Transformation in Primary Care: The Impact of Co-Produced Services on Improving the Lives of People who have Traits or a Diagnosis of 'Personality Disorder'

Services provided by:

- Berkshire Healthcare NHS Foundation Trust
- Surrey and Borders Partnership NHS Foundation Trust
- Frimley ICS





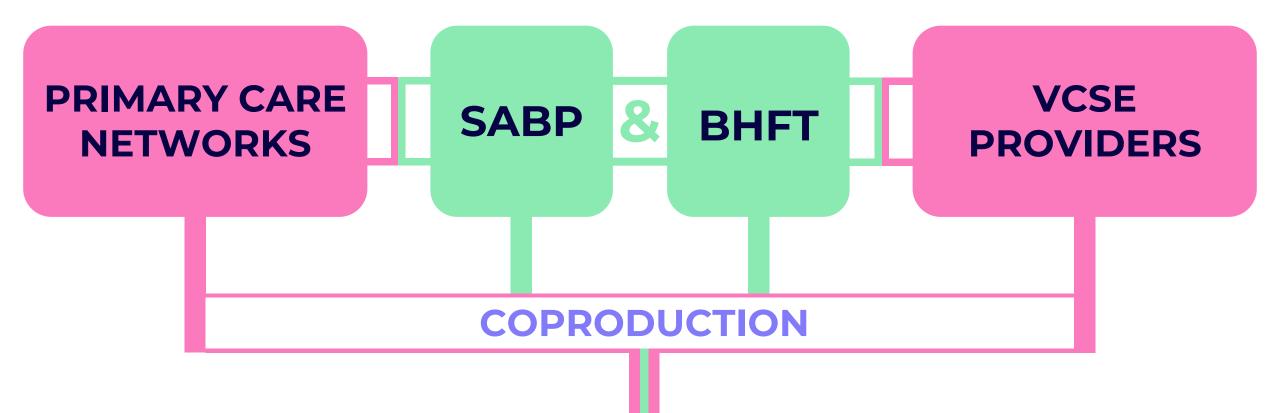
Transformation Through Partnership: Improving Provision in Primary Care for People who have Difficulties Associated with 'Personality Disorder'







- ► Dr Chloe Forster (Consultant Clinical Psychologist, BHFT)
- ► Colette Lane (Lived Experience Development Lead, SABP)
- Jennie Parker (Advanced Lived Experience and KUF Development Lead, BHFT)
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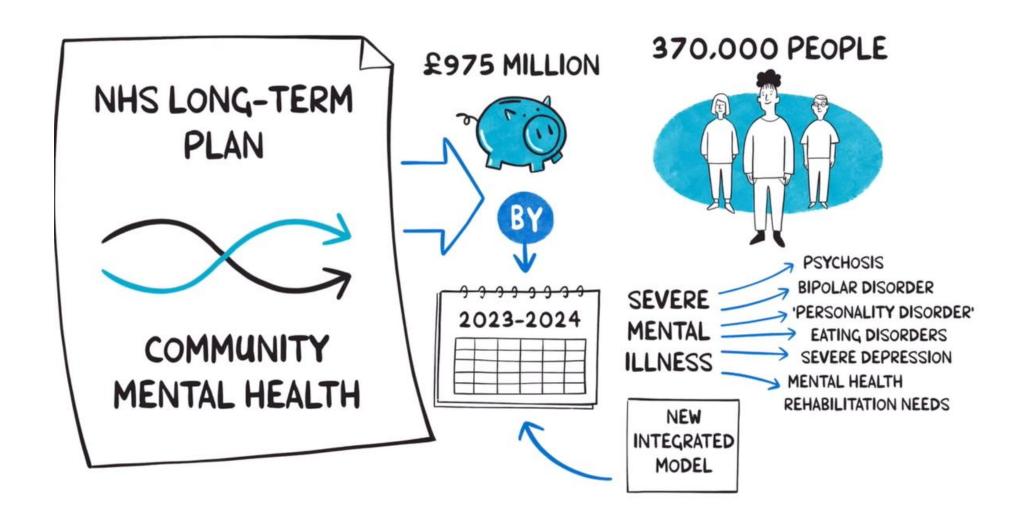


Transforming services for people with difficulties associated with personality disorder

Transformation through Partnership



Surrey and Borders
Partnership
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Creating a New Model with Partners



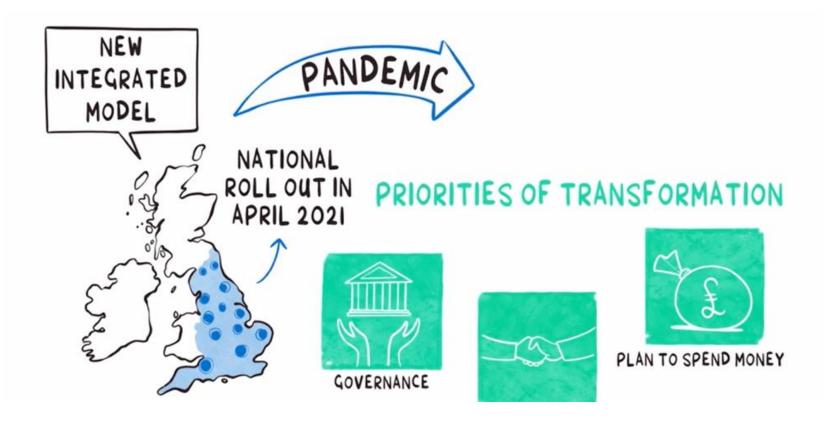




Where it Began 2019/2020







• Surrey Heartlands and Frimley selected as 2 of 12 Early Implementer sites to pilot community transformation.









established within secondary care in BHFT – model adapted for **Primary Care**

Aims and Aspirations





Improve support for people with difficulties associated with 'personality disorder'

Bridge the primary and secondary care gap

Co-delivery of interventions with lived experience staff

Upskill the workforce to increase understanding and confidence

Improve staff and client experience

Developing the lived experience workforce

MEP –Managing Emotions Programme

Psychoeducational courses for people with difficulties managing and regulating emotions. Groups are facilitated by qualified staff and lived experience facilitators.





PICT – Psychologically Informed Consultation & Training

A co-produced offer to Primary Care Networks and partner agencies, providing training and consultation to upskill staff and improve patient and staff experience.

SUN – Service User Network

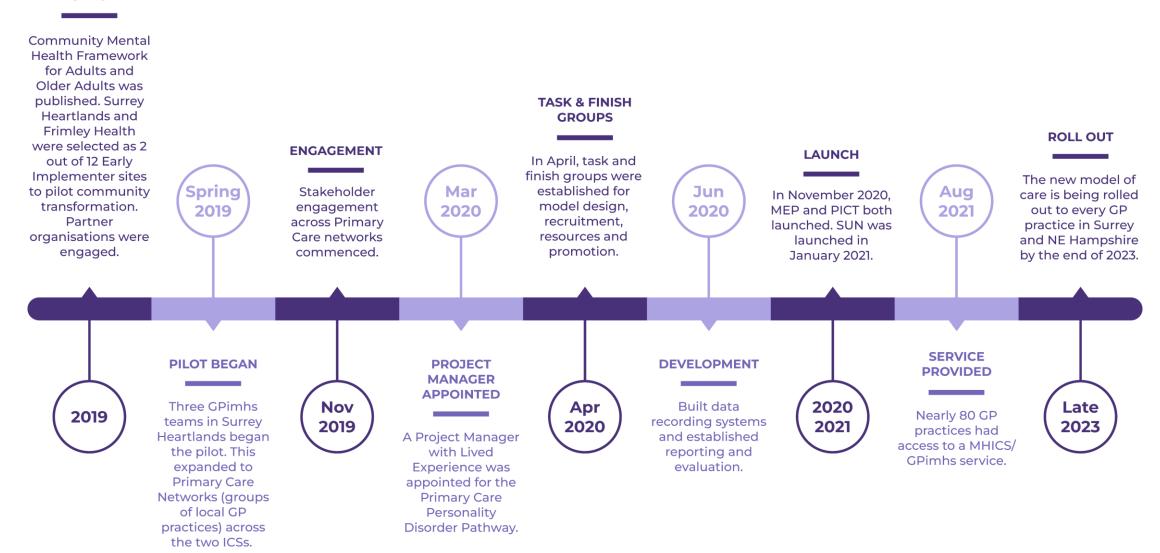
Open-access facilitated peer support groups based on Therapeutic Community principles, co-facilitated by staff with lived experience and clinicians.







EARLY IMPLEMENTER SITES



Developing Our Recipe



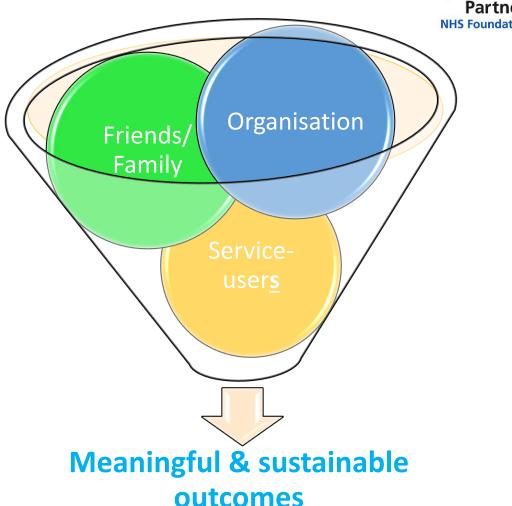


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- 1. Initial thinking space about coproduction
- 2. Building a supervisory relationship
- **3. Integrity** of Lived Experience roles
- 4. **Inclusive** team culture/people as assets
- 5. Resources & infrastructure

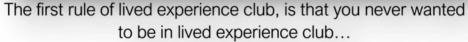


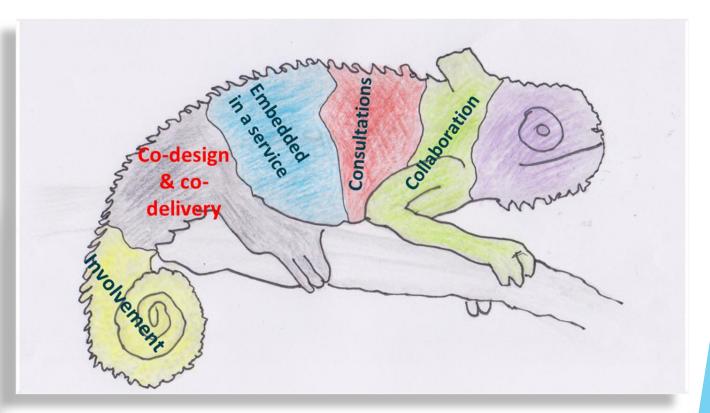
1. Thinking about Co-Production











2. Building Our Supervisory Relationship





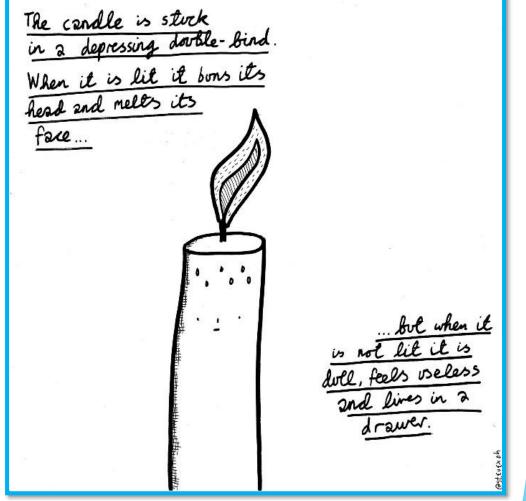
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3. Integrity of Lived Experience Roles





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THE TRAVELER AND THE PEACOCK

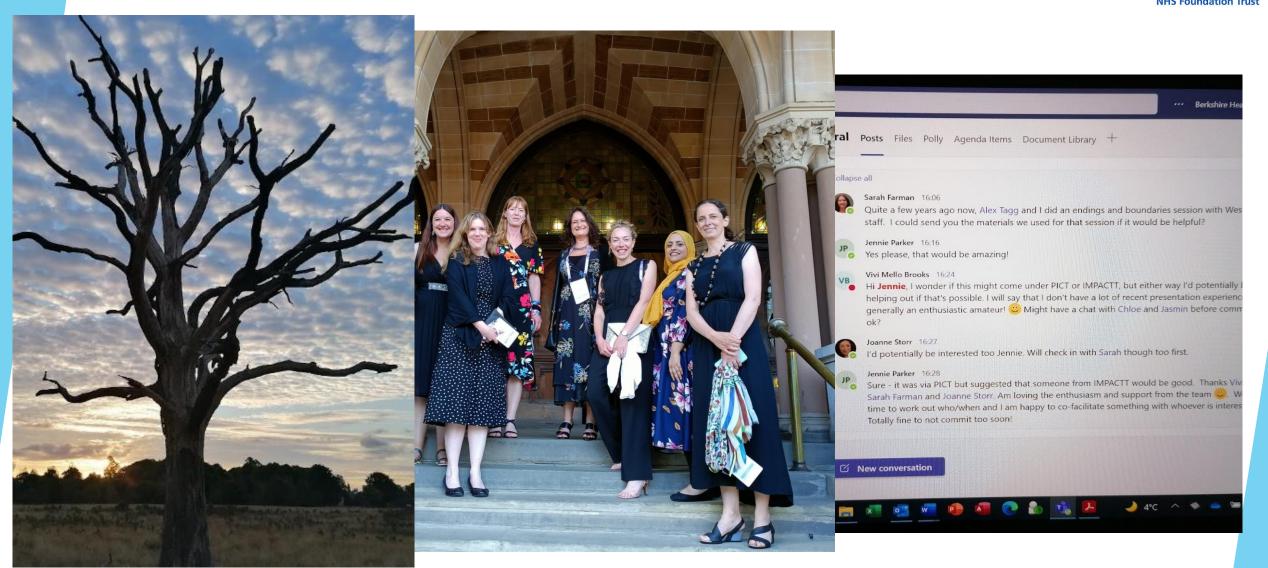
A traveler to a new land came across a peacock. Having never seen this kind of bird before, he took it for a genetic freak. Taking pity on this poor bird, which he was sure could not survive, he trimmed the long, colorful feathers, cut back the beak, and then dyed the bird black. "There now", he said with pride, "you now look more like a standard guinea hen."

Michael Quinn Patton (1980,1990)

4. The Icing on our Cake: Inclusive Team Culture as Standard



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Partnership
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5. Resources and Infrastructure

Flexibility in recruitment processes

Access to appropriate supervision

Ladder of opportunities for progression

Access to mental health support



Challenges in Pathway Development





Measures and outcomes



Stakeholder engagement



Culture in primary care



Pandemic



Interface between different systems



Recruitment and retention



Constrained by the model (e.g. SUN)



Limitation - existing offer tailored towards EUPD according to demand, evidence base



Challenges in Partnership working



- 1. Different Trust policies and local arrangements vary alignment rather than duplication
- 2. Technological challenges

3. Geography

4. Relationship building



Future Directions



Lived Experience workforce development beyond transformation

Culture change

Flexibility based on ICD-11

Addressing gaps

Measuring outcomes



Surrey and Borders Partnership NHS Foundation Trust

QUESTIONS...?



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Held in Mind? An evaluation of the longterm impact of personality disorder training to primary care



Psychologically Informed Consultation & Training: PICT

Mental Health Services

services

Colette Lane, Lived Experience Development Lead

Dr Gina Davies, Principal Clinical Psychologist

Dr Teuta Rexhepi-Johansson, Principal Clinical Psychologist

Isabelle Hunt, MSc Student and Honorary Assistant Psychologist

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PICT: Who are we?



What is the Psychologically Informed Consultation and Training (PICT) Service?

- The PICT Service uses consultation and training to improve the working relationship between practitioners and their patients with traits or a diagnosis of Personality Disorder.
- > PICT trainings are bespoke, focusing on psychoeducation, evidencebased skills development, and staff resilience.
- Trainings and consultations are coproduced and facilitated by a Lived Experience Trainer and Clinician.

PICT: The Team



Clinical Staff:

- Dr Olivia Southwell, Consultant Clinical Psychologist
- Jane Fisher-Norton, Principal Adult Psychotherapist
- Dr Gina Davies, Principal Clinical Psychologist
- Dr Teuta Rexhepi-Johansson, Principal Clinical Psychologist
- Isabelle Hunt, MSc Student and Honorary Assistant Psychologist
- Aleena Shahzad, Assistant Psychologist

Lived experience staff:

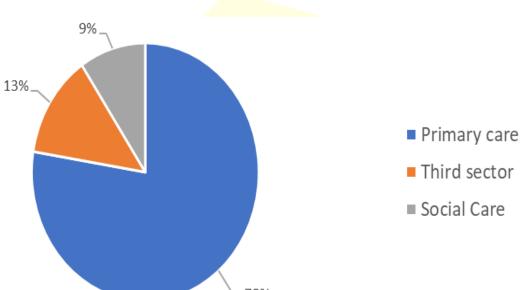
- Colette Lane, Lived Experience Development Lead
- Harry Bundall, PICT Trainer with Lived Experience
- Joanna Simpkins, PICT Trainer with Lived Experience

Service Evaluation in Context



Service Evaluation – BIGSPD 2022: *Coproduction from Design to Delivery*

- This evaluation included 59 bespoke trainings delivered to 431 Primary Care staff from different sectors.
- Data was collected through pre- and posttraining questionnaires assessing key challenges faced by Primary Care professionals including:



- Self-perceived understanding of personality disorder
- Ability to engage effectively with this client group
- Confidence in managing difficult interactions

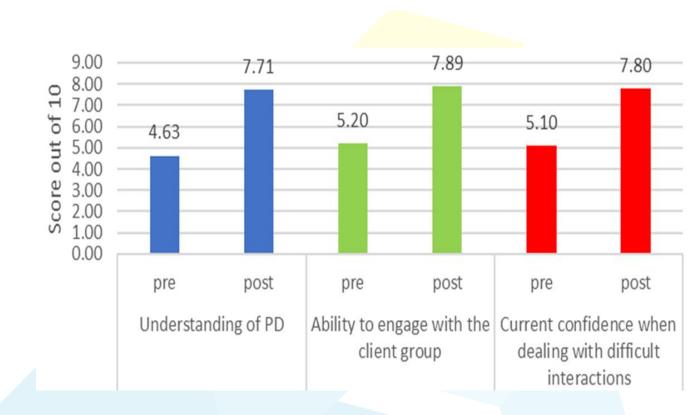
Service Evaluation in Context



Service Evaluation – BIGSPD 2022: *Coproduction from Design to Delivery*

Quantitative analysis:

- The average rating for:
 - 'Understanding of Personality Disorder' *increased by 70%*
 - 'Ability to Engage' increased by 55%
 - 'Current Confidence in Dealing with Difficult Interactions' increased by 57%

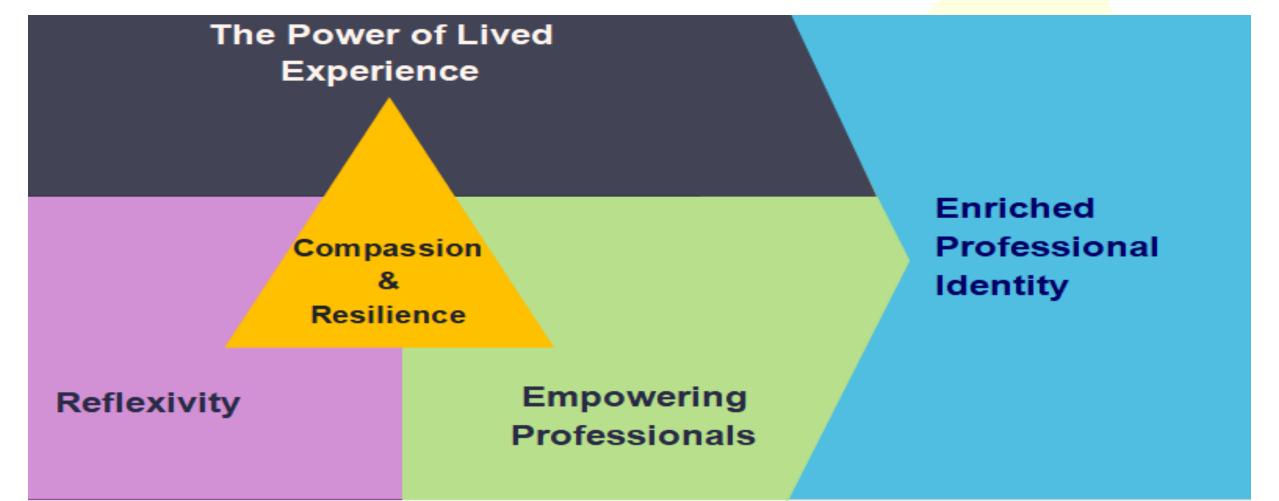


Service Evaluation in Context



Service Evaluation – BIGSPD 2022: *Coproduction from Design to Delivery*

Qualitative analysis: A model demonstrating the multifaceted impact of PICT training



What we learnt



Service Evaluation – BIGSPD 2022: *Coproduction from Design to Delivery*

Overall:

- This evaluation highlighted the positive impact PICT training had on enhancing knowledge, confidence and capabilities amongst professionals working with people who have complex emotional needs.
- Despite the positive findings from this evaluation, questions still remain around the long-term impact of personality disorder training.

The long-term impact of training: What the research says



Research on the long-term impact of Personality Disorder training

- > Whilst there is limited research, what there is indicates that:
 - Personality disorder training positively impacts professionals understanding and attitudes longitudinally (at 6 month follow up)
 - However, feelings of capability regarding working with this client group seem to be more difficult to sustain.
 - Also, the skills required to manage emotional reactions when working with people who have traits or a diagnosis of personality disorder seem to decline over time.

(Davies et al., 2014; Ebrahim et al., 2016; Lamph et al, 2014)

Rationale



The current evaluation aimed to contribute to this neglected area of research within personality disorder literature by exploring the **long-term impact** of PICT trainings.

Method

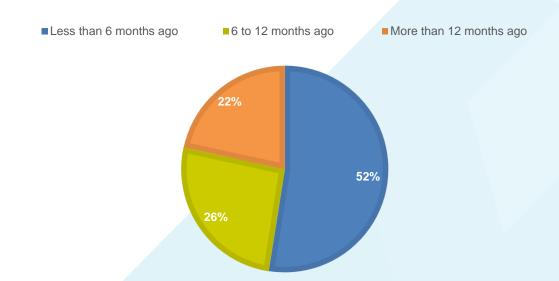


Participants

Follow-up evaluation sent to:

> 809 professionals working across primary care, social care and third sector organisations, who had attended at least one of the 81 bespoke trainings between January 2021 to December 2022, 116 responded

TIME SINCE LAST ATTENDING A PICT TRAINING



Method

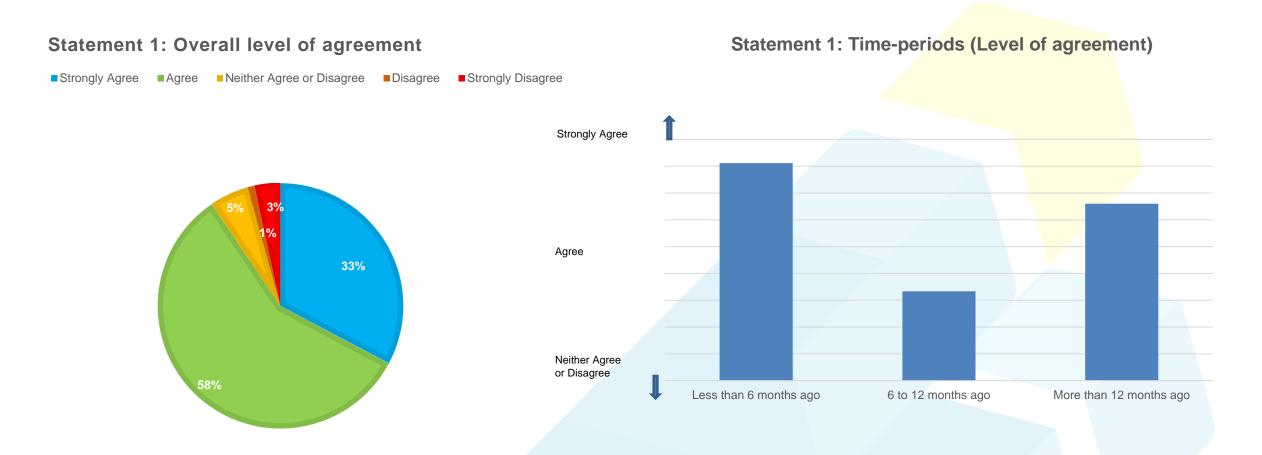


Procedure

- The evaluation generated both quantitative and qualitative data assessing the long-term impact of trainings. Key areas included:
 - Retention of knowledge and skills
 - Attitudes towards Personality Disorder
 - Continued application of the learning
- > A mixed-methods approach was utilised to analyse the data
 - Averages
 - Thematic analysis



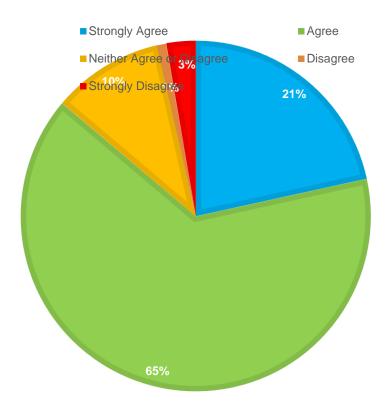
I have greater knowledge and understanding about personality disorder



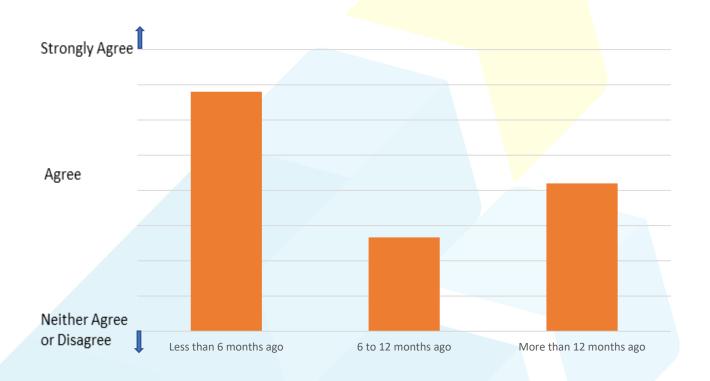


I feel more confident in my work with this client group

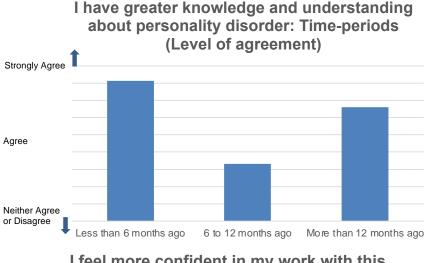
Statement 2: Overall level of agreement



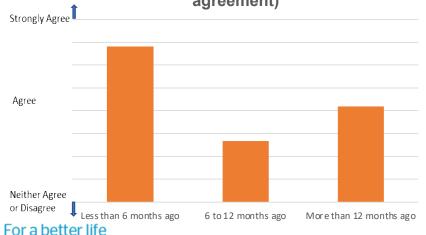
Statement 2: Time-periods (Level of agreement)







I feel more confident in my work with this client group: Time-periods (Level of agreement)



Supporting evidence:

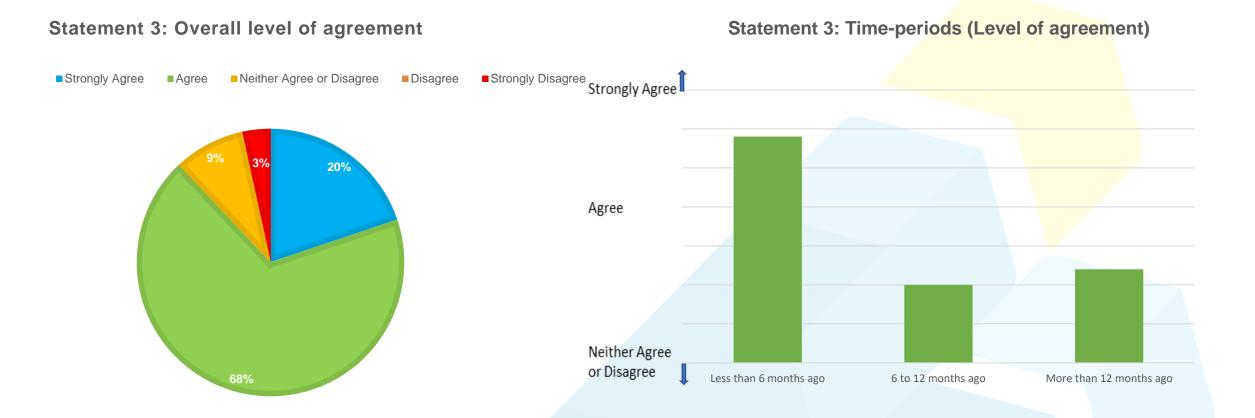
Personality disorder training has been found to positively impact professionals understanding and attitudes longitudinally (Davies et al., 2014; Ebrahim et al., 2016)

Potential explanations:

- Understanding and confidence Strengthened through consultations
- More time to practice and consolidate skills
- Interest spurred on through training and own personal CPD
- More opportunities to utilise learning in practice

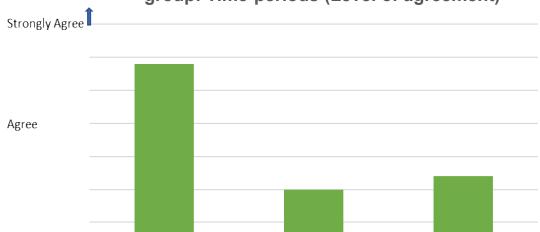


I have more skills for working with this client group









6 to 12 months ago

More than 12 months ago

Supporting Evidence:

Feelings of capability after training deteriorates over time (Davies et al., 2014; Ebrahim et al., 2016)

Potential explanations:

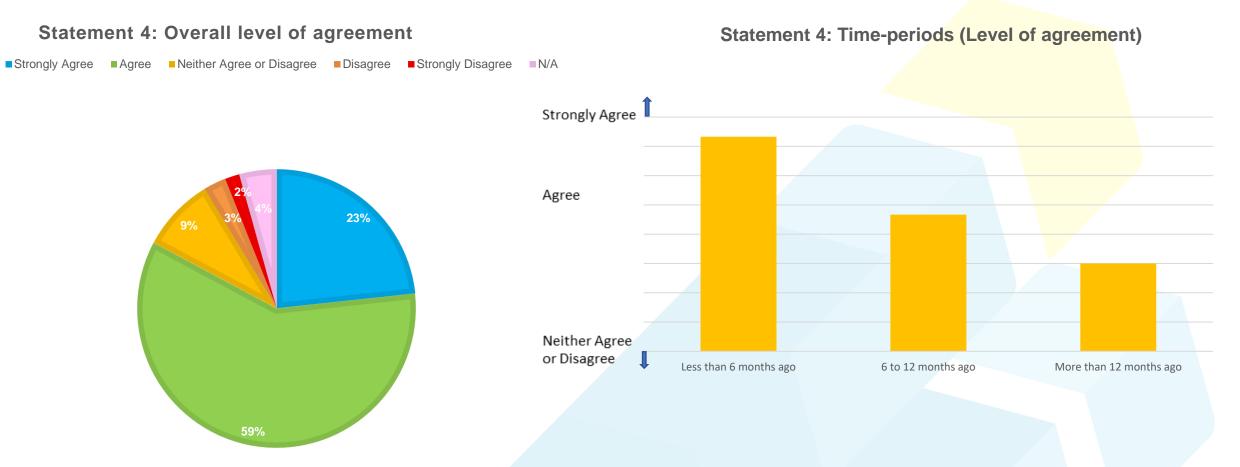
- Limited opportunity to put skills into practice
- Lack of time working with the client group
- Uncertain how other professionals who didn't respond would have reported
- Underestimation of skill level

Less than 6 months ago

Neither Agree or Disagree



I feel more aware of how to manage the emotional burden of the work



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Supporting evidence:

Research found that the skills and interpersonal attributes required to manage emotions when working with people who have Personality Disorder declined gradually after training (Lamph et al., 2014).

Potential explanations:

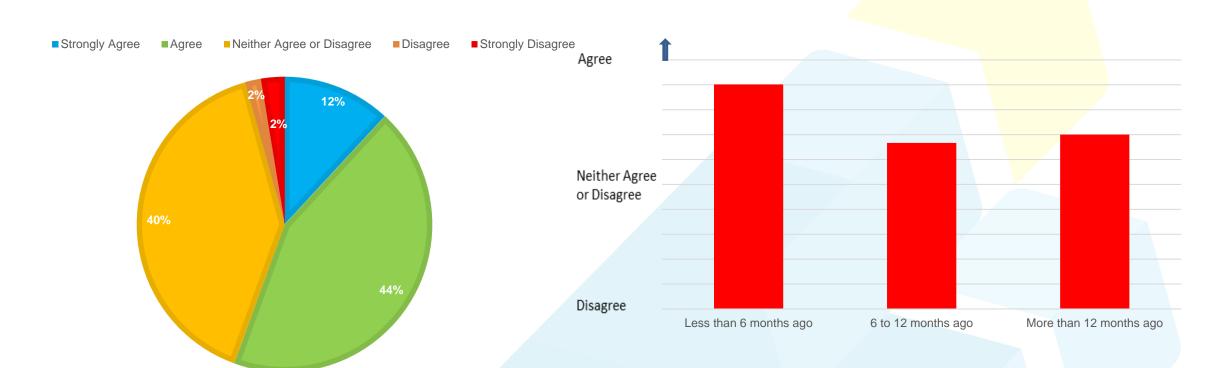
- Busy caseload
- Lack of reflective space
- Organisational stressors



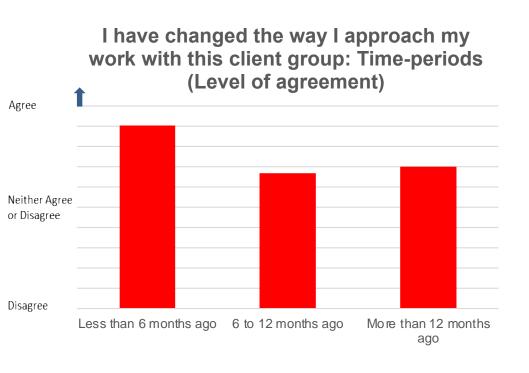
I have changed the way I approach my work with this client group



Statement 5: Time-periods (Level of agreement)







Potential explanation:

Levelling off indicates a change in staff ethos and values towards this client group

The Power of Lived Experience

"The lived experience brought the theory to life and increased understanding" "The lived experience, in particular (learning and living it), both contribute something important to the training and improvement of mental health services."

"Improved confidence in talking to patients about suicide and self-harm [...]. Developing a safety netting-approach to tackle this. The way I think/talk about empathy and using a traumafocused approach to all patients. Focussing on the symptoms patients find challenging, rather than the diagnosis/label [...]. Improved confidence creating boundaries (to maintain wellbeing for myself and patients) whilst building a therapeutic relationship"

"[...] more mindful of how we approach & allowing more process time for information - particularly change"

Reflexivity

"The session gave us all a forum and space to explore the experiences we've had and be able to think about why things happened and how we can approach them with better knowledge and understanding in the future" Compassion & Resilience

"Greater understanding of how people may present and difficulties they may experience - have worked harder at building trust"

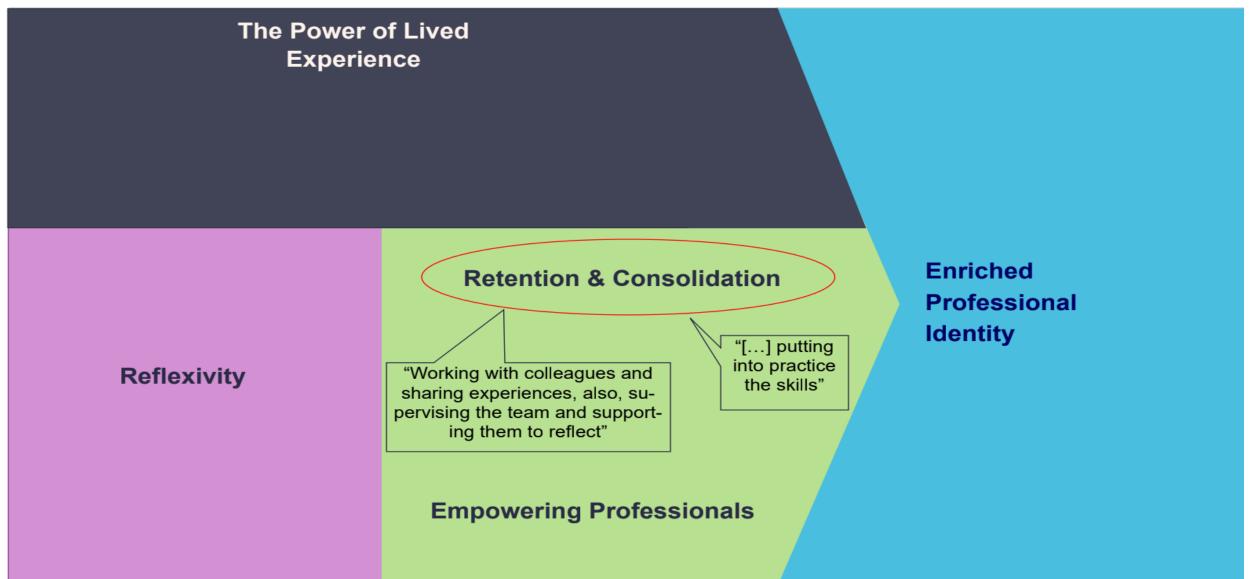
Empowering Professionals

"I have been clearer with boundaries around time and focus of visit. I have been clear with targets and small steps with time scales." Enriched Professional Identity

"By having more understanding it has given me more insight into this client work and adapting my approaches to meet the clients needs"

(A model demonstrating the long-term multifaceted impact of PICT training)







- This follow-up evaluation fills a gap within personality disorder literature regarding the long-term impact of staff-based psychoeducation and skills training.
- Overall, it highlights the positive longitudinal impact PICT trainings has on:
 - Understanding and attitudes towards Personality Disorder
 - Ability to engage with this client group
 - Confidence in dealing with difficult interactions
 - Continued application and retention of learning

"The training was excellent and really eye opening"

Decreases over time in compassion & resilience, capabilities and managing emotional burden when working with this client group. "Was such fantastic training so insightful, useful, informative'

"Very good training, positive and interactive which was really enjoyable"



Implications

- This follow-up evaluation further emphasises the need for the PICT model to be embedded in Primary Care NHS personality disorder pathways; a model which serves to empower professionals and enhance provision of care for an often stigmatised client group.
- Decreases in capabilities and managing emotional burden of work with this client group over time could be addressed through top-up sessions or by highlighting the importance of ongoing support and supervision, and putting learning into practice.



Limitations

- Unable to determine the direct causality of PICT training on enhancements in attitudes and practice
- Social desirability bias
- Low response rate
 - Who are the people that haven't responded? Are these the individuals who are burnt out?
- Didn't differentiate baseline responses between professional groups
- Didn't ask people how many trainings they'd attended or if they'd attended any consultations



Further research

- Identification of the reasons behind the drop-off of compassion and resilience longitudinally
- Investigation into change in team dynamics after training
- Evaluation of third-sector professionals' wellbeing and burnout
- Drill down into the data regarding professional groups

Thank you!



Any Questions?



References



- Attwood, J., Wilkinson-Tough, M., Lambe, S., & Draper, E. (2021). Improving attitudes towards personality disorder: is training for health and social care professionals effective?. *Journal of Personality Disorders*, *35*(3), 409-S4. https://doi.org/10.1521/pedi 2019 33 458
- Davies, J., Sampson, M., Beesley, F., Smith, D., & Baldwin, V. (2014). An evaluation of knowledge and understanding framework personality disorder awareness training: Can a co-production model be effective in a local NHS mental health trust?. *Personality and mental health*, 8(2), 161-168.
- Ebrahim, S., Robinson, S., Crooks, S., Harenwall, S., & Forsyth, A. (2016). Evaluation of awareness level knowledge and understanding framework personality disorder training with mental health staff: impact on attitudes and clinical practice. The Journal of Mental Health Training, Education and Practice, 11(3), 133-143.
- House of Commons, Health and Social Care Committee. (2021). Workforce burnout and resilience in the NHS and social care. Second Report of Session 2021 22. Workforce burnout and resilience in the NHS and social care (parliament.uk) [Accessed 25/05/23]
- Lamph, G., Latham, C., Smith, D., Brown, A., Doyle, J., & Sampson, M. (2014). Evaluating the impact of a nationally recognised training programme that aims to raise the awareness and challenge attitudes of personality disorder in multi-agency partners. *The Journal of Mental Health Training, Education and Practice*, 9(2), 89-100.



Managing Emotions Programme (M.E.P.)

Evaluating a co-produced service aimed at increasing the emotional confidence of people with emotional difficulties.

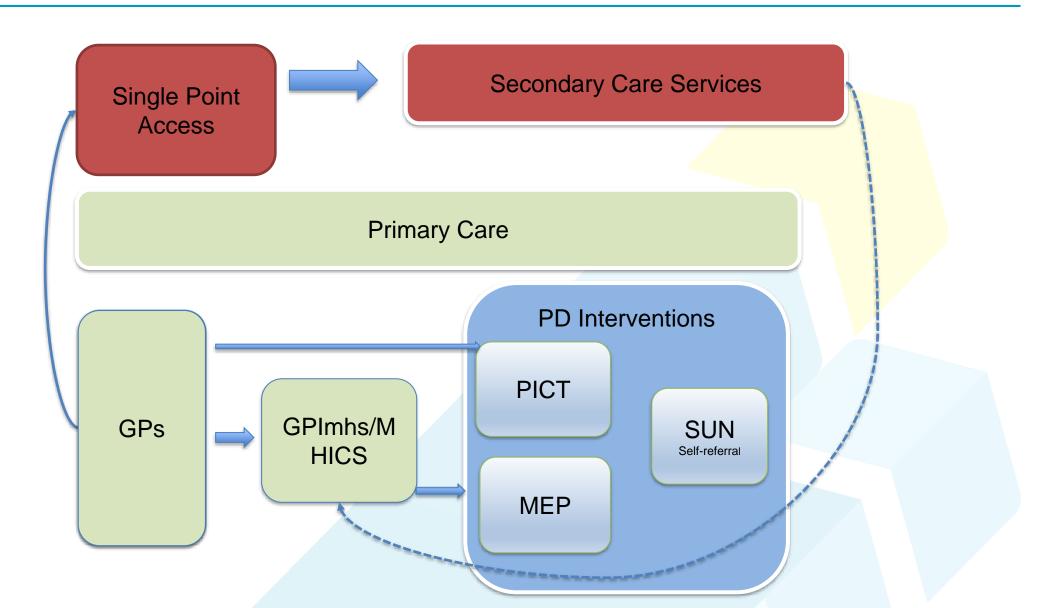
Foteini Petratou – Senior Recovery Coach/Assistant Psychologist Mansoora Muneeb – Senior Recovery Coach Laura Spalding – Senior Recovery Coach/Assistant Psychologist Nina Nwaosu – Managing Emotions Programme Manager



The Managing Emotions Programme is a co-designed and codelivered service created to fill the gap between primary and secondary care offering easy access to psychoeducational courses for people experiencing emotional intensity.

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Emotional intensity is a common symptom of EUPD¹ diagnosis affecting 2.4% of people in the UK¹-9 which has a variety of negative consequences in people's daily lives²-9

Treatment options for EUPD

Evidence on the efficacy of pharmacology are mixed⁴⁻⁶
NICE guidelines recommend psychological treatments
Supporting evidence of psychoeducation as a treatment are emerging¹⁻³
Long waiting list and stigma can negatively affect treatment outcomes⁸⁻¹⁰

'These patients present with very distressing symptoms. Waiting lists for psychological therapies are often very lengthy so patients need to be provided with some symptomatic relief'

Coproduction in mental health and EUPD

Coproduction as one of the four pillars for recovery oriented care¹¹
Those who utilise peer support experience improved social integration and self-confidence¹²

What MEP Offers...



COURSE	CONTENT	TOOL BOX of SKILLS	
Course 1 1 x 2.5hr session	What are emotions? Why are they helpful? Strategies to help you cope when you feel distressed.	Distraction, Taking Opposite Action, Grounding, Challenging Thoughts and Self-Care.	
Course 2 4 x 2hr sessions	Understanding emotions and the role they play. How emotions affect us in mind, body and behaviour. The Zone of Tolerance. Pros & Cons of behaviour. Begin to make positive change. How to set and achieve goals.	Stop. Breathing Techniques. Distraction. Self-Care. Grounding. Challenging Thoughts. TIPP technique. Opposite Action.	
Course 3 8 x 2hr sessions	Emotional awareness and emotional regulation. Stress bucket. Mindfulness. Values. Acceptance. Schemas - challenging thought distortions. Managing Difficulty. Communication and Interpersonal Effectiveness.	Self-Care. TIPP technique. Opposite Action. DBT WHAT and HOW skills. PLEASE skills. Breathing techniques. Distraction. Grounding. Prompt cards.	
Carers 3 x 2hr sessions	Understanding emotions and emotional difficulties. Impact of caring. Schemas. Bio-Psycho-Social Model. Skills development. Stress bucket. Strategies to help carers cope & manage their own wellbeing.	Interpersonal Effectiveness Skills (DEAR MAN, GIVE, FAST). Self-Care. DBT PLEASE Skills. Prompt Card.	

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Our Story So Far





Course 1 co-developed and launched



Dec 2020

Course 2 codeveloped and launched



Jan 2021

Course 3 launched



Nov 2021

Started collecting paired outcome data



Oct 2021

First anniversary!
1000 referrals
received!



April 2021

Team staffed with 7 LXP, 3 Clinicians and 2 administrators



Sep 2022

2nd anniversary!
2000 referrals received!



March 2023

3000 referrals received!



June 2023

Fully expanded team with 8 LXP staff, 5 clinicians and 4 administrators

Methodology for Quantitative Data





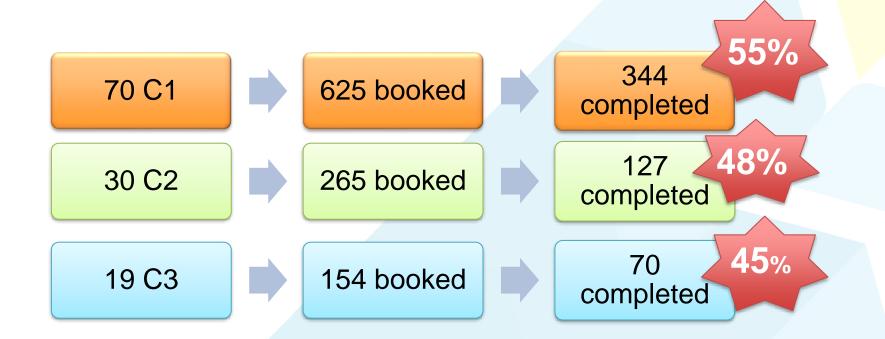
Population – Inclusion Criteria



The study included;

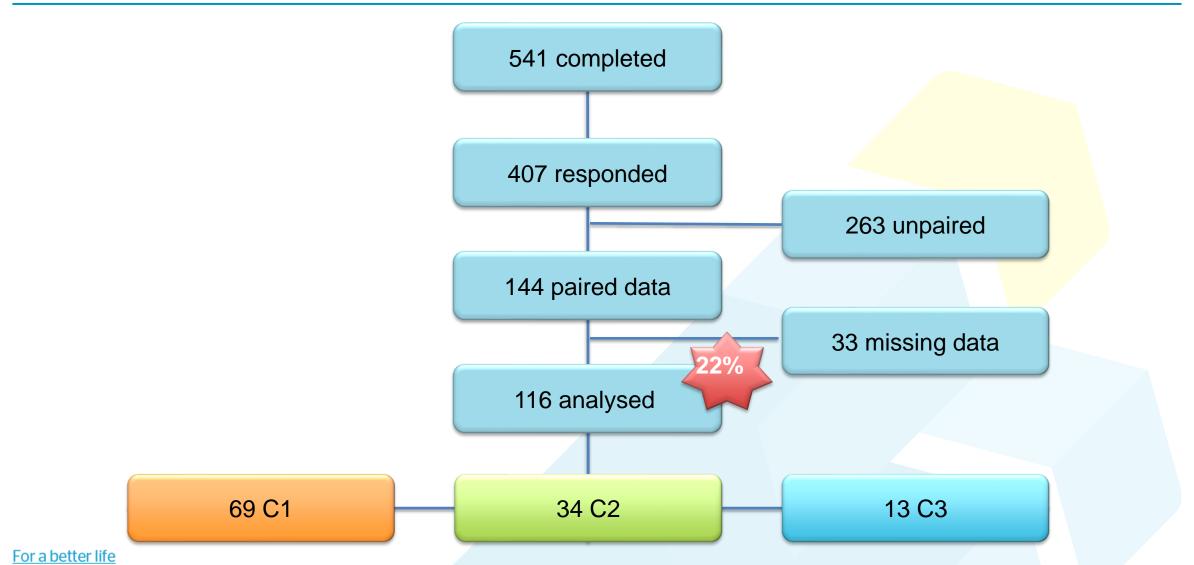
People with traits of personality disorders and/or emotion regulation difficulties People who completed the course between January and December 2022 Responses which were matched before and after course completion Responses with no missing data

In 2022...



Population – Sample Size

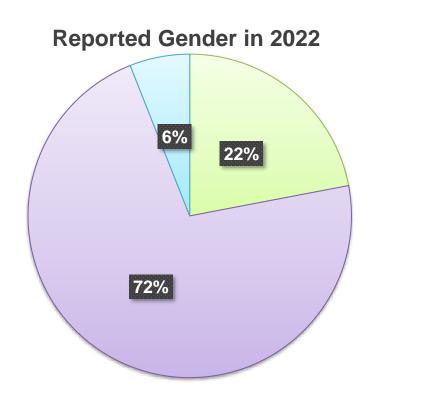


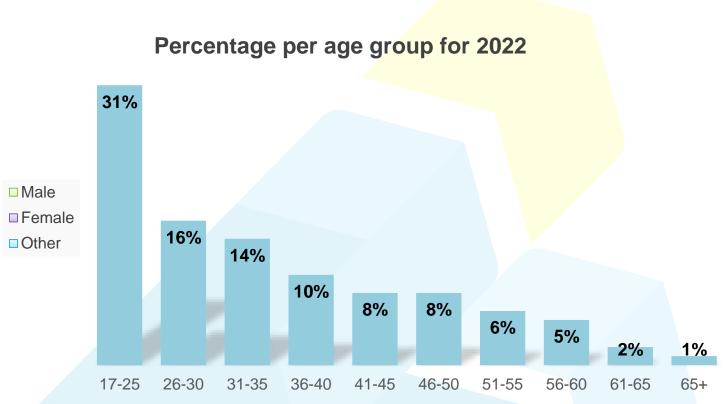


Population



Mean age of 34.6 (17 years old to 65+)



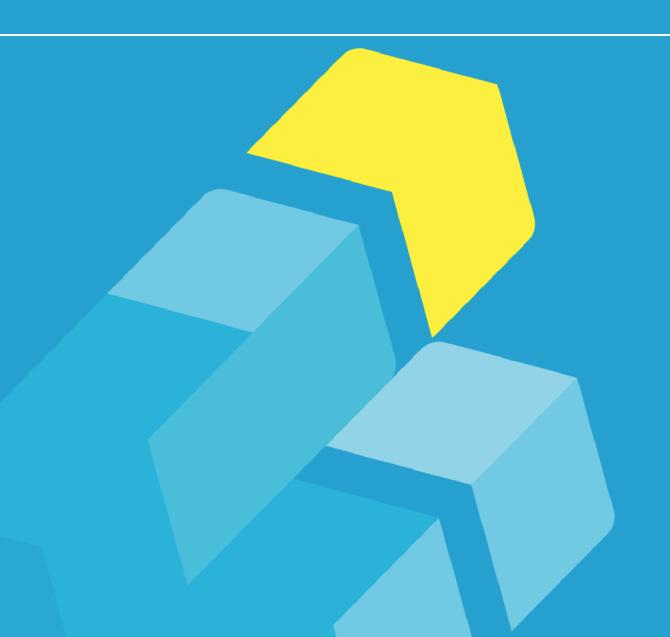


Questionnaire



- Administered before and after the course
- Adapted from the validated Health Confidence Questionnaire
- 4 Questions ;
- Scale 0 to 3 (0 = Disa
- Emotional Confiden
- 1. I know about my emotions
- 3. I am involved in decisions about me
- 2. I can look after my emotions
- 4. I can get the right help if I need it

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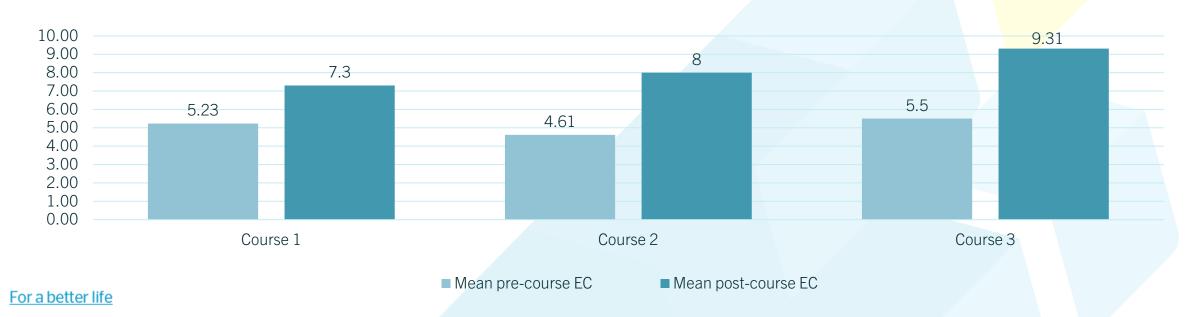


Course type	Pre-Course	Post-Course	
Course 1 (n=69)	5.23 (SD= 2.11)	7.30 (SD= 2.61)	
Course 2 (n=34)	4.62 (SD= 2.22)	8.00 (SD= 2.24)	
Course 3 (n=13)	5.54 (SD= 1.81)	9.31 (SD= 1.93)	
Total (N=116)	5.10 (SD= 2.12)	7.73 (SD= 2.50)	

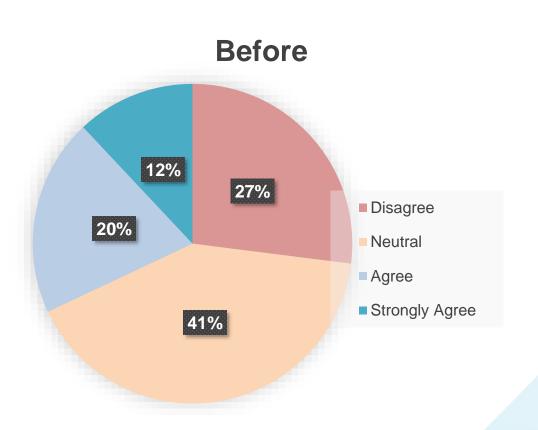


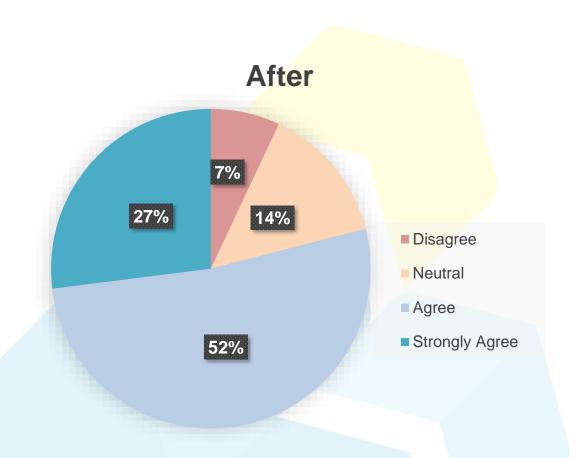
Paired samples t-test showed that the **mean emotional confidence** scores across courses before the course (M=5.10,SD=2.12) were significantly improved after the course (M=7.73,SD=2.50); t(115)=-10.969, p<.001.

Change in EC score per course

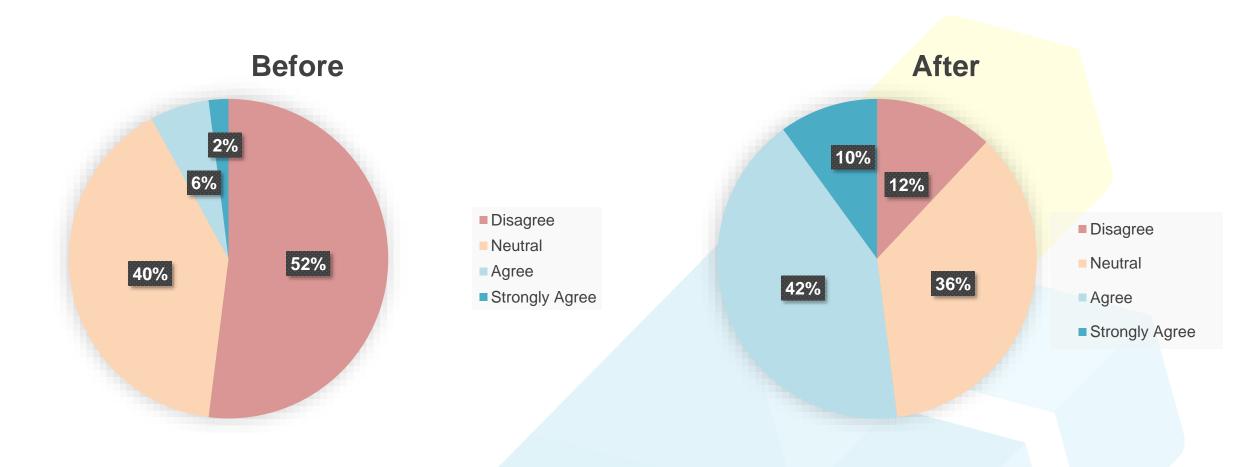






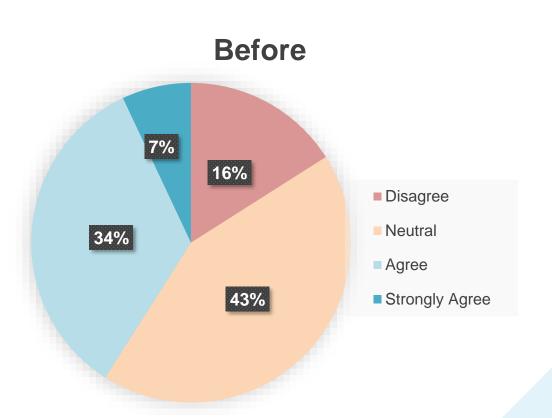


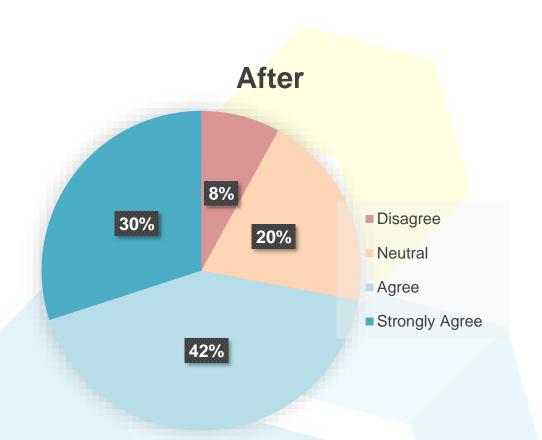




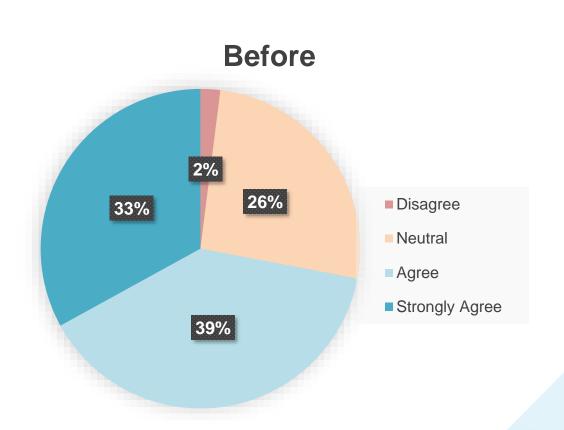


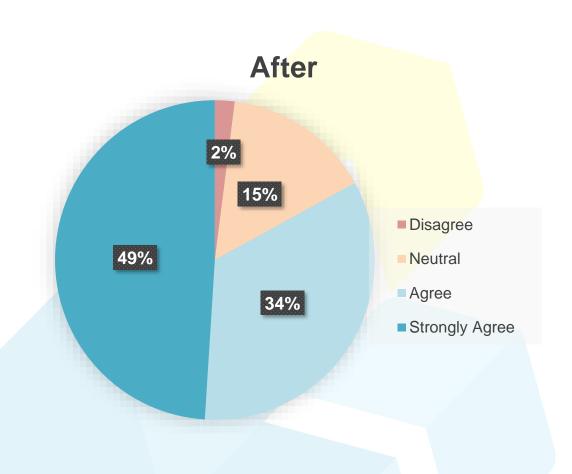
Improvement per Question – "I am Involved in Decisions About Me"





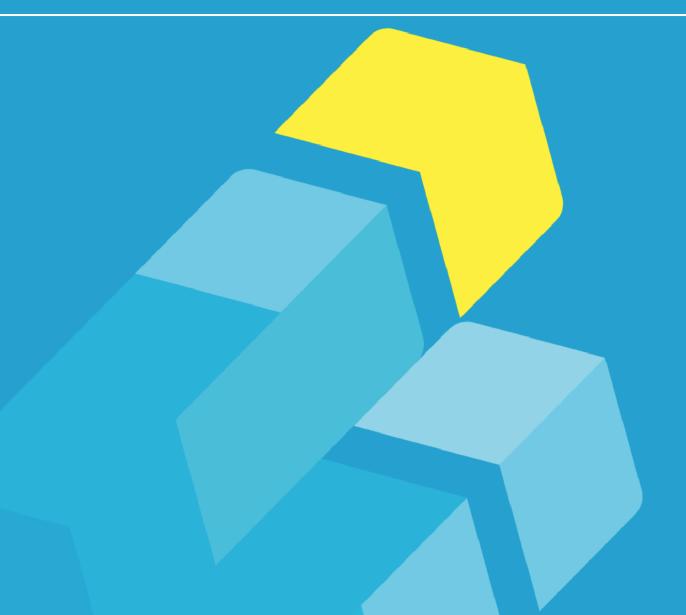






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Methods



- The questionnaire included a non-prompt comment box both pre and post course
- > Two coders identified themes based on comments before and after the course

Comments	Course 1	Course 2	Course 3	Total
Before	30 (46.9%)	12 (35.3%)	5 (38.5%)	47 (42.3%)
After	40 (62.5%)	20 (58.8%)	7 (53.8%)	67 (60.4%)
Total	70 (54.7%)	32 (47.1%)	12 (46.2%)	114 (51.4%)



Difficulties with emotional awareness and management

"Emotions just hit me like a train and I can't control them into rational thoughts and feelings."

"I find it difficult to identify triggers for my emotions, and at times even the emotions themselves."

"...my emotions control me and I don't know how to control them at all. It is controlling my life and making every day a misery."





Frustration with healthcare services

"The right help" is very difficult to access, especially due to the NHS being under extreme pressure after being understaffed and underfunded by government for years."

"I feel like it is difficult to make my problems understood. I feel like medical services don't take me seriously and I have been refused diagnoses before which is frustrating"

"I cannot get the right help when needed due to NHS criteria and therefore am left to my own devices with no support. This is incredibly frustrating when I know I need help and I gather the courage to admit that and ask for help and I feel like nobody will help me."



Expectations and concerns about upcoming courses

"I am so nervous in these courses, but I am trying very hard to do them as I think they seem to help a bit. Thank You" "I was enrolled in this course, after a very hard year for my mental health and emotional stability in hope to gain further skills to help me manage my emotions"





Positive feedback about coproduction, facilitators and content

"The course leaders were very kind and compassionate and took time to acknowledge and respond to every comment made either verbally or in the written chat. They created a welcoming environment that felt safe to share our thoughts and feelings in."

"Great educators, very informative and helpful."

"Lots more coping strategies in my toolbox."

"Made to feel welc<mark>ome not judged really pleased I went and hopefully I will be able to go forward with my recovery and thank you all for your support."</mark>

"It helps when the person doing the course is not a doctor. Just an everyday person like me and you so has been going through emotions and thoughts and totally understands where we are coming from."



Positive feedback about group environment

"The facilitators were understanding and didn't pressure you to have input, which made me feel comfortable to come forwards with things I have experienced or felt, and I feel the group became more confident in speaking as the time went on."

"Very personable, welcoming and caring. I felt listened to and understood. I could tell the other participates were opening up more and more as time went on. There was a great amount of comfort within the group."

"Although anxious at first, I enjoyed the course being group based as it was helpful to know that you're not alone in how you think and interesting to hear other people's perspectives on things"





How Were People Feeling After the Course? What Could Have Been Improved?

Organisation and Technical Difficulties

"I lost sound every time a new screen appeared. I had difficulty with my microphone on MS Teams, it wasn't working so I restarted MS Teams. It worked for a while then stopped working again."

"I find the only downside was the organisation, as the workbook was (not) sent out in physical copies so it was challenging to complete on my phone."

"The course went in one ear and out the other. I don't understand other people's emotions never mind my own"

"Lack of concentration and mental health difficulties as obstacles to benefiting from the course."



Strengths

- One of the first evaluations of psychoeducation and coproduction
- Paired data
- Mixed methods analysis

Limitations

Response rate
Questionnaire items and external validity
Some data dropped due to being unpaired
Generalisability

Conclusions

- Psychoeducation and interventions based on psychological theories like CBT and DBT beneficial for people experiencing emotional difficulties
- Findings supported the benefits of coproduction in services



Future Directions and Applications to Other Settings