interactions with others.

This can lead to personal growth alongside professional development, creating benefits that extend beyond the workplace and into families, relationships and communities.

Reinforcing what works

Culture change remains vulnerable unless it is actively maintained.

Organisations that sustain healing intentionally reinforce positive practice through reflection, celebration, supervision and ongoing learning.

Recognition helps people see the progress that has been made. Reflection helps them understand why it matters. Repetition helps ensure positive change becomes lasting change.



Key Considerations

Focus on belonging

Healing is closely connected to a sense of belonging.

People are more likely to grow, engage and recover when they feel accepted, valued and connected to those around them.

Celebrate progress

Organisations often move quickly from one challenge to the next.

Taking time to acknowledge successes reinforces commitment, strengthens morale and highlights the impact of trauma-informed practice.

Sustain the culture

Healing is not achieved through a single intervention or milestone.

It requires organisations to continually reinforce the values, behaviours and relationships that have enabled positive outcomes to emerge.

Questions For Reflection

For Senior Leaders

1. How do we currently recognise and celebrate the impact of trauma-informed practice across our organisation?
2. What evidence tells us that our culture is becoming more relational, compassionate and trauma-informed?
3. How will we sustain these improvements as new challenges emerge?

For Practitioners

1. How has this approach influenced the way I work, communicate and build relationships?
2. What positive changes have I noticed in the people I support, my colleagues or myself?
3. What helps me maintain a sense of purpose, connection and wellbeing in my role?



What Comes Next?

Healing is not the end of the framework.

As organisations evolve, new challenges, opportunities and questions inevitably emerge. The outcomes achieved through healing create the foundation for fresh curiosity, ensuring learning and improvement continue over time.

This is why Healing Together is not a linear process but a continuous cycle of growth, reflection and development.



A Cycle, Not a Straight Line

The Healing Together Framework is a continuous cycle. Each stage strengthens the next, and revisiting earlier stages as new challenges arise is a normal part of sustaining change, not a sign that it has failed.

Find out more about the Healing Together programmes:

www.innovatingmindsgroup.com/healing-together



Part of the Healing Together framework

**Would you like to talk about your service
with Dr Asha Patel?**

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