

Pathway Press

NHS/NOMS Offender Personality Disorder Programme

Issue 11 – January 2016



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Over to you

Since the Offender Personality Disorder (OPD) programme began in 2011, the number of people working on the pathway has grown to around 2,000 people.

In this 11th edition of the *Pathway Press*, we celebrate some of our diverse professions and colleagues by showcasing three OPD pathway roles: [lead psychologist](#) of an OPD medium secure unit; [probation officer](#) working on the pathway in the community; and [manager of an approved premises](#) working in partnership with a community OPD team.

A big congratulations to award-winning colleagues who we also celebrate within this edition. Turn to pages 5-6 for other good news stories from around the pathway, and remember – we'd love to include your stories in the next edition – contact pd@noms.gsi.gov.uk.

We are really keen to hear your feedback about the *Pathway Press*, so please take a few minutes to complete our survey – responses by 12th February please!

<https://www.surveymonkey.co.uk/r/WQY3Y3Y>

Latest programme news

- In November the OPD team ran an event on learning disability (LD) and personality disorder. Over 120 delegates attended from more than 20 services to discuss topics including whether prisoners with LD should be managed separately from the main population, and future LD services in the community. Kahootz members can access resources from the day [here](#)
- Two procurement exercises have been launched: to appoint service providers for the Canning House supported housing project in Liverpool, and the Preparation PIPE at HMP Long Lartin
- Four new OPD services commenced in late 2015:
 - Our first in a men's open prison, at HMP Standford Hill, providing a transitional support service to help prisoners manage the demands of open conditions and, later, to move safely into the community
 - A service for five women with highly complex needs at HMP Bronzefield
 - Two new Intensive Integrated Risk Management Services in London
- The London Pathways Unit will be moving, on 1st April 2016, from HMP Belmarsh to HMP Brixton. We expect the resettlement opportunities available at HMP Brixton to strengthen the work already being done with men who need extra support to progress towards a safe life in the community. Referrals are on hold during the current transitional phase, but enquiries are welcome – please email Nikki Jeffcote, Project Clinical Lead, at nikki.jeffcote@nhs.net
- We are working with NOMS and NHS colleagues to determine the implications for the OPD programme of the closure of HMP Holloway and re-opening of HMP Downview as a women's prison.

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Ministry of
JUSTICE
National Offender
Management Service

Lead Psychologist of a Medium Secure Unit

Philip Norman, Waddon Ward, South London & Maudsley NHS Foundation Trust

Interviewed by Terry, a Waddon Ward patient, in November 2015

It is with much sadness that we will be losing our Lead Psychologist, Philip Norman, as he retires at the end of 2015. His departure from our Ward will be a testing time for all of us, as both staff and patients will miss his expertise immensely. I was able to break into Philip's heavy schedule to request an interview, where I asked him about his career in the NHS and his view on the future of psychological pathways.

Needless to say, much has changed within the field of psychology since Philip joined the NHS in the mid-1970s as a Nursing Assistant in Tooting, South London. From nursing, Philip found himself drawn into the field of psychology because Philip said he wanted to find out 'what made people tick.' He wanted to understand more about himself and others, to gain a better understanding of people who developed mental illnesses and personality disorders, looking into the whole meaning behind these conditions. He was interested in the issues around 'mad, bad or sad,' and why we do things which are harmful to ourselves and others. **Is there a personal meaning behind mental ill-health, or is it something more random such as chemical imbalance?**

... Stop Press ...

Congratulations to the Support Link project, delivered by Sova and the London Pathways Partnership (a consortium of four NHS trusts), which won the Mental Health and Criminal Justice category in the National Positive Practice in Mental Health awards. The project was also highly commended in the Specialist Services category.



I asked Philip what he saw as being two of the most important changes to the service over time. He answered by saying he had seen a huge increase in the involvement of service users, and also in the number of therapeutic programmes aimed at helping those suffering from personality disorders.



On Waddon Ward, for example, one of its main strengths is in the delivery of group therapy. Almost everyone completes two groups of 250 hours of challenging and demanding therapy, alongside individual therapy sessions. Philip continued that it is now **one of Waddon Ward's strengths that service providers and service users work well together as self-directing, responsible adults**. There is a steady stream of young professionals and students who are learning about personality disorder from other staff and service users.

On asking Philip to name one area that could be improved on, he replied that he would like to see patients taking a more active role in establishing a pro-social culture, so that things like drugs or disruptive behaviour are seen as pretty uncool. He would also like to see the Ward being completely self-catering. But, above all else, he would like to see more opportunities for work-related, education and skills training, such as carpentry or attending College, helping patients do more to improve their lives.

I also asked Philip about the use of medium secure units to help people who were stuck and unable to make progress within the prison system. In response, Philip thought that improved services in prison for people with personality disorders had already started, leaving hospital places free for those with more severe problems.

Asked to give his view on where he thought medium secure units were heading in the future, Philip said he thought there would be more pressure placed on the service to shorten the stay of certain service users, so that more people could access treatment more efficiently. This could also mean that people would be returned to prison to complete their pathway.

Finally I asked Philip whether he had any last words of encouragement for the staff and patients he would be leaving behind. He said that **both the staff and patients should realise what experts they have become: experts by training and experts by experience**.

And on that note I would like to thank Philip for giving me this interview and for all the help he has given patients over the years, and to wish him all the best for the future.

Probation officers on the OPD community pathway

Jayne Rowe and Sarah Zaszlos, National Probation Service North East Division

Interviewed by Nicky Howard, MBT Project Manager from the Portman Clinic, Tavistock and Portman NHS Foundation Trust

Jayne and Sarah are both probation officers working on the OPD pathway and, in Jayne's case, also on the Mentalization Based Treatment (MBT) project. When I interviewed them in December 2015, both spoke passionately about the OPD pathway and endorsed the approach of psychologists working alongside probation officers to develop new ways of working with offenders showing traits of personality disorder.

Sarah explained that working on the OPD pathway has "completely changed the people I work with: their attitudes towards me and my attitudes towards them." She went on to explain: "With people with what I recognise now as personality disorder traits, **I used to dread them coming in. I'd feel quite stressed. That's definitely changed.**"

And her overriding message, in terms of the benefits of the OPD pathway and the approach to working with offenders, is: "**It really works.** It has made me realise that I'm more likely to be able to assess and manage the risk if I've got a more therapeutic relationship with a service user."

MBT treatment groups are running in 14 locations across England and Wales for male offenders with antisocial personality disorder. Each team running the service has an MBT-trained probation officer at its heart. Jayne, who has this role for the Leeds team, delivered programmes for 10 years in prison and probation and has found that MBT offers a different approach:

"I think the biggest difference I've noticed is how group members are able to come in and offload what their problems are that week. We've always had a manual to follow, certain things to get through at certain points of the delivery of group sessions. There is structure to the MBT group, and follow-on from the week before. But the group can be quite relaxed, while getting the work done, and I think that impacts on how the group members start to open up and feel comfortable."

She describes the progress of one group member: "At first he was wary. Within a couple of months I started to see a difference within him. At some point he was talking about an incident he'd been involved in. Under normal circumstances he would have, in his words, 'kicked off'. But what he said was, 'I actually thought about what was going on; had I misunderstood what was going on?' **He's now able to sit and think; he can now start to reflect on some of his previous**

offending. He's regularly been reconvicted of violent offences in the years he's been on an order with me. But since he started on MBT eight months ago, there's been nothing. He's saying MBT is really helping him."

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 peoples' thoughts and feelings, particularly in relation to violence and aggression.

Referrals to the programme are welcome. If you would like to find out more about MBT or make a referral, please contact Nicky Howard on 0208 938 2067 or nhoward@tavi-port.nhs.uk.

... Stop Press ...

Congratulations to our very own OPD co-commissioners for the North region, Neil Piggin (NOMS) and Mick Burns (NHS England), who were members of the team awarded the 'Excellence in Healthcare Commissioning' award at the annual Health Care Supply Association awards ceremony on 26th November 2015. This award recognises individuals and teams who have delivered a contracting or procurement initiative that has made a demonstrable improvement in the delivery of patient care.

The team, which also included colleagues from the Prison Service, representatives from patient involvement groups and Michelle Walker from NHS North of England Commercial Procurement Collaborative, won the award for its work procuring the new personality disorder treatment services at HMP New Hall and HMP Garth, and a mentoring and advocacy service for women across the North of England.

Through these procurement campaigns, Mick and Neil demonstrated a highly consultative approach, focussed strongly on quality and value for money, and embodied one of the key principles of the OPD pathway: partnership working.



Mick Burns, Michelle Walker and Neil Piggin: Excellence in Healthcare Commissioning award winners

Manager of an Approved Premises supported by community OPD team

Paul McMahon, Wordsworth House

I have been the manager at Wordsworth House (WWH) Approved Premises in Lincoln since January 2015.

WWH is incredibly fortunate to have the OPD team on site: made up of a psychologist, assistant psychologist and probation officer, they offer much needed and valued guidance on how to work most effectively with residents with personality disorder.

WWH staff are involved with the development of mode formulations, which are schema theory-informed psychological 'maps' of an individual's behaviour and what this behaviour means. Importantly, the formulation includes jointly-created tips for 'in-the-moment' management of these presentations. By developing the formulations together with the OPD team, WWH staff can gain a psychologically informed understanding of an individual, which contributes in no small way to generating positive outcomes for the residents.

My staff and I have come to understand that sometimes offenders' unmet needs can be dismissed, or seen as invalid or unimportant, compared to the damage they have inflicted on their victims; but we now recognise that this view

can be to the detriment of successful risk management.

This represents a step change from traditional methods of working with offenders, which have tended to perhaps discourage offenders from dealing with their own unmet needs. I believe that **enabling offenders to recognise their own issues will place them in a better position to be able to acknowledge the harm they have caused to others** and demonstrate genuine victim empathy.

Working in a psychologically informed manner is very challenging, but with the offer of clinical one-to-one supervision from the on-site psychologist, combined with group reflective supervision (also led by the team), staff have both the support and opportunity to learn built into the working environment.

The OPD team and WWH staff do not always agree on interventions or enforcement action for residents, but far from this being unhelpful, my view is that **discourse between the health and criminal justice models leads to far more defensible decisions being made and therefore more effective public protection.**

Working with offenders in this way is relatively new for probation, but multi-disciplinary models such as ours at WWH offer a rewarding and supportive way of working with offenders with complex needs, and are, in my opinion, the way forward to help offenders effect positive change and prevent further victims.

OPD programme team leavers and joiners

Sarah Bridgland, Research Manager, left on promotion to NOMS Commissioning Strategies Group in Autumn 2015. Sarah not only commissioned a number of major research projects for the programme, but also designed and implemented our quality requirements and data collection systems. We wish her all the very best in her new role.

A big thank you and a fond farewell to **Terry Kirkby**, who retired from his role as NHS co-commissioner for the Midlands, East of England and Wales in December 2015. Terry's contribution to the team (and those famous ties!) will be sorely missed.

We welcome **Peter Howe** to the OPD team as Terry's replacement.



Sarah



Terry

Pathway colleagues recognised with Butler Trust awards

The Butler Trust recognises, celebrates, develops and shares good practice by people working in prisons, probation, and community and youth justice across the UK. We're thrilled that the OPD pathway was very well represented in the 2015/16 awards, announced on 7th January 2016, with two colleagues working on the community pathway in Merseyside winning awards, and two colleagues working in the OPD service at HMP Full Sutton being commended.

Sarah Kane, a Probation Officer based in Merseyside for the National Probation Service, North West, and **Dr Julie Carlisle**, a Clinical Psychologist for Mersey Care NHS Trust, were jointly nominated for their role in developing the Psychologically Informed Consultation Service (PICS) in Merseyside, commissioned as part of the OPD pathway in the community. Together they have undertaken hundreds of hours of consultations and written dozens of psychologically informed formulations.

PICS Team Manager, Lynn Fletcher, named Sarah and Julie "**an inspirational duo**," while

Deputy Director Roz Hamilton described them as “dedicated public servants who provide a unique and invaluable service to protect the public. Their understanding of serious offending related to personality disorder is second to none and their experience and knowledge **inspires confidence amongst colleagues**.”

This empowering style has resulted in a significant growth amongst staff in the level of understanding and appropriate intervention in this complex and important area of work.”

Furthermore, Roz notes that “there has been no reported serious further offending by those receiving consultation via PICS. For some, there has been a reduction in risk-tier and/or MAPPA level over the period of consultation.”

Emma Powell is the Clinical Lead at HMP Full Sutton’s Close Supervision Centre (CSC), on secondment from the Northumberland, Tyne and Wear NHS Foundation Trust, and is commended for her work along with Ian Walton, Small Units Governor at Full Sutton.

CSCs manage some of the most challenging, disruptive and dangerous men within the Prison Estate. Funded by the OPD programme, Emma and Ian are responsible for developing the Full Sutton CSC into a psychologically informed regime offering a comprehensive risk management programme of psychosocial work alongside a range of activities to address educational, occupational and health (mental and physical) needs.

Julie Luther OBE, High Security Estate & Personality Disorder Lead Psychologist, believes “the success of this unit has in no doubt been due its staff, who from the outset clearly believed in the initiative, and were dedicated to **providing hope and progression to a population of prisoners who were lacking in both**.”

Research is ongoing, but self-harm and violence indicators are extremely impressive, and some prisoners have already progressed into further programmes and treatment. Their results, explains Ian, “are previously unheard of within the CSC Estate.” Looking ahead, the hope is that the model developed and delivered at HMP Full Sutton CSC will be rolled out across the CSC Estate and more broadly into other small units, such as segregation units.

Anawim Awards Ceremony

Anawim Women’s Centre is a key partner in the delivery of the OPD pathway for women in the Midlands & East of England region, being involved in both the CAMEO treatment service at

HMP Foston Hall, as well as treatment and mentoring in the community. Here, **Musarat Bahadur, Development Analyst at Anawim**, tells us more about the annual awards ceremony, held on 15th December 2015.

“The heart-warming awards ceremony was all about highlighting the achievements of a group of women, the majority of whom had never had an opportunity like this before. 71 clients received certificates. Each woman has her own story and progressive journey that she is taking with the support of Anawim. There

were tears and laughter, but above all, there was inspiration for every person in the hall, not just for clients, but for Anawim staff, volunteers, funders and supporters.

“**Anawim follows a one stop shop approach, allowing women to get most, if not all, the support they need at one centre.** This was highlighted by a client who spoke about being abused, exploited, going to prison, having her child taken away, everything from a nightmare. Here she was, standing in front of over 150 people, telling us how she pulled through it. She came to Anawim as a wreck but with the careful support she received, she found the strength to turn things around.

“Funded by the OPD programme, Anawim offers Stop and Think, which is a recognised social problem-solving course, specifically for women with personality disorders. A client who recently completed the course said a few words. She used to ignore life, but the course made her challenge her thought process. She hasn’t drunk in months. Very brave, from a lady who suffered severe abuse as a child and adult, and has a history of suicide attempts. Her words touched many clients and there were roars and cheers.

“The awards ceremony was such a lovely event to be part of. **To be able to see the positive changes in so many women’s lives was a privilege to witness** and we hope to continue to highlight these achievements in the future.”

Check this out...

Information sharing – what you need to know and examples of good practice

Be on the lookout for new documents going into a [folder on Kahootz](#). This folder will contain key knowledge, case studies and examples of Information Sharing Agreements and consent forms.

[Feedback](#) is welcomed as to the usefulness of the information and if there is anything missing you would like to see in there.



anawim
women working together

Graduation from the Fens

By Lloyd Gould and Barbara Parker, Clinical Studies Assistants, HMP Whitemoor

Many congratulations and best of luck in the future to the men of Group 14 from the Fens OPD Treatment Service at HMP Whitemoor, whose graduation ceremony took place in November 2015. The event included the presentation of certificates and speeches from the Clinical Director, the graduates themselves, and their peers still in treatment.

Staff all agreed that it was the **most moving graduation they could remember and an enormous sense of pride for all involved was tangible**. The men read out heartfelt accounts of their experiences (one of which, by Wayne, is shared here) and paid tribute to their peers, with whom they have become so close. Their thanks and gratitude was given to the clinical and operational staff, who had contributed to their therapy and care over the past five years. It was testament to the group that many members of

I remember

by Wayne

I remember When we came with our shame
And we all gave a name
I remember When we cussed and we fussed
And was filled with mistrust
I remember When we began, man by man
Most of us stayed, a few of us ran
I remember When we merged and we purged
And as a group, crossed that verge
I remember When we cried and we sighed
And on each other we relied
I remember The goading, the foreboding
And being filled with self-loathing
I remember That through the fear and despair
We always found care
I remember The drift... the shift
And the end of the rift
I remember The way right, seeing the daylight
And the beginning of self-like
I remember That respect is due, to the few
Who found the new you

So now I say, to the new way
Let's celebrate this day
I won't forget
I won't regret
I'll always remember

staff who had left the unit returned to wish them well. Governor Evans commented:

"There was some powerful testimony of the experiences of the group, and it was as good an illustration of the quality of D Wing's overall programme that I have seen... As we develop a culture of rehabilitation around the prison, this unit stands out as a fine example of such an approach".

D.I.Y. Shared Reading at HMP Hull

By Cheryl Hunter, Reader in Residence at HMP Hull PIPE

We have long since passed the two year mark in our shared reading group at HMP Hull PIPE. Group members have come and gone for various reasons, but a core group of four PIPE residents has recently successfully completed a mini shared reading facilitator course: 'D.I.Y. Shared Reading'. This course runs over six weeks, is led by the Reader in Residence, and involves an introduction to the basic skills of facilitating a shared reading group.

The aim is to enable participants to become able to facilitate independent shared reading groups outside of the formal Reader in Residence led sessions. This mini course has also **helped build on skills** already developed through regularly taking part in a shared reading group.

I asked my group to jot down their thoughts about shared reading. Extracts from the response of one resident are shared here – all of which demonstrate **how much can be gained from shared reading in a prison setting**, and how readers can build on the skills shared reading encourages by committing to other activities.

'It helps us understand ourselves through reading about and empathising/relating to the characters [in the literature we read]'

'It also increases my respect for others, their ideas and opinions'

'It has taught me that listening is as integral to good communication as talking'

'It is a remarkable learning tool and a relaxing, enjoyable method to aid in people's personal development'



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.