

ESC & Realising Recovery Training

“Transformation is beyond change...it is to create something that was not going to happen anyway.”

Leadership Innovations 2000



The beginning for us

- An idea and desire to inform this training with practice based evidence as well as an understanding of the wider national mental health policy context
- Partnership



Who are we?

Penumbra

Penumbra works in the field of mental health in Scotland.

Our vision is of 'A society where people with mental health problems expect recovery and are accepted, supported and have the resources to fulfil their potential.'

We work to **PROMOTE** mental health and wellbeing for all, **PREVENT** mental ill health for people who are 'at risk' and to **SUPPORT** people with mental health problems.



Who are we?

Health in Mind

Our principle purpose is to promote the health and well being of people who experience mental health difficulties. We do this by providing an extensive range of services and by working in partnership with others.

Our work is informed by four key beliefs

- That society at large should gain a greater understanding of mental health issues and needs
- That people have a right to be protected from exploitation and abuse
- That people with mental health problems have a right to make informed choices and have their views listened to and understood
- That people have value and are entitled to be treated with respect and dignity



The Training Team

Alan Burnett

Training and Development Assistant
Volunteer, health in mind

Stuart Campbell

Training and Development Manager,
health in mind

Linda Connolly

Administrative Worker, health in mind

Bob Goupillot

Recovery Facilitator, Penumbra

Dawn Mackay

Service Manager, health in mind

Rona McBrierty

Peer Support Specialist/
WRAP Trainer

Dorry McKenzie

Recovery Facilitator,
Penumbra



Our aims

- Develop a training infrastructure to support values and recovery focussed mental health practice
- Build on existing values and recovery focussed practice
- Make a Difference - Improve people's experience of mental health services



Key elements of training programme

- Trainers with lived experience
- Role modelling values and recovery
- Strengths based experience for participants
- A shared and unique journey for participants
- Opportunities for raising self awareness and reflection on practice
- Action focussed



The Training Journey...

Train the Trainers

RR 3 day training

Realising Recovery Materials

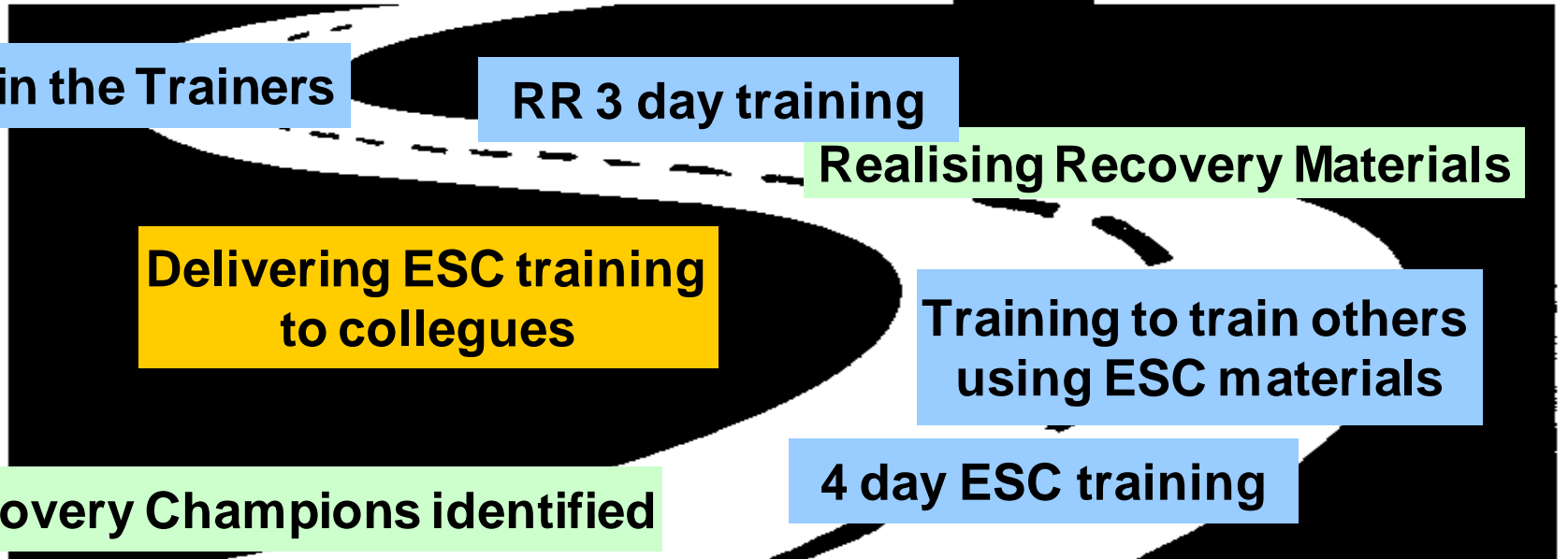
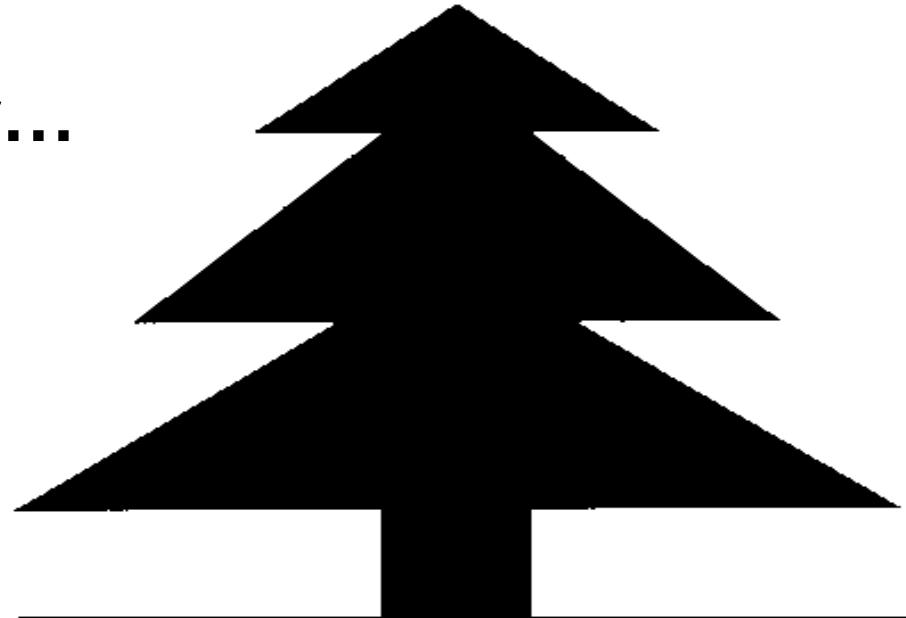
**Delivering ESC training
to colleagues**

**Training to train others
using ESC materials**

Recovery Champions identified

4 day ESC training

6 ESC Modules online



Involving Recovery Champions

If Recovery is a journey then the role of mental health workers is to provide some guidance and sign posts on that journey without taking control away from the service user they travel alongside.

NES/SRN Recovery Project
Working Definition



Involving Recovery Champions

Training participants:

- agents of change
- already promoting recovery and values based practice
- from NHS, voluntary sector, Health & Social Care, service users, carers
- have capacity to deliver the training and connect with a number of individuals



Where?

- Edinburgh
- Aberdeen
- Glasgow
- Western Isles



10 Essential Shared Capabilities

- 6 modules available online
- Mentor system
- 4 day ESC training course
 - Immersion in materials
 - Experiential
 - Raising self awareness and reflecting on own practice
 - A range of activity types



10 Essential Shared Capabilities

- Working in Partnership
- Respecting Diversity
- Practising Ethically
- Challenging Inequality
- Promoting Recovery
- Identifying People's Needs and Strengths
- Providing Service-User Centred Care
- Making A Difference
- Promoting Safety and Positive Risk Taking
- Personal Development and learning



Feedback from 4 day ESC training

The training has allowed for reflection on what my values and beliefs are and how I can best ensure that I do not force these on to others. Questioning my nursing practice can only be a good thing as becoming complacent or set in your ways hinders movement towards best practice. It showed that although we are very much aware of the ESC's we do not always challenge enough when we see people carry out procedures without considering them.



Feedback from 4 day ESC training

I've really enjoyed this experience. I've found my values questioned and I now am far more conscious of my beliefs, thoughts and interactions. To quote my favourite phrase 'enlightenment, empowerment, emancipation.' This course had it all. Thank you.

This course has been very good at helping to focus on specific issues. Particularly helpful has been the input from people who have experienced services from the clients' view.



10 Essential Shared Capabilities

- 4 day training in training others
 - Assessment of facilitation and presentation skills
 - Learning styles
 - Group dynamics
 - Designing a training course
 - Creating a safe learning environment
 - Self-disclosure



10 Essential Shared Capabilities

There is something unique about this training. It is concerned with changing lives, as well as practice. It can be emotionally demanding not only of participants but also the trainer/s. There were moments during the delivering of the initial course when it seemed that the room was crowded with ghosts of past patients and service users whose shades had been evoked by the collective intense reflection of the participants.

Stuart Campbell, Project Lead



10 Essential Shared Capabilities

- **Facilitators Toolkit**

- www.nes.scot.nhs.uk

- Materials to deliver the ESCs as facilitated course

- 4.5 days the ideal?!

- Contents:

- Planning

- Presentations + PP

- Resources



Feedback from Training to Train Others

I have increased knowledge of the ESCs and recovery. Good constructive feedback on my own presentations will help inform my own future presentation style in delivering this training.

I feel I have developed skills in presentation and facilitating tasks, and I feel that I have a clear understanding of the ESCs and how they fit with practice.



Realising Recovery

- **Realising Recovery materials**
 - Understanding Recovery
 - Using self to develop recovery focussed relationships
 - Enabling self-direction
 - Providing person-centred support
 - Shared responsibility for risk and risk taking
 - Connecting with communities
- **4 day RR training**



Key elements of training programme

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Feedback from 4 day Realising Recovery training

I really liked fact that the training was more drawing on our own personal stuff, about our own values and wellbeing etc, rather than focusing on our work roles. I found this really helpful and hearing others contributions and sharing experiences – really enjoyed it, thanks a lot.



Feedback from 4 day Realising Recovery Training

I feel more determined to promote recovery.

I continue to discover and reflect on my own strengths, needs, and values – this has been a dynamic and challenging experience and I have grown as a result.



Train the Trainers

- **Key processes**
 - Recruitment and selection
 - Trainer support
 - Needs identification
 - Assessment
 - Giving feedback
 - Quality Assurance
 - Evaluation



Feedback from Train the Trainers

I find that everyone in the group has grown in confidence and there is a great spirit. I hope we don't lost this and continue to meet regularly.

Most helpful was the role plays in giving and receiving feedback

This has been a very useful 3 days very definitely delivered with the spirit of the 10 ESCs.



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Materials:

www.nes.scot.nhs.uk