

Pathway Press

NHS/NOMS Offender Personality Disorder Programme

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This ninth edition of the *Pathway Press* is a veritable smörgåsbord of stories from across the offender personality disorder (OPD) pathway, serving to highlight the wide range of innovative and exciting activity underway. A couple of stories pick up on offenders' creative flair, with articles about an Occupational Therapy led card-making group at the Beacon (HMP Garth) and urban art at Pathways (HMP Swaleside); we also include a mindful reflection from Asad, and artwork from Chris, James and Wayne, all from the Fens (HMP Whitemoor). From our community services, we celebrate the early successes of the Mentalization Based Treatment programme in Wales, the Compass Project in Humberside, and two projects addressing the needs of offenders with personality disorder and autistic spectrum disorder. We always welcome contributions for future editions, so if you have a story to share, please contact pd@noms.gsi.gov.uk.



Latest programme news

- Our newer services in prisons are building up to full capacity, including those at New Hall (Rivendell treatment service), Eastwood Park (Nexus treatment service), Swaleside (Pathways treatment service and PIPE), Aylesbury (treatment service), Wymott (PIPE) and Warren Hill (PIPE)
- Planning is well underway for two new community-based Intensive Integrated Risk Management (IIRM) services, which are due to start operation in London during 2015/16 – one for South London and one for North East London
- All 13 Mentalization Based Treatment (MBT) pilot sites are now live. While sites have been experiencing inconsistent attendance by some participants, numbers of men in treatment continue to grow and the Randomised Control Trial to examine MBT's effectiveness with this client group has now commenced, led by University College London
- In Wales, a pathway of Enabling Environments through custody to community (including prisons, Approved Premises, Low Secure NHS facilities and voluntary sector housing) is under development
- The three new TC+ services (at Grendon, Dovegate and Gartree) for offenders with learning disabilities continue to grow in strength, and have been running for just over two years. The clinical teams continue to develop their approach for this specialist area of work
- Kings College London and Queen Mary University of London were the successful bidders for the service evaluations of the OPD pathway for female offenders and for PIPEs respectively. Each study will be two years in duration
- OPD performance and case management data can now be recorded in the national probation case management system, nDelius. This follows an extensive period of piloting and report testing with three providers throughout 2014. The new system will significantly improve the quality of data reporting, and prevent double keying of core information relating to an offender's sentence, risk and demographics
- A special edition of the Prison Service Journal in March 2015 focused on the OPD pathway. The journal is available to download for free here: <http://www.crimeandjustice.org.uk/publications/psj/prison-service-journal-218>.

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MBT programme engaging violent offenders

Nicky Howard, Implementation Project Manager, Portman Clinic, Tavistock and Portman NHS Foundation Trust

Mentalization Based Treatment (MBT) services started in 13 probation sites across England and Wales in September 2014. The MBT intervention is aimed at offenders with antisocial personality disorder to reduce their violent behaviour.

MBT comprises a 12-month programme of weekly group and monthly individual sessions. It offers offenders a chance to **better understand their own and other people's thoughts and feelings**, particularly in relation to violence and aggression. Groups have up to eight members attending and new entrants can be integrated into the group following their assessment.

In Wales, a group has been running in Llanelli since November, recruiting offenders from the surrounding areas, such as Swansea, Bridgend and Carmarthen. Georgina Jenkins, Specialist Offender Manager working on both the MBT programme and the wider OPD pathway, meets with Offender Managers to consider ways of working with offenders identified for the pathway. She explains that with MBT, "It's nice to have something tangible to offer Offender Managers."



The MBT team in Wales: Ross Watson, Georgina Jenkins, Heather Evans, Beth Mathias & Nicola Thomas

The site has maintained high attendance rates for group participants, which is very positive for a programme where a majority of group members attend voluntarily. Georgina comments:

"The support of the Offender Managers in facilitating the attendance at the appointments has been priceless."

She also said offenders had:

"...surprised themselves and been pleased that they can see clear examples of where the MBT skills are helping them in day-to-day life."

If you would like to find out more about MBT or make a referral to any of the groups, based in Tamworth, Exeter, Torbay, Gloucester, Leeds, Lincoln, Liverpool, Llanelli, Nottingham, Preston and four locations in London (Baker Street, Lewisham, Stratford and London Bridge), please contact Nicky Howard on 0208 938 2067 or email nhoward@tavi-port.nhs.uk.

Probation Award for OPD pathway champion

Many congratulations to Neil Robertson, NPS London, who was the winner of the national *Working in Partnership* award at the prestigious Probation Awards 2015 award ceremony on 24th June. Neil is a specialist offender manager working on the OPD community pathway in London as well as being the specialist probation officer on the MBT project.

Neil was awarded the prize by Andrew Selous, the Minister for Prisons, Probation and

Probation Awards 2015
Probation Champion of the Year
Changing lives **Champions**

Rehabilitation, in the category which recognises individuals excelling at delivering offender management

services in partnership with one or more agencies.

Angus Cameron, Head of OPD Strategy Implementation at NPS London, who supported the nomination of Neil for the award, explains why Neil was a worthy winner: "Neil has shown exceptional commitment to the OPD pathway in London, particularly in relation to the MBT pilot, where his tenacity and ability to work in partnership with health colleagues has seen the MBT project rise in profile and effectiveness."

The judging panel found that Neil was "an absolutely essential cog; Neil is making a real difference, and his impact cannot be underestimated."

The overall Probation Champion of the Year was Wendy Hyett from Wales CRC for her work with the Cymru's Women's Diversion Scheme.

Enabling Environments Annual Forum

On 13th April 2015, the OPD Team and the Royal College of Psychiatrists hosted the Enabling Environments (EE) Annual Forum in London. Bringing together over 100 colleagues involved in the implementation of EEs in prison and probation settings across the OPD pathway, the event was an inspiring, practical and enjoyable day.

The keynote speaker was Professor Alison Lieblich, University of Cambridge. Alison referred to her own research in high secure prisons, which demonstrated a link between PIPEs (which have EE at their heart) and personal development, fairness and staff-prisoner relationships – all of which are key measures of the quality of prison life. As one prisoner commented to Alison:

"I was a handful, caused mayhem, I was hard core... Now? I am most proud of my horticulture certificate. The environment allowed me to do it... They see me as a person; see me suffering. Kindness is the long route."

Occupational Therapy in the OPD Pathway

Emma Nicklin, Operational Manager and Principal Occupational Therapist at HMYOI Aylesbury Pathways Service (Barnet, Enfield and Haringey Mental Health Trust as part of the London Pathway Partnership)

Across the OPD pathway there is an increasing number of Occupational Therapists (OTs). Most people have an idea what an offender manager, prison officer, or a psychologist does and how they contribute to the pathway, but many people do not understand what an OT can add to teams.

OTs believe that **to be healthy, everyone needs to be engaged in activities that are meaningful to them**. We all find meaning in different things, but a balance of looking after ourselves, being productive and having fun contribute towards what most people find meaningful. OTs aim to help people find what is meaningful to them and, where needed, help them develop the skills to engage in it.

Like other professionals in the OPD pathway, OTs work to support offenders developing a crime-free way of life. OTs believe this is only possible when service users are supported to find meaningful and realistic pro-social activities both in prison and on release. The systems around offenders with personality disorder can reduce their ability to make progress towards meaningful occupations. OTs aim to work against occupational deprivation and help a service user develop meaning, despite restrictions.

Across the pathway OTs are involved in a number of key activities:

- Engagement work – focusing on individuals' interests and strengths
- Motivation development – developing service users' internal motivation to engage in services, to change behaviour or to avoid offending
- OTs assess the occupational function that problem behaviours including offending have and help consider how these may be addressed as a functional difficulty
- Healthy routine development – helping service users consider: **what they need to change and what healthy activities they could do in place of problem behaviours**
- Skill development – offering skill development treatments such as social skills training, life skills courses and assertiveness training.



In order to support OT staff in making the most of their role there is an OPD OT Network. The group meets quarterly in rotating venues across the country and aims to provide continuing professional development opportunities, share good practice and develop services.

If you are interested in the role of the OT in the OPD Pathway or would like to join the OPD OT Network please contact emma.nicklin@beh-mht.nhs.uk.

Occupational Therapy at the Beacon

Staff and service users at the Beacon

The multi-disciplinary model at the Beacon treatment service (HMP Garth) includes Occupational Therapy (OT) as a key component part. The OT team runs sessions that offer residents an opportunity to **engage in meaningful activity, develop skills, and build confidence and positive therapeutic relationships**.

Card making is currently run as a weekly session allowing the men who attend to be involved in a positive and meaningful activity, try something new and show some creative flair!

The cards produced in the session were of such high standard, it was felt by both the residents and staff that, close

to the festive season, it would be a huge achievement for the men and the service if the cards could be sold externally with proceeds donated to charity. On contacting the mental health charity *Mind* the charity shop offered to stock the cards on behalf of The Beacon in a sign of both thanks and support for the positive and therapeutic work being done within the service.

One of the men who attends the group was interviewed by a peer in light of this news...

Do you enjoy making the cards?

Yes, it's relaxing and fun.

Do you gain any therapeutic benefit from the session?

Making the cards relaxes me; it's soothing and brings me comfort.

Is this something you plan to continue whilst here at The Beacon?

I think making the cards is a good idea; I plan on continuing to do this not only for Christmas but other festivals too.

How do you feel knowing the cards you make are being sold in a charity shop with the money made being used to help others?

I feel good and I believe we should do more things where others in need could benefit.

The Compass Project – Up and running in Humberside

**Lisa Maltman, Forensic Psychologist,
Personality Disorder Offender Pathway
Partnership, Leeds & York Partnership NHS
Foundation Trust**

Four women, either on Licences or Community Orders, are engaging with the first cohort of the Compass Project, running from the Together Women's Project (TWP) service in Hull. Compass Project is a psychologically-informed and occupational-therapy based intervention for women on the OPD pathway, provided through the Intensive Integrated Risk Management Service (IIRMS) specification.

The project is delivered by Yorkshire and Humberside Personality Disorder Partnership.

The Compass Project aims to assist with effective transition from custody to the community, and to promote more sustainable community living and effective risk management. It includes both group and individual work underpinned by collaborative and individual psychological and occupational therapy formulations. Module One focuses on 'Understanding personality', Module Two on 'Understanding what I do', and Module Three on 'Putting it into Practice'. The model draws on schema perspectives, the Model of Human Occupation perspectives, and the Treatment Readiness Model.

Key learning so far includes:

- **'I'm not alone with these problems'** – The creation of a safe therapeutic space to share experiences with other women with similar difficulties has been one of the most reported benefits of the group
- **Testing out co-delivery** – A Probation Officer plays a key role in helping the women to 'translate' the therapeutic material into their daily life experiences. The professional challenges of the dual role of offender management and delivering therapeutic intervention are being 'tested' here
- **Need for flexibility** – Meeting the numerous challenges of forming a group dynamic among the women requires significant flexibility, including being responsive to the chaotic reality of their lives, to their shorter sentences and to the lower concentration of potential participants.

Plans are now underway to commence a second cohort using current screening data to determine how and where this cohort will be located.

For queries please contact lisamaltman@nhs.net, alan.hirons@nhs.net or kathyhorne@nhs.net.



Therapeutic environments in the OPD pathway

**Kirk Turner, Therapeutic Environments lead,
OPD Team**

The Therapeutic Environment is a powerful tool used throughout the OPD pathway. The creation of such environments and developing an understanding of the link between environments and 'change' presents one of our most interesting and exciting areas of development.

The use of environments, therapeutically, in the criminal justice system is certainly not new, with **Democratic Therapeutic Communities** having run in prisons since the early 1960s, but which now operate to an accredited standard. Recently we have seen new applications in the development of **PIPEs** (Psychologically Informed Planned Environments). PIPEs draw on the values and learning from the experience of therapeutic communities, but focus specifically on constructing and developing environments that support service users' progress or transitions at various stages of their pathway. There are currently 18 PIPEs either up and running or beginning their developments.

More widely the principles that underpin an effective therapeutic environment are being applied and promoted through the Royal College of Psychiatrists' **'Enabling Environments'** process – this is something that connects over 80 services in the OPD pathway, with more services joining all the time. The standards-based approach provides a clear and consistent relational foundation for many services in the pathway, including treatment and community services.

The development of environments that offer a high quality relational experience remains a core focus of the OPD programme: **creating the conditions required to support emotional, psychological and social change for service users.**

At the centre of these developments are the training of staff and the supervision of the work over the 24-hour environment. This is essential if we are to manage opportunities for both the introduction and reinforcement of learning, or to mitigate against any destructive or unhelpful behaviours of both staff and offenders that may present in such settings.

It can be said that the **therapeutic environment provides some of the greatest potential for change.** Failed relationships often (if not always) lie at the heart of many of the problems that service users encounter, and therefore the creation of appropriately informed, containing, supportive relationships lies at the heart of the solution.

Positive Urban Design at Pathways

Chris Millin, lead arts facilitator of Positive Urban Design, and Pamela Attwell, Clinical Lead of the Pathways service

The Pathways Service at HMP Swaleside is a Psychologically Informed Planned Environment (PIPE) designed for men who are at high risk of re-offending and who have emotional, relationship and behavioural difficulties that prevent them completing their sentence plan. There is a commitment on Pathways to creating a positive and effective social environment, incorporating the principles of an Enabling Environment.

'Positive Urban Design' – or 'PUD' for short – provides an inclusive and therapeutic art-based environment, and is structured to encourage positive expressions out of not-so-positive circumstances. Urban art forms, and the people who do it, are sometimes unappreciated, but PUD embraces all forms of art, including street and graffiti art.

PUD has been working with the men on Pathways since it opened in January 2014. A group of about 12 prisoners has regularly attended weekly, 90 minute sessions. The men have been painting a mural in one of the Group Rooms on the wing. As the prison population changes, new faces appear at the doorway, curious as to what's happening in this corner of the prison, so there is also a spontaneous attendance by some just wanting to enjoy a relaxed and welcoming atmosphere or simply have a cup of tea in the room during painting.

The PUD mural project started with a group discussion with staff and prisoners, to explore what people wanted to see. Ideas were hatched and plans began to fill the six walled, 'L' shaped room, including the floor and ceiling. Week by



week, more ideas were added and the plan expanded. Then, at the end of the first month, some of the men started transposing ideas onto the wall, whilst others continued planning the designs. Most agreed they wanted to give the illusion of more space. Many books and print-



outs were brought to the table for inspiration: from animals, wildlife and planets, to trompe l'oeil and fantasy, to Banksy and graffiti-art styles.

The first idea, which has become a centrepiece for the whole room, was a tree which grows in the farthest corner and extends across two walls and half of the ceiling. The tree characterizes the whole collaboration in that its many and individual leaves have been attended to by as many participants (well, nearly!). This first tri-section of the mural (ceiling included) was considered complete enough to be entered into the Koestler award scheme and has taken the best part of a year to complete. The room is just over half-finished and ideas are still coming during the sessions.

Staff have also contributed to creating the mural and this **collaboration has fostered the growth of a sense of community identity on the wing**. The project, which began in the early stages of the service, played a key role in the development of a therapeutic and mutually supportive culture.

It is hoped that the room can be finished on all sides and be a comfortable, spacious- feeling room and that the art will bring a unique benefit to all who use it. For those who have been involved, there will be a **special sense of ownership and a quiet confidence that comes with others' appreciation of the works**.

Participants' comments highlight the value of this project:

"It's relaxing and interesting and helps me to be motivated. It's good to be part of a social activity and to be working with others." JBP

"It's good and I enjoy it. Keeps my mind occupied and gives me a sense of achievement." AG

The project has given men on Pathways the opportunity to work together with others to enhance a sense of community and belonging. Men who have not previously engaged in any kind of group work have shown the **ability to build relationships and think and work together with others in a creative and relaxed environment**. Also it has enhanced communication skills and encouraged autonomy by allowing the group to work with one another and has given prisoners an opportunity to express themselves in a new and creative way, and to experience the satisfaction of seeing their ideas realized in the creation of a colourful and welcoming environment.

Supporting offenders with personality disorder and autism

In early 2014, NOMS invited bids for grant funding to pilot support services for offenders with personality disorder and autistic spectrum disorder (ASD). The winning bidders were Sova and St Giles Trust. The projects commenced in

July 2014 and were recently extended to run until March 2016. Here, the Sova project managers tell us more about the

Sova Support Link PD-ASD project. We also include a poem by Maria, project manager at St Giles' Trust, inspired by the work

undertaken through the WIRE-ASD (Women's Information and Resettlement for Ex-Offenders) project, which works with women on release from Holloway.

Sophie Nicholls and Julia Stanley, Sova Support Link PD-ASD Project Managers

Sova is a charity that works in the heart of communities giving individuals the stability and confidence to steer clear of crime, make better choices and live healthier lives. Working in collaboration with two NHS Trusts (Oxleas and Leeds & York) and the National Probation Service, we implemented an innovative pilot project across London, Leeds and Sheffield designed to pilot the application of our Sova support link model with high-harm, high-risk male ex-offenders with personality disorder and ASD.

Based on evidence-based practice, the service has been tailored to the needs of a client group associated with significant identification and engagement challenges. To date, the project has delivered training to volunteers on the link between offending behaviour, personality disorder and autism. A training evaluation demonstrated that volunteers developed a high level of knowledge and confidence in their ability to implement the necessary skill set in service delivery. We currently have a small number of active mentoring relationships known as 'hubs', each made up of two volunteers and one client. Hubs meet on a weekly basis, and so far, clients have demonstrated **improved communication and interpersonal skills, ability to engage in social conversation, increased confidence and self-esteem, enhanced motivation and enthusiasm**. Clients have received support with securing employment, training, housing and participating in new activities, therefore reducing the risk of reoffending. Clients have had 100% engagement rates to planned meetings with their volunteers.

For further information, please contact Sophie.Nicholls@sova.org.uk or Julia.Stanley@sova.org.uk or see our website www.sova.org.uk/project.php?id=32.

WALLPAPER WOMEN

Maria McNicholl, St Giles Trust

This poem is dedicated to Ali and Marion, who worked unceasingly to support the most marginalised women. And thanks to Alan for letting me nick his phrase.

They are there,
Just no one to really care.
They're Wallpaper Women,
The ones we like to keep hidden.

Oh you see her on the bus.
"Please God don't sit next to us!"
Or on the street laying her weary head,
For all we know she may be dead.

They're Wallpaper Women,
The ones we like to keep hidden.

And when she's nothing left,
She resorts to petty theft.
It's the sorrowful, cyclical tale
Back and forth from street to jail.

They're Wallpaper Women,
The ones we like to keep hidden.

While the professionals all dither on a label,
She stays top of the multiple needs table!
Identifying her priority need,
Rather than practical help is their creed.

They're Wallpaper Women,
The ones we like to keep hidden.

She knows us all very well
And how helping her makes our heart swell.
But all we can offer is piecemeal
Prison, hospital, street that's the real deal.

They're Wallpaper Women,
The ones we like to keep hidden.

If only she was grateful and nice,
But she's calculating, cold as ice.
Her personal hygiene isn't great
And she's never there or always late.

They're Wallpaper Women,
The ones we like to keep hidden

How do we even begin?
With a woman dumped in society's bin
Damage so deep and for so long
On the journey to make her strong.

They're Wallpaper Women,
The ones we like to keep hidden

So do we just abandon her?
I've already said there's none to care.
Leave her to her inevitable fate
42 is her predicated death date.

They're Wallpaper Women,
The ones we like to keep hidden.

No, what we need to do
Is increase the dedicated few
Who support beyond sporadic, daily care
And through the chaos and turmoil stick with her

They're Wallpaper Women,
The ones we like to keep hidden.

MINDFUL

Asad, Fens Service, HMP Whitemoor

I looked through the window on a cold February morning, I saw snow on half of the lawn yet ice on the other half. The sun was shining brightly and it was this sun that was melting the snow. The temperature so cold. I opened the window to take a deep breath, filling my lungs with this cold, clean, fresh air. The sky a beautiful light blue, myself stood in an ocean blue wool jumper that protects me from the cold. I hear in the distance a few birds tweeting, not singing, just the odd tweet. I for a minute ponder, do they tweet less when it is cold. I very rarely hear birds singing when it is cold. I wonder if they themselves feel the cold like us. Perhaps that tweet is not a tweet at all, maybe it is a bird in a nest telling its wife or husband it is cold and I am not going out at all.

That brings me onto another wonder, do birds have ceremonies, and are there gay birds. The sun is getting brighter I can now in the distance hear a dog bark. I wonder if it is the big hairy German shepherd, I see a man walk past with every day, many times a day. That thick woolly coat that wraps the German shepherd up really warm. I can now hear an aeroplane flying up high, passing over out of sight beyond the clouds that I cannot see. I cannot see past the blue sky.

When I look to the left from my window I can only see a windmill turning and I am blinded by the sun. Its rays are ever more powerful as the morning passes. I come away from the window, fill my kettle with water, and then turn it on. The sounds inside ever louder. The banging of gates, voices far off, a busy Wednesday morning. The kettle is now getting louder, I've put milk in a cup, added a scoop of Kenco coffee. I wonder how far these coffee beans have travelled across the world before reaching my spoon. The kettle has just switched itself off, some clever brain designing such a mechanism. I pour the water into the cup a thought crosses my mind, how far did that water travel, can anyone imagine its journey. Perhaps its journey started when it fell from the clouds, I cannot see today.

“Like coming out of the end of a tunnel” – Graduating from the Fens

Louise Enderby and Barbara Parker, Clinical Study Assistants, The Fens, HMP Whitemoor

August 2015 marks the graduation of a group of six men from the Fens Service, HMP Whitemoor, who have completed a five-year treatment programme. We asked three of the graduates, **James, Chris and Wayne**, supported by Amanda, to share their experience of their journey through and out of therapy.

The six men in 'Group 14' are transitioning out of long-term treatment and moving on through the criminal justice system. Fens treatment involves intensive individual and group therapy, focusing on difficult topics such as personal traumas and

offending behaviour. To complete treatment and graduate is a huge achievement.

All identified how emotional the entire experience has been and that there is one particular common emotion that is prominent at the start of therapy as well as towards the end: fear. **While graduating from Fens is a happy time, it is also scary, frightening and sad.** Sad to say goodbye and scary not to know what's next.

Wayne, who struggled to build meaningful relationships in the past, offers his perspective on what men in his situation might find themselves experiencing:

“It is gonna hurt that you are gonna leave these people behind, but you know that's a good thing, because it shows you that you're not the same person that came here.”

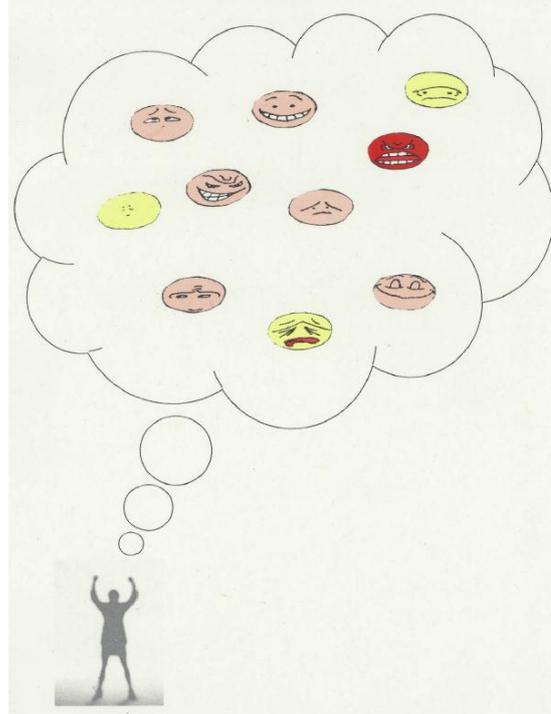
Chris offers advice to other men in his situation that are moving on:

“Look at it as a test, an opportunity to put what you've learnt into practice.”

James, who previously had anger management difficulties, talks about his supportive relationship with the rest of Group 14 and reflects on the transitions they have made:

“The change in me...and they can all see it..just like I can see it in them.”

Congratulations Group 14!



*Artwork by James, Chris & Wayne,
The Fens Service, HMP Whitemoor*

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](#) and on the NOMS intranet [here](#). If you have a story to share, please email pd@noms.gsi.gov.uk.