

Network Officer Recruitment Information

Dear applicant,

Thank you for your interest in the post of Network Officer.

About Scottish Recovery Network

Scottish Recovery Network has been promoting and supporting mental health recovery since it was established in 2004. Over the past 15 years there have been a wide range of activities and programmes and many successes. Mental health recovery as a concept and reality is now generally accepted in policy and practice. People with lived experience of mental health problems are able to speak out and share their skills and learning. There are many good examples of recovery focused practice in services, organisations and communities across Scotland. We have also developed good connections with those promoting and supporting mental health recovery in other parts of the UK, in Europe and further afield.

In autumn 2020 Scottish Recovery Network engaged with a wide range of people, services and organisations across Scotland to consider the future for mental health recovery in Scotland and identify what needs to happen to make Scotland a place where people can expect recovery and are supported at all stages in their recovery journey. A report detailing the findings of this engagement can be read [here](#).

Our Strategic Plan 2021-2024 and our most recent report on our activities and impacts are included in this information pack.

You can find out more about Scottish Recovery Network and our activities on our website at www.scottishrecovery.net and on [Twitter](#) [Facebook](#) [YouTube](#) and [Anchor](#).

Scottish Recovery Network currently has a team of five people with a wealth of experience and backgrounds bringing our commitment to recovery and lived experience to all aspects of our work. We are seeking to add to our team to help us deliver our mission of bringing people, services and organisations together to create a mental health system powered by lived experience which supports everyone's recovery journey.

Scottish Recovery Network operates as an autonomous and independent entity hosted by mental health charity [Penumbra](#) SC010387.

The recruitment process

To apply for this post please complete this [online application form](#). Applications will be assessed using selection criteria informed by the Job Description and Person Specification.

Closing date for applications is 5pm Friday 28 May 2021.

Shortlisted candidates will be invited to attend a Zoom interview on 30 June 2021.

After this first interview selected candidates may be invited to a follow-up interview either via Zoom or face-to-face if possible. These interviews will take place on 8 and 9 July 2021. Selected candidates may also be invited to meet the Scottish Recovery Network team online before any appointments are made.

If you would like an informal discussion about the post please contact Louise Christie, Acting Director at louise.christie@scottishrecovery.net

Strategic Plan 2021-2024

Scottish Recovery Network has been promoting and supporting recovery since it was established in 2004. Over the past 16 years there have been a wide range of activities and programmes and many successes.

Mental health recovery as a concept and reality is now generally accepted in policy and practice; people with lived experience of mental health problems are able to speak out and share their skills and learning and there are many good examples of recovery focused practice in services, organisations and communities across Scotland. We have also developed good connections with those promoting and supporting recovery in other parts of the UK, in Europe and further afield.

However, as identified by our recent engagement on the future for mental health recovery in Scotland [[link to What's next for recovery report](#)], there is still much to be done. Mental health recovery is still not a day-to-day part of our decision-making, services and lives and examples of good practice are far from universal.

Our vision

Together we can make Scotland a place where people expect mental health recovery and are supported at all stages of their recovery journey.

Our mission

To bring people, services and organisations across sectors together to create a mental health system powered by lived experience which supports everyone's recovery journey.

Our values

Our organisational values inform and guide everything we do:

Compassion

Listen to, validate and support those we are working with to have a voice and to develop their capacity to engage in recovery-focused change.

Curiosity

Value and explore different ideas and strive to learn from others to build coalitions that bring about positive change in our communities, services and wider system.

Collaboration

Bring people together to explore and develop new ways of working that value different experiences, expertise and voices, and rebalance power.

Courage

Believe in the possibility of change at a personal level but also in our organisations, services and society. Embrace a willingness to be open to all voices including those we do not always understand.

Strategic outcomes

The strategic outcomes we will be working towards are:

- 1. More people, services and organisations are having conversations about mental health recovery that inform action and positive change**
- 2. Peer support is widely available and peer recovery roles are a mainstream part of mental health services**
- 3. Recovery approaches are embedded in the day-to-day delivery of all our mental health services and supports**

Our strategic outcomes are informed by the results of our engagement in Autumn 2020 into the future for mental health recovery; the policy context in Scotland including that provided most recently by the Scottish Government's Mental Health Transition and Recovery Plan; and our experiences and learning from working with different people, services, organisations and communities to develop and support recovery approaches.

Our approach is to work with a wide range of people and organisations at national and local level to deliver collaborative recovery projects. From this we share experiences and learning

through our communications, by developing resources and delivering learning opportunities and events. Our role is as a catalyst for recovery focused change and as a facilitator of new ways of working and shared learning.

The experience of Making Recovery Real and our recent online Peer2Peer pilot and feedback from the engagement highlighted the advantages of proactively seeking expressions of interest to work with us. We will approach potential partners and advertise opportunities for local and national organisations to be involved in collaborative projects in the following areas:

- Improving the engagement of lived experience in mental health and wellbeing strategy development and implementation
- Developing peer recovery opportunities and roles in services and organisations
- Transforming services and supports through the adoption of recovery concepts and approaches

We have already established dialogue with a number of local and national organisations with the intention of developing collaborative approaches in these key areas of activity.

Review and evaluation

Review and evaluation is built into our Strategy. The evaluation framework is based on the strategic outcomes and milestones identified. It is our intention to work with researchers to embed evaluation into our activities so that we can effectively assess progress towards our strategic outcomes and better understand the impact of our activities.

Strategic outcomes, milestones and key activities

| More people, services and organisations are having conversations about mental health recovery that inform action and positive change | |
|--|---|
| <p>Milestones</p> <p>More organisations developing new approaches to engaging lived experience with a view to informing strategy and the design and review of services and supports</p> <p>Increased use of the CHIME (connections, hope, identity, meaning, empowerment) framework in framing mental health strategy and in designing, delivery and reviewing of services and supports</p> | <p>Key activities</p> <p>Work with people, services and organisations across sectors to facilitate and support new approaches to the engagement of lived experience in mental health strategy and implementation in six HSCP areas</p> <p>Hold regular face-to-face and online recovery learning events bringing people from different backgrounds together to explore how new approaches to engagement of lived experience can be adapted and developed in their areas</p> <p>Develop and promote a guide to using a conversation café approach to improve the quality of engagement in mental health strategy and service development across Scotland</p> <p>Work with decision-makers at national and local level to explore how the CHIME framework can be used to support strategic planning, service design and commissioning and service review</p> |

Peer support is widely available and peer recovery roles are a mainstream part of mental health services

Milestones

More peer-led services, supports and groups are supported and accepted as a key part of our mental health system

There is a significant increase in the number and range of peer recovery roles in all mental health services and supports

Key activities

We will establish a Peer Recovery Hub which will bring together and co-ordinate a programme of work to support the development of peer support, peer-led services and supports and peer roles in services and organisations. The Scottish Peer Recovery Hub will focus on the following areas:

- Support the development of a peer/lived experience workforce by ensuring a high-quality training pathway from entry level, through qualification to continuing professional development.
- Bring those in peer roles and those developing, implementing and managing peer roles together to share experiences and learning and develop practice.
- Build the case for peer recovery by highlighting and sharing learning from developments in Scotland and further afield.

Recovery approaches are embedded in the day-to-day delivery of all our mental health services and supports

Milestones

A clearer shared understanding of what constitutes a mental health recovery focused system and what services and practice this requires

More development of recovery focused mental health services and supports such as recovery learning (recovery colleges), open access community services and peer-led services

Key activities

Work with lived experience and government and services at national and local level to develop a shared vision and action plan for mental health recovery in Scotland.

Develop and deliver a programme bringing services across sectors in six Health and Social Care Partnership areas together to facilitate the development and implementation of recovery approaches in the service system.

Develop a package of guidance and materials to support services to embed recovery in day-to-day delivery.

Work with the Care Inspectorate and service commissioners to develop guidance on commissioning and inspecting for recovery.

Bring people together through a programme of seminars and workshops to learn from new recovery focused approaches and services and explore how this could inform developments in their organisation, service or area.

Performance and Outcomes Reporting 1 April 2020 to 31 January 2021



1. Organisation objectives

Scottish Recovery Network's (SRN) Strategic Overview 2017-2020 sets out our vision, mission and strategic aims. Our vision is of a Scotland where mental health recovery is real for everyone in every community. Our mission is to place the experience of recovery at the centre of life, practice and policy in Scotland. Over the past year we have continued to develop and deliver activities within the framework provided by our strategic aims:

- Work with others to support communities and the people within them to achieve their recovery potential
- Share experiences of and learning from recovery approaches
- Place lived experience at the centre of health and social policy in Scotland.

Our work is guided and informed by an Operational Plan, which sets out our values and approach and the outcomes we are working towards:

1. A larger number and wider range of people feel confident to engage in dialogue about recovery and what it means for them, their community, Scotland (Engagement)
2. People and organisations have developed local/regional connections which support the development and delivery of recovery approaches (Connections)
3. Co-produced recovery approaches are embedded in communities of place and interest across Scotland (Collaborate)
4. A larger number and wider range of people are engaged in learning together resulting in change in practice/approach and more effective co-production (Share learning)

We review progress against our Operational Plan quarterly to ensure that our activities are contributing to achieving our strategic aims and that the outcomes and milestones set remain appropriate and realistic. This report outlines activities and progress towards achieving our outcomes during the period 1 April to 31 January 2021, provides information on planned

activities in February and March 2021 and shares some reflections on learning during this period.

2. What we expected to do

Our work programme included planning and delivering a programme of eight to ten events across Scotland bringing people with lived experience and practitioners together to explore recovery and what needs to happen in their area to implement and support recovery approaches in organisations and services. A number of these events were being planned in collaboration with local partners and designed to feed the voice of lived experience into Health and Social Care Partnership strategic planning processes including in Glasgow, Fife, Aberdeenshire and Ayrshire.

Other areas of planned work included disseminating the learning generated by the Making Recovery Real initiative and supporting the delivery of Peer2Peer training by organisations and services across Scotland.

3. What we actually did

Key activities in the period were:

3.1 What's next for recovery engagement programme

During October and November 2020 we delivered a programme of engagement to gather views on the vision and strategy for recovery in Scotland. Over 440 people contributed through the ten discussion events and online survey. This resulted in a [report](#) setting out a strong vision of a recovery promoting mental health system and highlighting key actions needed to make this a reality. This report was shared with Scottish Government in December 2020 and then more widely with those who took part in the engagement programme and through our networks at the end of January 2021. The response to this report and its message has been very positive. It has already resulted a number of organisations approaching us with a view to developing collaborative projects around lived experience engagement and development of recovery approaches including peer support.

The results of this engagement informed the development of a proposal to Scottish Government setting out a strategy for Scottish Recovery Network 2021-2024.

3.2 Conversation cafes

The programme of engagement built on a series of 12 online conversation cafes held in May, June and July 2020 to bring people with lived experience of mental health problems, practitioners and others together to capture their experiences and learning of mental health and wellbeing during lockdown. To ensure a high-quality experience numbers at each conversation café were limited to 10 participants. All participants were sent a Welcome Pack in advance with information about the cafes and how they would be run and help with using the zoom digital platform. We received very good feedback from conversation café participants.

'I found it very relaxed, friendly and informative. I also felt that my opinions were listened to and respected.'

'This has been about more than just getting together to talk. I have learnt a lot from the experience and it's been great to hear about your experience, talk about my experience and properly connect with people.'

'I liked being sent the leaflet/information on what to expect ahead of the event.'

The conversation café discussions were shared more widely through two sets of resources:

- [Staying connected](#) which focuses on people's experiences of mental health and wellbeing during lockdown including what was helping them to stay well. The resources (report, podcast and animation) were launched in July 2020 and disseminated widely.
- [Build back better](#) which focuses on what a recovery mind-set can offer us when navigating through Covid-19 and planning for good mental health and wellbeing in the future. The resources (report and animation) were launched at the end of September and disseminated widely.

Six of the conversation café participants have already gone on to write blogs for us and take part in our Peer Support and Me series.

3.3 Peer support

Scottish Recovery Network regularly provide information and support to organisations developing peer support activities and roles and support practice development for peer workers and volunteers. This work has continued during the 2020-2021 as we have responded to an increase in peer support to meet needs during Covid-19. Key areas of activity have been:

3.3.1 Meaningful Connections report and events

Early in lockdown many peer support groups and services adapted and started to use digital platforms and telephone to ensure that they could continue to meet needs and provide spaces for people to come together for mutual support. To increase our understanding of what was happening and share learning we worked with a researcher to develop and run two surveys: one for those providing digital peer support and one for those participating in digital peer support. We received 275 responses to these surveys indicating the high level of activity at a challenging time. We built on this with a series of in-depth interviews with providers of and participants in digital peer support and shared the results and learning in the [Meaningful connections](#) report.

There is a high level of interest in the findings in this report and we have received enquiries and communications from a considerable number of organisations across Scotland and further afield.

We held an online event in late January 2021 to share the results of this research and provide a space for participants to discuss what this means for them. Demand for the event was high and a further event was held in early February 2021. Over 115 people attended these events, and the feedback was extremely positive.

‘Thank you – great to hear how other people are approaching current challenges.’

‘I’ve enjoyed the event and am feeling more positive about online peer support going forward.’

‘They were brilliant presentations, such energy and innovation.’

The feedback of the small group discussions at the events are being compiled and we plan to disseminate ‘Hints and tips for digital peer support’ in April 2021.

We have continued to deliver, and support projects focused around the development of peer support in a number of areas including:

3.3.2 Launch of the [Let’s Do Peer2Peer resource](#)

This resource is based on the experiences and learning of organisations who have delivered Peer2Peer training. It was developed in response to demand from individuals and organisations to find out about the experiences and approach of others. The resource shares learning on planning and delivery of Peer2Peer including how to create a positive learning environment, examples of different approaches to course delivery, budget planning and a template certificate of achievement. This resource is available online and will be available in hard copy from March 2021.

3.3.3 Delivery of an online Peer2Peer pilot course

In late summer 2020 we began to notice that organisations were keen to explore ways to start delivering Peer2Peer training again despite the continuing restrictions on face-to-face approaches. As a result, Scottish Recovery Network team members adapted the Peer2Peer training course to develop and pilot a six-week online Peer2Peer course. This opportunity was advertised and two Information Events held to support the recruitment of participants. The course was delivered in November and December 2020 with 15 people starting and completing. The feedback from the course indicated that online delivery was not only possible but could deliver a high quality, participative experience:

‘Surprisingly the online aspect did not seem to deter from the learning and in some cases enhanced it.’

‘To be honest I wasn’t sure I would get all I need from the course as it was online and thought there would be a loss of connection to the others on the course, but this wasn’t the case at all. The group’s connection was powerful, open, honest and we treated each other with respect and kindness.’

‘This course provided me with a learning experience at so many levels – from using the technology through to a feeling of significant personal development and improved understanding of recovery.’

Over half of those who completed the online Peer2Peer pilot course are now preparing to deliver the training for their organisation or with local community groups.

There has also been interest in online Peer2Peer training from a number of others. To support this we are revising the [course materials](#) in light of the pilot course and will be making these available online from early March 2021. The materials available will include a facilitator guide and student handbook. A podcast where a number of the students discuss their experience of the course and their plans for the future will also be shared at this point.

3.3.4 NHS Greater Glasgow and Clyde Recovery Work Stream

Scottish Recovery Network has continued to support the recruitment, induction and training of a group of 13 peer workers in CMHTs. We are currently supporting the delivery of an online Peer2Peer course for this group of new workers and are working with Kelvin College to offer the PDA Mental Health Peer Support (SQA Level 7 Award) for these new workers from August 2021.

3.3.5 Fife Peer Support Network project

Scottish Recovery Network is a partner in this project which brings local organisations together to develop and implement peer support roles and opportunities. We have provided support for local project staff to design and deliver four online network meetings which brought about 30 people together at each event. As a result of this work a Framework for a Fife Peer Support Network has been developed and peer support training delivered.

3.3.6 Aberdeenshire Peer Support Resource

We are part of a group comprised of mental health organisations and people with lived experience working to increase interest and capacity in peer support across Aberdeenshire. Our role has included bringing different groups together, assisting the development of a collaborative vision and preparing and submitting a bid for funding to the ALLIANCE Self-Management Impact Fund.

3.3.7 Making Recovery Real in Dundee

Scottish Recovery Network is a partner in the Making Recovery Real in Dundee initiative now led by DVVA. We provided support for the establishment of a collaborative Peer Support Helpline involving peer workers and volunteers from three local organisations. We also worked to connect the NHS Tayside mental health strategy process with Making Recovery Real in Dundee to ensure that people with lived experience and frontline practitioners in the HSCP and third sector could engage with the process.

3.4 Lived experience engagement

Many of our collaborative projects stalled in Spring 2020 as a result of key partners being diverted to Covid-19 responses or being otherwise unavailable to engage. However since Autumn 2020 some have reconnected with us and other potential new projects are being explored. One of the key areas for collaborative projects is engagement and co-production. Examples of current projects include:

3.4.1 [HIS Early Intervention in Psychosis \(EIP\)](#)

We are members of the EIP Lived Experience Reference Group. Our contribution has included co-designing and co-delivering three engagement events which enabled over 70 people with lived experience to contribute to this project. Also members of the EIP report subgroup which is developing the final report which will make recommendations for future delivery of EIP services across Scotland.

3.4.2 [Aberdeenshire Health and Social Care Partnership](#)

We are working with Aberdeenshire HSCP to develop their approach to engagement with lived experience and communities with the intention of more effective continued involvement of lived experience and communities in the design and delivery of local services. We are running an initial online workshop with local organisations and lived experience groups in February 2021 which will explore current needs and learning from the past year. This workshop will also consider how a more effective approach to engagement can be developed with local partners.

3.4.3 [NHS Grampian Public Engagement Group](#)

This group has been established to facilitate public and lived experience engagement in the transformation of mental health and learning disability services. Scottish Recovery Network has been invited to join the group to support them to develop their approach to engagement across Grampian. Our role has included bringing this group and local engagement structures and mechanisms in the three HSCP areas together.

3.5 [Development of resources](#)

In Spring 2020 our collaborative projects tended to slow down or come to a halt as local partners were diverted to Covid-19 activities and/or involved in new initiatives to provide community support in their areas. This enabled us to allocate more staff time to developing resources to support recovery approaches in future.

This has resulted in the [Let's Do Peer2Peer resource](#) outlined in section 3 as well as a number of other resources which are in development and will be launched over the next three to four months. This includes:

3.5.1 Conversation Café Guide

To allow us to meet demand from organisations and services to support them to plan and deliver conversation cafes we have developed a guide and toolkit. This guide and toolkit are based on our experiences of working with others to plan and deliver engagement using a conversation café approach across Scotland. This guide is in the final stages of development and we plan to launch it in late summer 2021 when we believe (hopefully) that there may be some moves towards delivering face-to-face engagement and co-production events.

3.5.2 Living e-Motions

This EU Erasmus+ funded project is designed to use recovery story sharing to support people living with mental health problems to move on and into further learning, volunteering or employment. The project ended in December 2020 and the course materials and other information are now available on the [Living e-Motions website](#). Scottish Recovery Network led on the development of the course materials and this was an opportunity to build on our [recovery story sharing](#) materials.

We held a number of online Information Workshops to share this resource with Scottish organisations in October 2020 and January 2021. We are now working with a number of organisations and services who are planning to deliver the course in their communities. Our intention is to work with them to pilot this course in Scotland and then create a tailored Scottish resource that will be disseminated later in 2021.

3.5.3 Guidance to assist digital peer support

We are currently pulling together information and hints and tips to assist people to deliver high quality peer support online. This will build on the learning from the Meaningful Connections report and the discussions at the events.

3.6 Communications

Covid-19 and the resulting lockdown have resulted in a greater focus than usual on digital communications and social media to ensure we stay connected with our audiences and local partners and networks. In addition to our routine communication work this has included a series of focused campaigns:

- A five-week social media campaign based around the CHIME framework (connections, hope, identity, meaning, empowerment) in Spring 2020 to facilitate thinking and dialogue around what keeps us well and helps recovery.

- Launching our Staying connected and Build back better resources to share the learning from our programme of online conversation cafés and highlight the value of lived experience and experts by experience in supporting good mental health and wellbeing and planning for the future.
- A winter wellbeing campaign highlighting tips and resources from a wide range of different sources.
- Promoting and supporting peer support in services and communities by providing regular opportunities for people and organisations to share learning and connect. This has included our [Meaningful connections](#) research into digital peer support and our regular [Peer support and me](#) series.

We have also developed our ‘Communications for all’ approach. This has involved targeted audience development to engage with Deaf communities through national organisations, Facebook and key contacts. As a result, we are now better considering their needs when we run online events and develop resources. We have created subtitled films and BSL versions of our animations and recent reports and have provided BSL interpretation and captioning at our events.

We have refreshed our website in response to feedback to make it easier for people to find the information and resources they want and to ensure that we can reach out to more people and better share learning.

We have harnessed opportunities to feed into and support national initiatives such as the Scottish Government’s Clear Your Head campaign and calls for change such as through the third sector #NeverMoreNeeded and Scottish Co-production Network [#BuildBackBetter](#) campaigns.

3.7 Influencing change

This period has brought opportunities to feed our work into a wider national dialogue and to influence planning for health and wellbeing. We have shared learning from our work with a range of bodies working in health and social care including:

- Input to and participation in Scottish Government’s review of eating disorder services.
- Participation in a number of discussions and events feeding into the Review of Adult Social Care.

- Briefing for Scottish Government looking at how mental health recovery and the CHIME (connections, hope, identity, meaning, empowerment) framework can assist our thinking and planning as we move through Covid-19 and plan for recovery.
- Sharing our Staying Connected and Building Back Better resources with the [ALLIANCE People at the Centre Project](#) to feed into Scottish Government's Mobilisation Recovery Group.
- A Healthcare Improvement Scotland Community Engagement case study for their [Engaging Differently](#) series.
- Feature in [Partnership for Change](#) about our work through the Highland Hello collaborative project to highlight the importance of connections even while we have to maintain physical distance.
- Input and guidance to NHS Education Scotland to inform the development of a learning byte focused on mental health recovery.
- As active participants in [Scotland's Mental Health Partnership](#), working with other mental health organisations to inform government policy and practice. We have contributed to the development of the SMHP Manifesto and support the launch.
- We were members of the working group for Self-Management Week Scotland 2020, My Wellbeing My Life.

Scottish Recovery Network also attend the Scottish Government Mental Health Stakeholders Group as observers.

4. What difference we actually made

This section of the report outlines how our activities detailed in the section above are contributing to meeting our outcomes.

Outcome 1: Engagement

A larger number and wider range of people feel confident to engage in dialogue about recovery and what it means for them, their community, Scotland.

The increased use of digital platforms and social media and the creation of regular new content (reports, animations, podcasts, blogs) has helped us to maintain a high level of engagement with our existing audience and reach new people. During the past year we have managed to engage **new organisations and audiences**. Our work and related content has been being picked up by:

- NHS organisations including HIS Community Engagement, NHS Education Scotland and Breathing Space
- Health and Social Care Partnerships and Health and Social Care Scotland
- National agencies including the Health and Social Care Alliance, SCVO, IRISS and Youthlink Scotland
- Third sector and health and social care media outlets including Third Force News and healthandcare.scot
- A small number of employers including University of Edinburgh Vet School, Forestry Commission, Scottish National Heritage and Balfour Beatty

We have developed our **social media** activity as this helps us engage more widely and also helps direct people to our website and resources. Over this period we have not only increased the number and range of people who follow us on social media but also greatly increased interaction with them:

Outcome 2: Connections

People and organisations have developed local/regional connections which support the development and delivery of recovery approaches

Despite the challenges presented by Covid-19 we have continued to plan and deliver events and meet with people using an appropriate online platform. This has allowed us to provide online spaces where people and organisations can connect with others.

Since April 2020 over 640 people have participated in events run by or in partnership with Scottish Recovery Network. This includes our conversation cafés, What's next for recovery discussion events, online Peer2Peer course information events, Living e-Motions workshops

and the Meaningful Connections events as well as partnership events with #YouChooseMoray PB initiative, Fife Peer Support Network and the Early Intervention in Psychosis initiative. We are currently planning the first of a programme on online engagement events with Aberdeenshire Health and Social Care Partnership which will take place in late February 2021.

Our events are designed to be participative and to provide an opportunity and positive environment for people to share experiences, opinions and views and to hear from others. Feedback from participants this year highlights that even although the events have been online people have found them a place to share, learn and connect with others.

‘SRN events are always useful I find. Very informative and well organised.’

‘It was very informative and I made some good network links as well. Looking forward to participating in more discussions and possible collaborative work.’

‘I’ve already been in touch with [presenter] about the zoom WRAP and also have some more ideas for further development of groups at our centre.’

‘It was very relaxed, and I felt able to contribute fully. I was listened to and everyone was respectful. Really good opportunity to connect and share experience/information.’

We have received many contacts after events from participants seeking guidance and support on running participative events and using online platforms effectively for this purpose. We share our approach and materials such as our online event welcome pack and provide information, guidance and encouragement. The online guidance and conversation café guide in development will mean that we can provide people and organisations with access to a co-ordinated package or toolkit to support them in their work.

A regular aspect of our work is to respond to enquiries and requests for meetings with organisations and groups interested in how they can better support recovery and develop peer support. These requests have come from a wide range from people working in a range of organisations including third sector organisations, lived experience or membership groups/organisations, HSCPs, NHS Boards and employers. In many cases, in addition to providing information, ideas, guidance and access to resources we have connected them with others exploring or delivering similar activities. In other cases such as in our discussion with NHS Tayside and Grampian we were able to connect them with key people, organisations and networks in their area.

Outcome 3: Collaboration

Co-produced recovery approaches are embedded in communities of place and interest across Scotland

As outlined previously most of our ongoing collaborative projects slowed or halted and planned collaborative projects were delayed as partners were diverted to other activities or became unavailable. This section provides an outline of the impacts of our work in collaborative projects that continued as well as a number of new projects.

Continuing projects

Fife Peer Support Network

The various activities including the network events and peer support training delivery have resulted in:

- Increased awareness of different approaches to developing formalised peer roles in services around Scotland as a result of facilitated networking
- A more informed understanding of peer support and formal peer roles across the third sector and within the Fife HSCP
- The development of peer support and formalised peer roles included in the local Mental Health Strategy
- Three third sector organisations currently developing formalised peer roles

NHS Greater Glasgow and Clyde Peer Workers Programme

Our support for this project has contributed to:

- Recruitment of 13 Peer Workers in CMHTs across the area
- Effective induction and training of the Peer Workers and development of appropriate mechanisms for supervision and reflective practice and practice development
- The opportunity for the Peer Workers to achieve a qualification in peer support through a partnership with Kelvin College

#YouChooseMoray Participatory Budgeting Initiative

Scottish Recovery Network have continued to play an active role as a partner in this initiative. Our support enabled them to:

- Bring fundholders together to support them to adapt their projects for delivery during Covid-19 and the resulting restrictions
- Adapt the delivery of the fund to facilitate more collaborative approaches between local fundholders to meet community needs during Covid-19

Highland Hello

Scottish Recovery Network brought this partnership back together during the first lockdown resulting in:

- Relaunch of the campaign on social media and in the local press
- Support a project where over 40 people shared their hello on a [video](#) which has been shared on You Tube and shown in Care Homes in the Highland area
- The campaign being nominated for a Scottish Land and Estates Highland award

New projects

Aberdeenshire Peer Support Resource

We are part of a collaborative project to develop peer support opportunities and roles across Aberdeenshire. Our contribution has resulted in:

- A wide range of local organisations and people with an interest in peer support agreeing to set aside issues resulting from procurement decisions to work together
- A bid for funding to support a small project to support the development of peer support submitted to the ALLIANCE Self-Management Impact Fund
- Planning started for the delivery of Peer2Peer training including identification of potential facilitators

NHS Grampian Transformation of Mental Health and Learning Disability Services

Scottish Recovery Network have been invited to join a working group on public and lived experience engagement. As a result of our contribution this group:

- Has better knowledge and understanding of different approaches to engagement and learning from other areas
- Is establishing connections with existing engagement mechanisms and key organisations in the three HSCP areas

Early Intervention in Psychosis

Scottish Recovery network are members of the Lived Experience Reference Group. Our contribution has resulted in:

- The delivery of three online engagement events attracting over 70 people with lived experience of psychosis and their families/supporters to ensure effective and meaningful lived experience involvement in the project
- Increased acceptance and understanding of mental health recovery and the CHIME framework and how this can inform service design and delivery

Aberdeenshire Health and Social Care Partnership

Scottish Recovery Network have been asked to support a programme of engagement around the implementation of the local mental health strategy and to capture learning from the past year. This project has been delayed a number of times but our involvement has resulted in:

- An initial engagement event with key local mental health organisations and lived experience to be held on 25 February 2021 to establish connection and gather views
- Commitment to work with us and local organisations to explore how best to design and deliver a longer-term programme of engagement across the area

Other projects at an early stage include:

- Working with RGU School of Nursing to develop content for a recovery module
- Supporting the development of a Scottish Government funded initiative to develop a network of peer support for ICU survivors in Scotland
- Participating in a HIS iHub initiative focused on the transformational redesign of care for people experiencing mental health inpatient services
- Supporting [Lifelink](#) (a major service provider) to develop a range of formalised peer roles in their services

Outcome 4: Sharing learning

A larger number and wider range of people are engaged in learning together resulting in change in practice/approach and more effective co-production

Much of our activities during 2020-2021 have been focused on sharing learning and finding ways to share learning from lived experience. This includes:

- The reports, animations and podcast sharing learning from our conversation cafes in summer 2020.
- The publication of the Meaningful connections report and subsequent events sharing experiences and learning from digital peer support during Covid-19.
- The sharing of the results of our engagement in our What's next for recovery? report.
- The launch of the Let's Do Peer2Peer resource sharing learning from organisations delivering Peer2Peer training to inspire and inform others.
- Sharing our experiences and learning in a variety of forums including ALLIANCE Self-Management Week, [Scottish Co-production Week](#), [HIS Community Engagement website](#), ALLIANCE Live, and [IRISS On](#).

We continue to develop our approach to sharing learning by using a variety of methods such as podcasts and animations as well as producing short, accessible reports. This has resulted in increased engagement and received positive feedback.

Scottish Recovery Network also works to share learning with others out with Scotland and to bring learning from other countries to attention here. Over the past year this has included:

- Participation in an international research study looking at the implementation of co-production approaches with vulnerable communities led by McMaster University, Canada. Making Recovery Real in Dundee is one of the case studies and fieldwork is underway. Our role has included contributing to the design of the study and supporting the delivery of fieldwork online.
- As a result of this partnership Scottish Recovery Network were invited to deliver a seminar on mental health recovery, lived experience and co-production for the McMaster

University Co-Production Hub in October 2020. This seminar attracted over 120 participants from more than 10 countries.

- Scottish Recovery Network have contributed a number of recovery stories to the [Research into Recovery NEON research study](#). This study is testing whether having online access to people's real-life stories of recovery from mental ill health can be helpful for people experiencing psychosis or other mental health problems. Coverage of this study on [Radio 4](#) featured our role and a story from Making Recovery Real in Dundee.
- We continue to support the [CAWT Innovation Recovery project](#) in Northern Ireland and the Republic of Ireland. We are currently working with the Recovery College Hubs to develop and implement a quality assurance framework. The results of this work are likely to be of interest and assistance to those running and developing recovery college or learning approaches in Scotland. This project is delivered through a Service Level Agreement with CAWT and we are working with a consultant to enable us to meet the requirements.

We receive regular contacts from people and organisations out with Scotland seeking information, guidance and access to resources. In the past year this has included:

- Contact from a number of English and Welsh NHS Trusts seeking information on and access to the Peer2Peer training resource.
- Contact from a psychiatric organisation in Germany seeking permission to translate and use our 'Let's talk about recovery' and 'Recovery story sharing' materials and also share with their networks across Germany and in Switzerland.
- Invitation to join and participate in a newly formed International Peer Leadership Network.

5. Challenges and changes

Covid-19, the resulting lockdown and continuing restrictions meant that we had to quickly rethink large parts of our programme. To ensure we stayed connected with our audiences, continued to support collaborative projects and championed the voice of lived experience the majority of our work has become remote and digital. This has involved making far greater use of platforms such as Zoom and social media as well as developing our use of podcast and animations to communicate with key audiences.

The move to home working meant significant changes in the way the Scottish Recovery Network operates and required the team to embrace the opportunity provided by digital

platforms to maintain contact with our local partners and to engage with wider networks wishing to connect around, explore and develop recovery approaches. Our ability to embrace new ways of working and demonstrate that it is possible has been motivating for the team.

Our capacity to deliver as planned and respond to requests and opportunities as we would wish to have been affected by having vacancies in an already small team. Currently the team consists of Acting Director, two Network Officers, a Senior Communications Officer and Administrative Officer meaning that we have three vacancies. While this has been challenging at times, we have taken the opportunity to adjust our ways of working to make the most of our staff resources. The move to online delivery and the resultant reduction in travel time has helped us to reach people.

6. Learning for the future

Despite the challenges of the past year, there remains a high level of interest in new ways to engage lived experience and in the development of peer support opportunities and roles in services. This is clear from the high level of participation in our ‘What’s next for recovery?’ engagement and the clear messages arising from it.

There is a continuing desire on the part of decision makers and services to explore how they can ensure that recovery becomes an integral part of our policy and practice. A key aspect of this is recognition that our strategy development and design and delivery of services need to be more informed and driven by lived experience. By bringing lived experience, practitioners and decision-makers together even in what has been a challenging time we can play a role in embedding new approaches into mental health service planning and delivery.

Digital approaches helped us reach and engage new audiences. This is not just about using zoom or social media but about creating the content and online spaces where people feel comfortable, engaged, listen to, valued and inspired. We will continue to develop our use of online platforms, social media and the written, audio and video content that can engage people effectively. However, we fully recognise that online approaches are not for everyone and are not a substitute for face-to-face engagement. Our intention is to have a blended approach for our work offering both face-to-face (when possible) and remote or digital ways to engage in conversations, co-design and learning opportunities.

The Scottish Recovery Network team have been on a steep learning curve in many of our activities but have embraced the opportunity. We have also shared this experience with others to encourage and support them to embrace the opportunity for change and try out new ways of engaging, connecting and working to ensure that recovery focused activities

continue to develop. Feedback from many in our networks is that they envisage a future when face-to-face and digital approaches are blended to provide choices for more to get involved.

7. Financial/budget information

There are currently three staff vacancies - Director and two Network Officer posts. Our position in the current funding cycle has resulted in us deciding not to fill the vacant posts until future funding is confirmed. This and the significant change to our planned programme means that our expenditure will be lower than anticipated.

To enable the team to deliver our activities and respond to opportunities and needs we have used the available financial resources to support our work by commissioning expertise where required. This has included support to develop the podcasts and animations, to meet our commitments to the CAWT iRecovery project and for research and design.

8. Other

Our What's next for recovery? engagement has resulted in a proposal to Scottish Government setting out our planned activities for the period 2021-2024. These build on our activities this year but provide an opportunity to get a better balance between local and national influence and to support the development of lived experience involvement and peer support in services.