



Working Together Guide

Workforce Development Branch

In a collaborative piece of work with branch leads and members, the Network has made the decision to use the language 'Working Together Guide' to replace *terms of reference*.

This was done in the name of the Network's commitment to creating psychologically safer spaces, challenging power imbalances, reducing the use of jargon, empowering through transparency and innovation, and listening to experts of their own experience to learn reflectively.

Welcome

This guide is here to help us work together in ways that feel respectful, inclusive and human. Whether you are joining with professional expertise and or lived or living experience, curiosity, or uncertainty, you are welcome here. This space is designed for learning alongside one another, not for having all the answers. Our working together guide is a living document and very much a work in progress. It will be reviewed after six months of branch meetings and annually after that.

The Workforce Development branch of the Trauma Informed Plymouth Network brings together the existing branch and the Trauma Informed Human Resources Community of Practice into one community. It exists to co-produce understanding, learning, and practical approaches that support trauma-informed, shame-sensitive workplace culture change across Plymouth, with a focus on inclusion, psychological safety, and long-term workforce wellbeing.

Best Hopes for our Branch

- To create a psychologically safe space for honest conversation, storytelling, and shared learning about work, power, and inclusion.
- To deepen understanding of how trauma, shame, neurodivergence, and systemic disadvantage interact with workplace systems and cultures.
- To support employers and practitioners in embedding genuinely human-centred, people first compliance and process.
- To contribute to workforce thinking that prioritises developing and retaining people.

Objectives After listening to its members in early meetings, the emerging themes for our work together are:

Understanding and Learning

- Develop a shared, values-based understanding of what trauma-informed and shame-sensitive workplaces look like in practice.
- Surface and document common barriers within recruitment, induction, and progression that create exclusion or harm.

Culture and Practice

- Explore the employee lifecycle through a trauma-informed lens, identifying where relational approaches can replace procedural ones.
- Test and reflect on language, questions, and assumptions commonly used by employers.

Tools and Frameworks

- Curate or co-design practical tools, prompts, or templates that support reflective, human-centred employer practice.
- Share and critically explore case examples, evidence, and local experience.

Influence and Connection

- Offer learning and insight back into local workforce and employment conversations in Plymouth.
- Build relationships across sectors, recognising differing organisational contexts while holding shared values.

Agreed Ways of Working

- Co-production rather than consultation
- Relationship-based and trust-building approaches.
- Slowing down to allow learning, reflection, and discomfort
- Valuing lived and living experience equally with professional expertise.
- Attending to power, language, and emotional safety
- Learning through stories, examples, and shared reflection
- Grounding ideas in real workplace contexts and practical tools

Branch Practicalities

We have listened to the needs of those who have attended, and bi-monthly meetings seems the preferred meeting schedule, avoiding school run and holidays times. We will begin alternating between online and in person meetings.

We will always agree practical arrangements in ways that are accessible and responsive to the people in the room. If something about how we meet doesn't work for you, we invite you to raise it—your needs matter here and we will review this pattern in six months' time.