

Northamptonshire Healthcare 
NHS Foundation Trust



**HMP&YOI
SWINFEN HALL**
It's people that make Swinfen Hall

DEVELOPING A POSITIVE MASCULINE SERVICE IN TOXIC CONTEXTS

Dr Abdullah Mia, Clinical Lead,
Delta Enabling Environment,
Inspires Service

Nothing is original.

Steal from anywhere that **resonates** with **inspiration** or fuels your **imagination**.

Devour old films, new films, music, books, paintings, photographs, poems, dreams, random conversations, architecture, bridges, street signs, trees, clouds, bodies of water, light and shadows.

Select only things to steal from that **speak directly to your soul**. If you do this, **your work (and theft) will be authentic**.

Authenticity is invaluable; originality is non-existent...

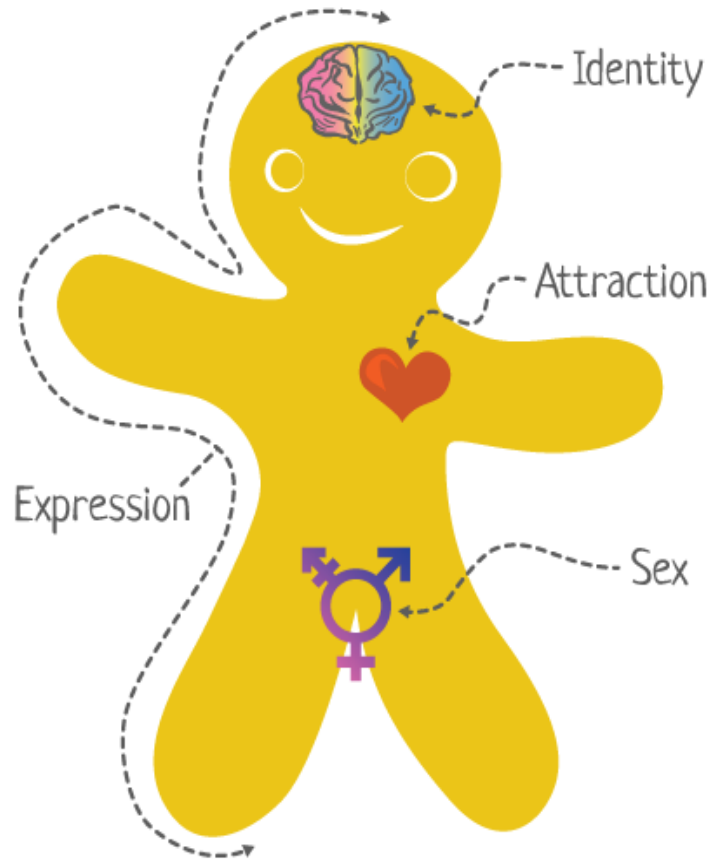
And don't bother concealing your thievery - celebrate it if you feel like it.

In any case, always remember what Jean-Luc Godard said:

“It's not where you take things from - it's where you take them to.”

Jim Jarmusch

The Genderbread Person v3.2 by its pronounced METROsexual.com





DEVELOPMENTAL

Think of the men in our lives, or ourselves,

- What supported us to develop?
- What did we value?
- How did we hold onto prosocial values?

What conditions did we need to develop in such a way?

ETHICS, VALUES AND CONTEXT

Banter and Bullying

Sources of support

Privacy and groups

My values over collective values

Culture eats strategy for breakfast!



TOXIC INSTITUTIONS

‘Total institutions’ – tightly scheduled activities with all aspects conducted under authority.

Mechanisms of harm include:

- Institutional needs taking precedence over resident care
- Insufficient quantity and quality of care
- Well-intentioned but misguided care*
- Neglect
- Direct, malicious assault



TOXIC MASCULINITY

Shame, disassociation and avoidance of emotional expression.

Extreme self-reliance.

Extreme aspiration for physical, sexual and intellectual dominance.

Devaluation of women's opinions, body and sense of self.

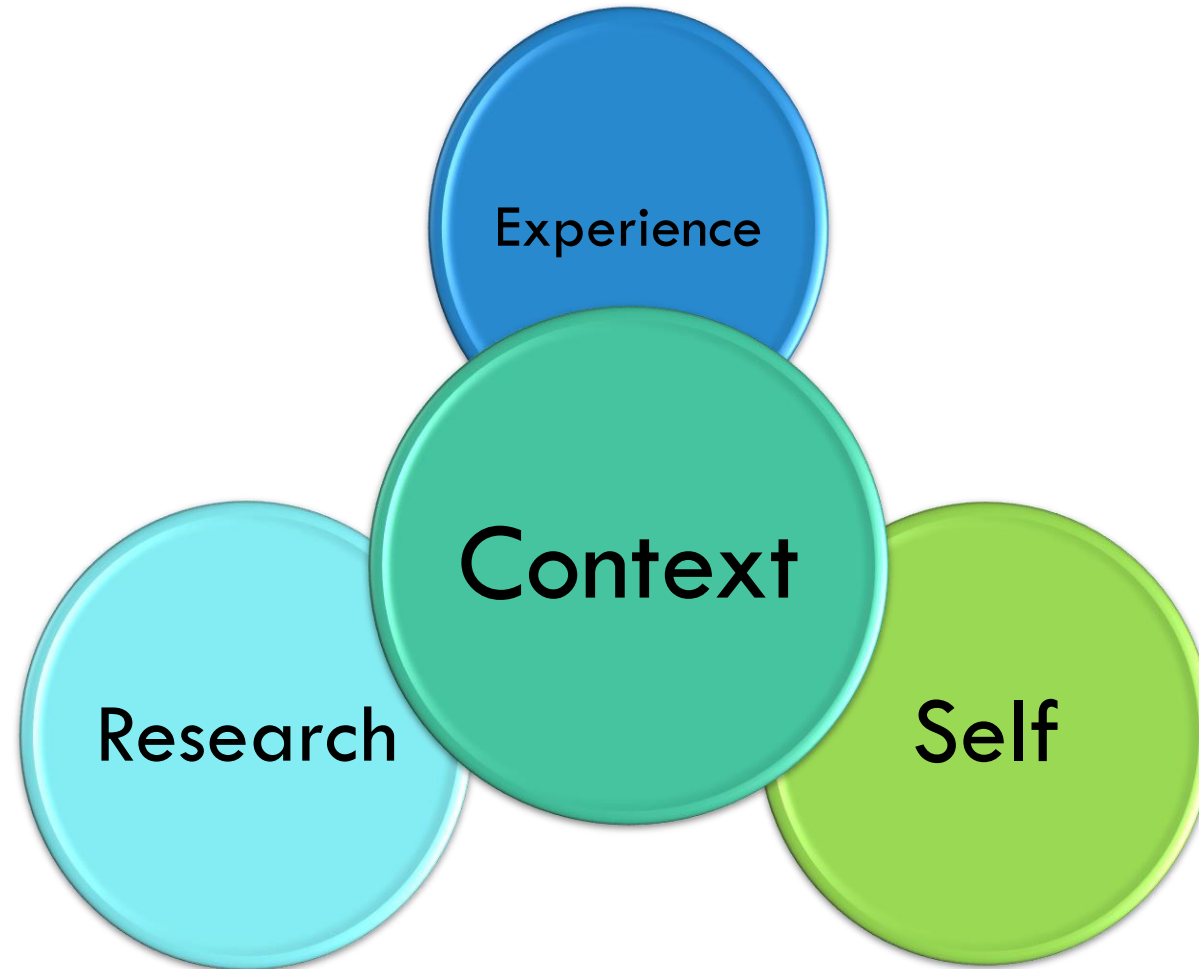
Condemning anything feminine within another man.



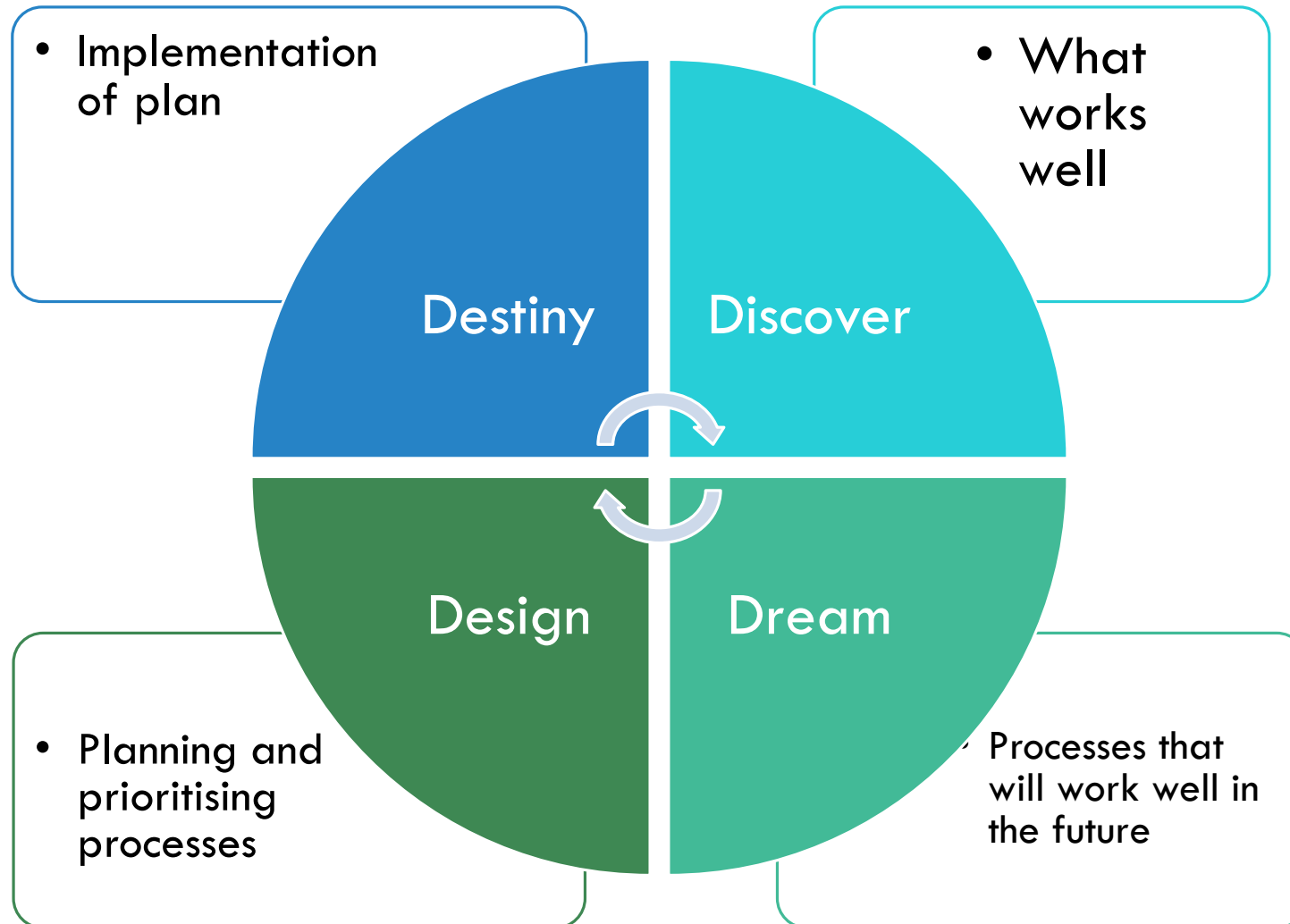
STAFF AND RESIDENTS



RESEARCH, EXPERIENCE AND SELF



BACK TO THE DRAWING BOARD



POSITIVE MASCULINITY

Male Relational
Styles

Male ways of
caring

Generative
fatherhood

Male self-reliance

Worker/provider
tradition of men

Male courage,
daring and risk
taking

Group
Orientation of
boys and men

Fraternal

Men's use of
humour

Male heroism

WHAT IT'S LOOKING LIKE



Ownership via boundary setting by residents



Acknowledgement of failures, with systemic pressures



Action empathy – doing things for others



Banter with boundaries

WHAT IT'S LOOKING LIKE



Groups for prosocial –
to increase fraternal
caring



1:1 therapy for trauma
and shame



Direct ownership of
budget money



Tolerating uncertainty,
separating system from
personal



Balance between
controlled and
control



Communication
across all levels



Shared
experiences



Trust and
Responsibility



Acknowledgement
of distress for staff
with supervision

**HEALTHIER
INSTITUTIONS**

DEE SERVICE

ON THIS WING

WE ARE TRAUMA-INFORMED

WE CONNECT BEFORE WE CORRECT

WE STAY CURIOUS NOT FURIOUS

WE UNDERSTAND BEHAVIOUR IS

COMMUNICATION

WE BELIEVE IN CO-REGULATION

THAT PEOPLE REGULATE OFF

OTHER ADULTS IN THEIR LIVES

WE THINK CAN'T NOT WON'T

WE EMPATHISE WHEN SOMEONE

IS 'LOSING THEIR HEAD'

WE BELIEVE IN RESTORATION NOT PUNISHMENT

WE BELIEVE THAT RELATIONSHIPS BUFFER STRESS

AND **BUILD RESILIENCE**

ALL OF US NEED ONE ANOTHER, ALWAYS.

RESILIENCE MEANS, WE SEE YOU,

WE HEAR YOU, WE ARE WITH YOU.