

# Pathway Press

NHS/NOMS Offender Personality Disorder Programme

Issue 12 – May 2016



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National Offender Management Service

This twelfth edition of the *Pathway Press* takes a closer look at some of the communications work underway across the Offender Personality Disorder (OPD) pathway – how our services recruit service users, increase awareness about what they offer and celebrate their successes! The patients of Waddon Ward Medium Secure Unit have also provided their perspectives on the theme of communication. Pages 5-6 showcase recent good news stories from around the pathway.

## Latest programme news

- The new Medication to Manage Sexual Arousal service is now being delivered at six prisons: Usk, Isle of Wight, Leyhill, North Sea Camp, Hull and Frankland. For more details, please contact [martin.fisher@hmps.gsi.gov.uk](mailto:martin.fisher@hmps.gsi.gov.uk). The service is also available for offenders in the community on a case-by-case basis
- The procurement process for the HMP Long Lartin preparation (pre-treatment) PIPE has now completed. The successful bidder was Birmingham and Solihull Mental Health Foundation Trust. The service will commence later this year
- The London Pathways Unit (LPU) went live at HMP Brixton on 1<sup>st</sup> May 2016, following its move from HMP Belmarsh. A treatment service with a focus on progression, the LPU is currently building up to full capacity. To make a referral, please contact [nikki.jeffcote@nhs.net](mailto:nikki.jeffcote@nhs.net)
- MOAM, a national community-based randomised controlled trial to evaluate Mentalization Based Treatment (MBT) has now commenced. Led by University College London and funded by the National Institute for Health Research, this is a very exciting opportunity to develop the evidence base for treating offenders with anti-social personality disorder
- A new [tool for auditing case formulations](#), along with [supporting guidance](#), has been introduced across the pathway as part of our ongoing quality assurance developments
- Following the announcement of the closure of HMP Holloway, the OPD-funded Options Modified Dialectical Behaviour Therapy service has moved to HMP Downview, where it is supplemented with work on enabling environments, workforce development and case consultation & formulation
- Our Brochures of OPD Services have recently been updated. The refreshed versions are now available [on Kahootz](#), or on request from [pd@noms.gsi.gov.uk](mailto:pd@noms.gsi.gov.uk)
- The OPD service for up to five highly complex needs women at HMP Bronzefield has now been named EOS. One of the service users suggested the name, after the Greek Goddess of the Dawn of the New Day. EOS staff have also identified the pilot name as having a second meaning: 'Engaging Optimising Services'
- The six-monthly Women's OPD Pathway Network meeting took place in Bristol on 9<sup>th</sup> February 2016. Around 40 colleagues from across the national women's pathway attended and considered three key themes: female sex offenders, workforce development and mentoring & advocacy. For more, click [here](#)
- The refreshed OPD Strategy has now been published on the [NHS website](#).

## A local newsletter for the Essex Community OPD service

**By Kelly Osborne, Probation Officer (*Psychology in Probation: OPD Pathway*), NPS Essex**

In Essex, we decided to produce a monthly newsletter – ‘PIP in Mind’ – to improve communication with probation staff. The aims were to share news from the wider OPD pathway, help offender managers translate psychological theory into practice and promote good news stories from our own service. We also wanted to balance the more operational messages (for example about screening rates and nDelius recording instructions) with positive news about the value of the service.

Each month, the Community OPD Pathway team decides upon a theme for the main feature. Examples have included: how to use formulation in reports and everyday practice, enhancing staff wellbeing and the women’s OPD pathway.

Each edition also features a Good News Story, usually reported by an offender manager who has consulted and developed a formulation together with a psychologist, with good outcomes. We also highlight some statistics: for example, the number of screenings received from each office over the past month, to both recognise achievement and foster a bit of friendly competition! Any staff changes are announced (including photographs of new staff members) along with details of forthcoming training events. We keep our newsletter to one page, to make it accessible.

We distribute our newsletter via our network of Offender Manager Champions located in each office. They, in turn, share the newsletter with colleagues. Feedback on our newsletter has included the following comments:

“It is a good way of sharing best practice and ideas across the different offices”

“It is good that it covers both community and prison services”

It therefore seems that **our newsletter is helping to promote the benefits of the service for both offenders and staff**. Moreover, we have seen screening rates steadily increase; to the point where we now have a significant number of consultations to undertake!

7 December 2015

## PIP IN MIND

Psychology in Probation: Offender Personality Disorder Pathway service newsletter - Welcome to our first edition!

**Good News Story from David Gorjola (Probation Officer)**

John (not his real name) was released on licence in May 2013. He had a long history of drug use linked to his offending. As he had been in and out of prison for many years with repeated non-compliance with community supervision.

John was referred to the PIP OPD Pathway service and David met with our psychologist for a case consultation in July. At this point, John had recently been released and was fearful of being recalled as a result. He had therefore stopped attending drug testing appointments.

The psychologist suggested that David discuss with his Manager whether a collaborative plan, where both John and the manager could be considered in a 'targeted' response, giving John time to address his substance misuse and avoid a repeated pattern of recall.

An action plan was set in place to address and review John's drug use on a regular basis with expectations that this would take time. John has remained in the community and continues to engage well with supervision and the local drug and alcohol unit. He has completed the Thinking Skills Programme and a job trial and is now working with the 'Show Trust'.

**Using Case Formulation in Probation Reports**

Faculty Acre (Janice Probation Officer) recently developed a case formulation, using the 5P's model, to help make the links between an offender's early life experiences and current offending. The following extracts are taken from the Offender Assessment section of her Past Delivery Report as examples of good practice:

"His biological father unknown to him, and a lack of relationship with his step-father, Mr Brown (not his real name) reports to us that as he had no positive role models, he may have developed a negative view of parenting or understanding of intimate relationships has impacted upon his own behaviours within the context of his relationship with his partner."

"It may also be that Mr Brown developed his self-harming behaviours throughout his formative years as a maladaptive coping strategy and it can now be seen that these behaviours are manifesting as his primary source for problem solving when faced with difficult or confrontational situations."

LOOK OUT for the updated NOMS and NHS England *Practitioner Guide: Working with Offenders with Personality Disorder*. Copies are being distributed to all offices this month.

AND FINALLY... THANK YOU to everyone who has been sending in Personality Disorder Screening Forms (particularly Thurrock Delivery Unit, who have been brilliant!). We are now working hard to arrange the case consultations required.

E-mail any good news stories you'd like to share to Kelly Osborne: [kelly.osborne@probation.gsi.gov.uk](mailto:kelly.osborne@probation.gsi.gov.uk)

## Your feedback about the Pathway Press

Thank you to those who responded to our survey about the *Pathway Press*. We received responses from service providers in health, criminal justice and the third sector, as well as from commissioners, a service user and a KUF trainer.

### We learned:

- The main reasons why you read the *Pathway Press* are to help keep up to date with what's happening on the OPD pathway (89%), and to help give a better understanding of the roles of colleagues (78%)
- The vast majority of you enjoy reading the *Pathway Press* (89%) and you all find it clear, well-written and well-edited (100%). You find it easy to follow (89%) and trust what it says (89%)
- Everyone who responded felt that the OPD team should continue to produce the *Pathway Press*, but a fifth of respondents wanted more!: i.e. produced more frequently and more pages.

Due to staff resources within the programme team, we will not be able to produce the *Pathway Press* more frequently than three times per year, but if colleagues (including service users) would like to volunteer to 'guest edit' the *Pathway Press* for additional or special editions, then we would be delighted to hear from you via [pd@noms.gsi.gov.uk](mailto:pd@noms.gsi.gov.uk).

### ...Stop Press...

Nominations are now open for the **annual Health Service Journal awards**. These Awards recognise, celebrate and promote the finest achievements in the NHS, and showcase them to the service's most influential leaders. The entry deadline is **3rd June 2016**. Award winners will be announced on the 23rd November 2016 at the InterContinental O2, London.

Click [here](#) to find out how to make a nomination.



## Diversifying Pathways: communicating with young BAME men at Aylesbury

By Dr Stephanie Hunter, Clinical Psychologist,  
HMYOI Aylesbury Pathways Service

The Pathways Service in HMYOI Aylesbury opened in September 2014 for high-risk, high harm offenders aged 18-21 years old. The service is over capacity, but we have recognized that, whilst approximately 70% of the prison identifies as Black, Asian and Minority Ethnic (BAME), closer to 40% are accessing the service. This is a finding that is consistent across other services in the prison. Keen to understand why, we hosted three focus groups to gather the views of BAME young men who have had contact with Pathways. Seven young men attended the focus groups and were asked about their experience of the service and any potential barriers to engaging.

Common themes to emerge included:

- Perceived stigma associated with accessing the service.
- The importance of Pathways being recommended by peers on the same wing
- A range of Pathways clients should display their art work and motivational materials in the Pathways corridors and therapy rooms
- Ex-prisoners who have made positive changes in their lives should come and hold motivational talks within the service.

In addition to acting on these practical suggestions, this has led us to consider:

- Developing a Pathways Rep role on each wing, so those who have questions about the service can ask their peers
- Asking a group of young men to support us in reviewing the promotional material for the service so that it better reflects the work they do in Pathways
- Using and displaying quotes from the focus groups to encourage others to engage.

There were numerous discussions between the young men about a wider lack of integration between BAME and non-BAME prisoners within the prison, and feelings of being treated differently. For example, some of the young men felt they spent more time restricted to the wing due to elevated risk assessments, and were less likely to be accepted for prison jobs. Whilst these restrictions were experienced as frustrating and unjust, there was also discussion that being perceived by others as dangerous could have

positive connotations. These discussions have encouraged us as a service to liaise more closely with the Equalities Team within the prison to share learning and consider wider changes that might be made.

In time, we hope to speak to more young men about their experiences of Pathways, and eventually to gain the views of those on the waiting list who are yet to engage with us.

## Opening Pathways: open days at Send's TC and PIPE

By Elaine Cameron, Clinical Lead of Send's PIPE, with PIPE residents Barbara and Lara

The Therapeutic Community (TC) and Psychologically Informed Planned Environment (PIPE) at HMP Send hold joint Open Days to promote and show people exactly what we do here on the PIPE and TC, and **how we work together as communities and as part of the OPD pathway**. We like to invite professionals from other prisons such as prison officers, psychologists, commissioners and probation officers. We also invite people working in the community. We show how on PIPE and TC we can get together and put into practice what we have already learnt.

Before and on the day both the PIPE and TC residents work together to give our visitors a taster session of what we do in both services. For example, this time PIPE invited our visitors to be involved in a creative craft session and take part in our reader group. The TC offered visitors the opportunity to be a part of an art therapy session and a psychodrama session. Our clinical leads talked about the services. The residents (both new and those who have left and moved on) gave their testimonials to the visitors and answered questions on a Q&A panel.

All of the residents get involved in the day so **everybody is part of something**, from making the food for the day to offering refreshments, or sharing their journeys with the visitors and taking part in the experiential sessions.

The residents' feedback included that they thought the day went well and most of the professionals got involved and seemed interested in the small groups. One PIPE resident said she had found it very interesting listening to the other women's experience of the treatment they had received in TC and how it had worked for so many people. One visitor commented:

**"Always enjoyable coming to Send – the work you do here is amazing. Well done to all the women who have clearly benefited from the services at HMP Send."**

## Why Walk the Talk?

**Reflections on the theme of Communication by the patients of Waddon Ward Medium Secure Unit, Bethlem Royal Hospital, London**

It is a well-known fact that those who suffer with low self-confidence and low self-esteem are often victims of poor education and a poor vocabulary.

The ability to communicate well with others usually means having lots of friends and acquaintances, not being lonely and isolated.

In prisons and medium secure units, as therapists and psychologists deliver therapy in the hope of preventing people from re-offending, the first signs of success are usually seen as prisoners and patients grow in self-confidence and self-esteem – being able to communicate better with both staff and peers.

**The more people communicate to others, the less violence rears its ugly head.** Slowly, but surely, prisoners and patients learn to walk the talk – putting into practice, on a daily basis, what therapy teaches them.

The importance of communication has been seen to help us in the following ways:

Communication is good because you need to know what is going on.

Communication helps with understanding and helps to avoid misunderstanding and conflicts with others.

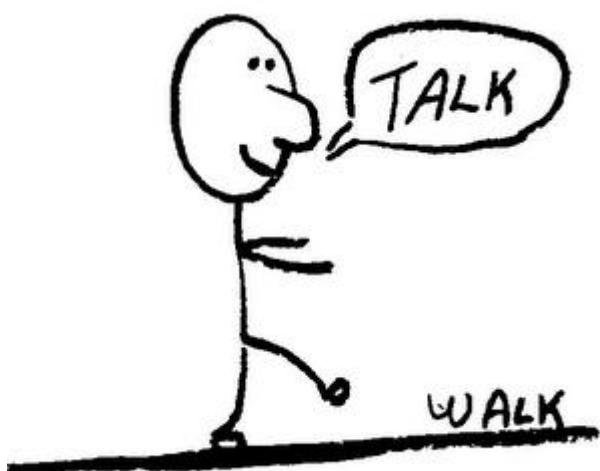
Communication helps to develop and reinforce relationships.

Communication is a foundation of building trust and moving on positively with our lives.

Communication opens pathways to understanding others better.

We hope that this will act to have others join us as we, here at Waddon, continue to 'Walk the Talk.'

**Talking is far better than violence.**



## Talking about treatment for violent offenders

**By Nicky Howard, MBT Project Manager from the Portman Clinic, Tavistock and Portman NHS Foundation Trust**

Mentalization Based Treatment (MBT) is now offered at 14 probation sites across England and Wales. Dr Hayley Cooper, MBT site lead for Nottinghamshire, reports on how she and her team have reached out to Offender Managers to generate referrals for the project.

"Posters and leaflets are displayed in prominent places in probation premises and hostels and have also been sent to police station criminal justice liaison teams, A&E and court teams. **Face-to-face contact is important**, so the team attends probation meetings as much as possible. Our Specialist Offender Manager, Eve Cina, has attended team meetings of all local NPS community teams and the local Approved Premises, and the team is also attending local prisons to promote the project.

"Our service also has a criminal justice liaison team who meet local magistrates and judges to increase awareness of the project among sentencers, as well as assess people in police cells to advise the court on disposal. This team has recently begun to recommend an assessment for MBT, where appropriate."

MBT teams recognise that potential group members may lack motivation and have reservations about MBT, in particular worries about group work, but they are willing to provide encouragement and support. Sites are flexible in where and how they assess potential service users, undertaking prison visits or video-links, and travelling to different probation local delivery units. Each team's Expert by Experience has also been very helpful in engaging offenders and retaining them in the group if they are considering dropping out. Dr Jessica Yakeley, site lead for the north London group as well as MBT Project Director, explains:

**"A key strength for our group has been the involvement of our Expert by Experience.** We had recruited a number of men in their early 20s, many still celebrating the antisocial aspects of their lives. They started out unwilling to listen to the MBT therapists, but were willing to listen to our Expert by Experience. He can be quite straight-talking, but this was really effective in getting group members to start engaging with some of the MBT concepts and the idea that change is possible."

For more information about MBT, please contact Nicky Howard on 0208 938 2067 or [nhoward@tavistock.nhs.uk](mailto:nhoward@tavistock.nhs.uk).

## "Reflecting on Transitions": OPD Development Day, Kent, Surrey & Sussex Approved Premises

By Mike Rayfield, AP Area Manager, Surrey, Sussex & Essex, NPS; Louise Minchin, Consultant Clinical & Forensic Psychologist, Sussex Partnership NHS foundation Trust & NHS lead for the Surrey & Sussex OPD Pathway; and Tania Tancred, Senior Forensic Psychologist & NPS lead for the OPD pathway in Kent, Surrey & Sussex

Approved Premises (APs) provide stability and support at a time when offenders are having to cope with yet another transition.

Residents stay on average two to three months at the APs in Kent, Surrey and Sussex (KSS) and this means relationships with other residents and staff often have to be formed and maintained over very brief periods. On 7<sup>th</sup> March, the KSS OPD pathway partnership hosted a training and development day for the Brighton, Guildford and Maidstone AP teams to specifically look at transitions and the **role of the Enabling Environment (EE) in helping staff and residents 'survive and thrive.'**

One of the highlights of the day was a talk from Mel, who gave a frank and inspiring account of his life journey and the enabling moments and people he met on the way. This greatly helped to inform the discussions staff were having about transitions and EE.

Mel was afraid to leave prison and felt he had no sense of how to be in the world. He was referred to the Douglass House Project (DHP) in London and arrived three years ago. DHP is a supported housing project delivered in partnership by Oxleas NHS Trust and Turning Point. On arrival, he could not leave the house, couldn't shop, couldn't use public transport, would stay in his room for days on end and would find interacting with others very difficult and immensely stressful. He feels he has been enabled to develop in DHP, which recently achieved its EE award, for a number of reasons.

Firstly, Mel **did not feel judged** because of his offending and was given a space to think about 'who' he was, apart from victim and victimiser.

Secondly, he had a **sense of belonging**. This was because he had responsibility for others and the community and was a valued member of the

house. This comes through cleaning and cooking and eating together, making joint decisions, going out as a group, and being in several formal therapeutic groups, which gently pushed him to be with others and learn about his impact on others.

Thirdly, Mel was **given time to do things at his own speed** and the direction his life took was led by him and supported by staff.

Fourthly, when he wouldn't do something, he was **gently challenged** anyway and if he couldn't do it alone, staff did it with him.

Lastly, he was **respected**. Mel felt he was part of his community and that his voice has been heard and valued. He has been involved in interviewing staff, thinking about policy changes within the environment, being involved in developing the social enterprise, being trained as a resettlement worker, and trained to deliver training on peer mentoring and disclosure.

These helpful insights will inform the work both staff and residents in the KSS APs are undertaking towards EE. Within the E3 blueprint (the change programme that will design and implement a new operating model for the NPS), funding will be available for all APs to achieve the EE award. Maidstone AP has already achieved its EE award and Guildford and Brighton APs are working towards developing their portfolios.



### ... Stop Press ...

**Congratulations to the Cambridgeshire & Peterborough Foundation Trust clinical and administrative staff delivering the Fens OPD treatment service at HMP Whitemoor, who were recently shortlisted for the Trust Award for service user experience.**

Dr Naomi Murphy, Fens Clinical Director, comments: "It is no mean feat within a high secure prison to engage with service users and enable them to have a voice and play a more active role in decisions about their living environment. This nomination was restricted to CPFT employees only, but also reflects the endeavours of our prison service colleagues and the willingness of prisoners to become active participants in their community."

## 'New Chances' for women offenders in Birmingham

By Dr Sarah Shanahan, Clinical Psychologist, Birmingham & Solihull Mental Health Foundation Trust

Birmingham and Solihull Mental Health Foundation Trust (BSMHFT) has worked on behalf of the women's OPD pathway in various settings in the Midlands, including developing the CAMEO service at HMP & YOI Foston Hall, setting up the AFFIRM probation consultation service, and piloting a new method for identifying women with complex needs at Birmingham Magistrates Court.

Thanks in part to the positive working relationships developed with partner agencies, £48,956 of NHS Improvement Funding has been won to go towards a new, early intervention/diversion initiative for women offenders, to be known as '**New Chance: Preventing female offending.**' A total of £100k of matched funding for New Chance is being provided by local Police and Crime Commissioners.

Women (aged between 18 and 40 years old) who are at an early stage of their offending pathway (with fewer than five previous arrests) will be identified at local police custody suites and diverted to either Anawim Women's Centre or Sandwell Women's Aid. Whilst at the women's centres, women will receive specialist input from a support worker who will identify their individual needs and assist the women to engage in the interventions and support they require. Women at Anawim will also be assessed for their suitability for a two-tiered psychological intervention. The first tier, 'Seeking Stability,' will involve psycho-education and support around crisis management and planning. The second tier, 'Seeking Safety,' addresses deeper issues around trauma, PTSD and substance misuse.

New Chance will be evaluated for its effectiveness at preventing future offending, reducing substance misuse and increasing psychological wellbeing.



## EEs continue to shine

All sites and services on the OPD pathway are united by the collective effort to achieve the Royal College of Psychiatrists' Enabling Environment (EE) award. **Congratulations** to the following OPD services, who now hold the award:

- Approved Premises: Canadian House, Fleming House, Adelaide House and Edith Rigby House
- PIPEs: Warren Hill, Send, Gartree, Hull, Wayland and Frankland
- F-wing at HMP Aylesbury
- Wensum service at HMP Wayland
- A-wing and the Westgate service at HMP Frankland
- Douglass House supported housing project
- Resettle IIRMS
- Waddon Ward Medium Secure OPD service

And a particularly special mention to the staff and prisoners at **HMP & YOI Drake Hall**, which is the first prison in the country to be awarded a whole prison EE award. This represents a huge achievement for the prison and an important step in the development of the methodology for whole prison EE sites.

In other EE news, the OPD/EE Annual Forum took place on 28<sup>th</sup> January 2016. Michael Spurr, Chief Executive Officer of NOMS, opened the event with Sir Simon Wessley, President of the Royal College of Psychiatrists. Michael said it was absolutely right to focus on the quality of relationships and creating environments where people could work more effectively together. More widely, he said the **OPD pathway developments were the "shining light" in recent years**, and our principles and approaches offered a way forward for the whole criminal justice system. Simon commended the criminal justice sector for leading the way in terms of EE. Following the plenary speeches, the 100+ delegates attended a range of thought-provoking workshops, presented by staff and service users from EE sites and services. Key learning points from the day were:

- EE offers an opportunity to standardise and operationalise kindness and ordinariness – **it is being human with each other that makes the difference**
- It is the process of achieving the EE that is important, rather than the award itself!

**Over to you:** Pathway Press brings you the latest offender personality disorder programme updates, stories from our pathway services and wider personality disorder developments. Previous editions are available on Kahootz [here](#), on the NOMS intranet [here](#) and on the internet [here](#). If you have a story to share, please email [pd@noms.gsi.gov.uk](mailto:pd@noms.gsi.gov.uk).